

CESANTONI

PORCELANATO PREMIUM

EVOLUTION

is our standard

ANNUAL
SUSTAINABILITY REPORT 2025

OUR ACHIEVEMENTS DRIVE US FORWARD, THE FUTURE INSPIRES US

At Cesantoni, we understand that excellence is not something that is achieved once—it is built every day. Every advancement in innovation, design, efficiency, and sustainability has been part of a transformation that challenges us to think differently and has shaped the way we create.

Today, we are a world-class Mexican company because, day after day, we choose to raise our own standards. Behind every surface lies talent, passion, and discipline: people who, through precision and commitment, transform raw materials into expression, technology into advantage, and effort into results that endure.

What we have built gives us strength, but it is the future that inspires us. It calls for greater vision, more creativity, and an even deeper sense of responsibility toward our environment and the communities around us. We continue to design with intention, produce with purpose, and move forward with determination.



FOR US, EVOLUTION IS
NOT ABOUT CHANGING
ONCE, **IT IS ABOUT
GROWING, ALWAYS.**

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letter
FROM THE CHIEF
EXECUTIVE OFFICER

GRI 2-22

To our Stakeholders,

5 years ago, Cesantoni began its journey as a company committed to design, quality and the creation of employment in the state of Zacatecas. Today, this vision is embodied in a company that integrates technology, innovation and sustainability as the cornerstones of its growth.

In 2025 we took a strategic step by reorienting our portfolio towards high-end architectural projects, strengthening our value positioning in domestic and international markets. Environmentally, we are making progress in the incorporation of renewable energy, energy efficiency and responsible water and waste management, with the aim of progressively reducing our environmental footprint.

Socially, we reaffirm our commitment to the health, safety and integral development of our employees, whose talent is the driving force behind our evolution.

In terms of governance, we operate under solid ethical principles that guide every decision and ensure transparency with our stakeholders.

IT IS WITH THIS CONVICTION THAT WE PRESENT OUR SECOND ANNUAL SUSTAINABILITY REPORT 2025, WHICH REPORTS ON OUR ESG PERFORMANCE AND REAFFIRMS OUR COMMITMENT TO ACCOUNTABILITY. WE CONTINUE TO EVOLVE IN ORDER TO CONSOLIDATE CESANTONI AS A LEADING, SOLID AND SUSTAINABLE COMPANY.

YACO REIMERS CAMPOS
CHAIR OF THE BOARD AND CHIEF
EXECUTIVE OFFICER

About this report

This document is the second Annual Sustainability Report of Cesantoni, a ceramic and porcelain flooring and coverings manufacturer, with operations in the State of Zacatecas, Mexico, and a national and international presence. The report presents the company's environmental, social and governance (ESG) performance for the period from January 1 to December 31, 2025, and is limited exclusively to Cesantoni's operations, and does not include other entities, companies or associates.

The information contained in this report has been structured based on Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board(SASB) standards, considering the sectors applicable to the company's operations, which include: Construction products and furniture, Chemicals, Construction materials, Engineering and construction services, and Specialized and multi-line distributors and retailers. The content is also linked to the United Nations Sustainable Development Goals (SDGs).

Cesantoni's General Management reviewed and approved the content of the report in line with the organization's strategic sustainability objectives. Each of the company's areas participated in compiling the information for the 2025 tax year, which was then consolidated and organized by the Sustainability area for subsequent validation by the management team.

The company's environmental, social, and governance initiatives and results are presented in this report to keep our stakeholders informed, as part of our commitment to transparency and accountability.

No restatements were made to the information presented during the reporting period, and the contents of the report have not been verified by an independent third party.

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GRI 2-1

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RELEVANT FIGURES

401

POINTS OF SALE
IN MEXICO

13

OWNED
STORES

9

COUNTRIES WHERE WE
HAVE OPERATIONS

100%

OF OUR PORCELAIN
LINE IS EPD CERTIFIED

930

EMPLOYEES

18mil

TONS OF CO₂ EQUIVALENT
EMITTED

21

TONS OF WASTE
GENERATED

+70

HOURS OF TRAINING PER
EMPLOYEE PER YEAR

11.3%

RENEWABLE
ENERGY

204.5

MEGALITERS OF
WATER CONSUMED



Cesantoni

We are embarking on a new stage with a long-term vision. We have evolved to consolidate our position as a company focused on the development of architectural solutions that create value and respond to our customers' expectations.

TERRAZO PAVER
60x60cm
20mm espesor

We are Cesantoni

GRI 21, 26
SASB CG-BF-000.B

FOR 45 YEARS, CESANTONI HAS DESIGNED AND **PRODUCED CERAMIC AND PORCELAIN FLOORING AND COVERINGS**, WITH A RELENTLESS FOCUS ON THE QUALITY, FUNCTIONALITY AND DURABILITY OF ITS PRODUCTS.

Throughout its history, the company has developed solutions that respond to both market needs and contemporary architectural and design trends.

Founded in 1980 by the Reimers Campos family, Cesantoni has established itself as a national benchmark in the ceramics industry, backed by an annual production capacity of 12.1 million square meters and an operation that contributes to the creation of more than one thousand direct and indirect jobs, strengthening the economic development of the regions where it operates.

Currently, the company's production operations are concentrated in two plants located in the state of Zacatecas. They are equipped with state-of-the-art technology for the manufacture of high-performance ceramic and porcelain surfaces. These products are used in high-end architectural projects and meet demanding usability, resistance and performance technical standards.

This sustained growth, both in terms of industrial capabilities and commercial presence, has been possible due to the commitment and talent of a team of 821 employees, who actively participate in the design, manufacturing and distribution processes.

ANNUAL PRODUCTION
CAPACITY
12.1
MILLIONS OF SQUARE
METERS

AT CESANTONI, INVESTING IN CONTINUOUS TRAINING AND ENSURING SAFE, EQUITABLE AND FAIR WORKING CONDITIONS ARE PART OF A **CLEAR CONVICTION TO OPERATE IN A RESPONSIBLE AND SUSTAINABLE MANNER.**





Our essence

CESANTONI'S **CORPORATE PHILOSOPHY** REFLECTS THE CULTURE THAT GUIDES ITS DAY-TO-DAY OPERATIONS AND SHAPES THE WAY THE COMPANY INTERACTS WITH ITS EMPLOYEES, CUSTOMERS, SUPPLIERS AND COMMUNITIES.

This culture is rooted in ethical and respectful behavior and a constant commitment to human development, principles that have guided the company's growth since its inception.

The corporate mission, vision and values constitute the framework that supports decision making and ensures a coherent action with Cesantoni's commitment to create economic value in a responsible and sustainable manner.

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, AND PROFITABILITY FOR OUR CUSTOMERS.

Values

- PASSION
- HONESTY
- INNOVATION
- LEADERSHIP
- PERSEVERANCE
- RESPONSIBILITY
- HUMILITY



The history of our name

THE NAME CESANTONI COMES FROM THE **COMBINATION OF TWO ASPECTS** THAT ARE DEEPLY ROOTED IN THE COMPANY'S ORIGINS

CERAMICS AND DEVOTION TO THE HOLY INFANT OF ATOCHA

CE

+

SANTO

+

NI

CERAMIC

SAINT

CHILD



This reference has been present from the very beginning, when the first sale of flooring and coverings was made shortly after the plant began operations to renovate the Holy Infant of Atocha Shrine.

BEYOND ITS ORIGIN, THIS NAME SYMBOLIZES **THE COMMITMENT, CONVICTION AND VALUES** THAT HAVE ACCOMPANIED THE COMPANY THROUGHOUT ITS HISTORY.

A journey through our past

**1980**

Cesantoni is founded by the Reimers Campos family.

1981

Plant 1's first cornerstone is laid.

**1991**

The second plant, Baldoglass, begins operations.

1998

Single-firing technology is introduced in Plant 1.

**2005**

Plant 1 is expanded with the installation of Kiln 2.

2008

Geco atomizer is installed in Plant 1.

2015

Production plants start using natural gas. First factory outlet opens in Calera, Zacatecas. The cornerstone of Plant 3 is laid.

2016

Plant 3 starts operations.

2021

Continuous grinding is implemented and Kiln 5 is expanded.

**2022**

Kiln 5 is commissioned and Kiln 6 is expanded. Received the TecnAwards 2022 award in Rimini, Italy.

2023

Kiln 6 starts operations. Received the ELIS Award in Social Responsibility and Sustainability.

2024

Received the ESR Distinction and EPD certification.

2025

Received for the second time the ESR Distinction.

Betting on the future

DRAWING ON ITS INDUSTRIAL AND COMMERCIAL EXPERIENCE, **CESANTONI MAINTAINS A LONG-TERM VISION** FOCUSED ON BUSINESS CONTINUITY, THE RESPONSIBLE CREATION OF ECONOMIC VALUE, AND THE STRENGTHENING OF ITS MARKET COMPETITIVENESS.

In 2025, the company redefined its strategic focus around four key pillars:

GROWTH IN MEXICO

By strengthening production capacity, broad market coverage, and a well-established distribution network.

CONTINUOUS INNOVATION

Focused on the evolution of production processes, finishes and technologies applied to design and operational efficiency.

INTERNATIONAL REACH

With active presence in North American and Latin American markets, backed by logistical and technical capabilities aligned with industry standards.

LONG-TERM VISION

Focused on brand building and sustainable growth.



THIS APPROACH HAS ALLOWED US TO **CONSOLIDATE COMPETITIVE ADVANTAGES** SUCH AS INVENTORY STABILITY, CONTINUOUS SUPPLY AND SPECIALIZED TECHNICAL SUPPORT, BASED ON COMPLIANCE WITH DULY CERTIFIED QUALITY STANDARDS.

Our brand is evolving

AS PART OF OUR 45TH ANNIVERSARY CELEBRATIONS, WE DECIDED TO MAKE A DESIGN CHANGE IN OUR BRAND, WHICH REFLECTS OUR MATURITY AND IS IN LINE WITH THE QUALITY AND STATUS THAT OUR CERAMIC FLOORING AND COVERINGS PROVIDE TO OUR CUSTOMERS.



Our brand changed color, emphasizing the letters A and C. It uses capital letters that reflect authority and strength, and we added the words premium porcelain tile to emphasize the high-value market we are targeting.

The typography used seeks to transmit simplicity and modernity, as well as sobriety and elegance by using black tones.

This evolution of our image describes today's Cesantoni, which seeks to develop differentiated architectural solutions thanks to the design of our products, the services we offer to the market and our commitment to sustainability.

THROUGHOUT THESE 45 YEARS WE HAVE REDESIGNED OUR BRAND IN FIVE DIFFERENT STAGES OF OUR HISTORY, WHICH HAVE LED US TO **POSITION OURSELVES IN THE MARKET AND IN THE CERAMIC INDUSTRY AS A RELIABLE, AVANT-GARDE AND INNOVATIVE COMPANY.**

45 YEARS OF EVOLUTION

1980



1994



2005



2009



2015



2025



Our products

Manufacturing process

CESANTONI OPERATES **STANDARDIZED PRODUCTION PROCESSES** IN ITS PRODUCTION PLANTS, EQUIPPED WITH HIGH-TECH MACHINERY.

- 1 RAW MATERIAL SELECTION
- 2 HIGH-TENSION GRINDING
- 3 SPRAYING
- 4 PRESSING
- 5 GLAZING AND DIGITAL PRINTING
- 6 FIRING
- 7 TECHNICAL POLISHING

Products made in Mexico



AS PART OF ITS COMMITMENT TO QUALITY AND EXCELLENCE, IN 2025 CESANTONI WAS GRANTED AUTHORIZATION TO USE THE “HECHO EN MÉXICO / MADE IN MÉXICO” CERTIFICATION SEAL, WHICH ATTESTS TO THE ORIGIN AND QUALITY OF ITS PRODUCTS AND ITS CONTRIBUTION TO THE DEVELOPMENT OF THE DOMESTIC INDUSTRY.

Our market presence and product portfolio

PRODUCT DEVELOPMENT AT CESANTONI IS BASED ON AN ONGOING ANALYSIS OF **TRENDS IN THE CERAMIC INDUSTRY AND CONTEMPORARY ARCHITECTURAL DESIGN.**

This vision allows us to offer solutions that combine design, functionality and technical performance.

The portfolio includes various types: cement, geometric, wood, marble, stone and terrazzo, designed to suit residential, commercial and institutional projects. The technical classification is defined by the type of body used: porcelain, stoneware, super stoneware or wall, which allows for different applications and levels of performance.

CLASSIFICATION OF FORMATS PRODUCED IN 2025 BY TYPE OF BODY

PRODUCT TYPE	FORMATS	
PORCELAIN	• 80x160 • 60x120 • 60x60 • 20x20	• 23x26 • 26 x 160 • 20 x 120 • 80x80
STONEWARE	• 45x90 • 60x120 • 61x61 • 20x60 • 55x55	• 29x58 • 18x18
WALL	• 7.5x30 • 30x60	



100%

OF THE PRODUCTS ARE MANUFACTURED WITH WHITE BODY, WHICH IS KNOWN FOR ITS HIGH PURITY, LOW MOISTURE ABSORPTION, AND HIGH MECHANICAL STRENGTH, ENSURING STABILITY, DURABILITY, AND CONSISTENT APPEARANCE.

Finishes and technical advantages

The competitiveness of the sector has prompted Cesantoni to strengthen its value proposition through the development of eight different finishes, which offer solutions adaptable to a variety of architectural applications:

- 

GRIP
Rough, non-skid surface, ideal for exteriors and high traffic areas.
- 

VELVET FINISH
Soft texture, with controlled tactile sensation.
- 

TEXTURIZED
Embossed finish with clearly defined random waves.
- 

MATE
Non-reflective, restrained and easy to maintain
- 

SATINADO
Intermediate between matte and polished, ideal for interiors.
- 

GLOW
Provides a luminous effect on the surface.
- 

GLOSSY
High gloss surface ideal for interiors.
- 

GLOSSY POLISHED
Very shiny surface.
- 

MATTE POLISHED
Smooth finish with less reflection.
- 

RIGATO
Embossed finish with clearly defined random waves.

CESANTONI PORCELAIN TILES COMPLY WITH ISO 13006:2018, WHICH ENSURES ITS PERFORMANCE COMPARED TO RED BODY ALTERNATIVES, NOTABLE FOR ITS LOWER WATER ABSORPTION, GREATER MECHANICAL STRENGTH, DIMENSIONAL STABILITY AND BETTER LONG-TERM COST BENEFIT RATIO.

RED BODY

PORCELAIN

ADVANTAGES OF PORCELAIN VERSUS RED BODY PRODUCTS

FEATURES	PORCELAIN	RED BODY	COMPETITIVE ADVANTAGE
WATER ABSORPTION	Minimum <0.5%	High >3%	Low absorption that ensures an unalterable surface suitable for all environments. Superior strength for intensive use
MECHANICAL RESISTANCE	Very high bending and impact	Low traffic	Porcelain tile 38% more resistant to bending and breakage
STABILITY	No warping	Dimensional variation	Increased dimensional and structural stability
	PEI 4-5	PEI 2-3	Long-term aesthetic durability
	High long-term returns	Low upfront cost; high cost	Smart investment. Although the porcelain tile initial cost is higher, the cost of future repairs and replacements is lower.

Business model

CESANTONI'S BUSINESS MODEL HAS BEEN DEVELOPED PROGRESSIVELY AND STRATEGICALLY, WITH THE OBJECTIVE OF EXPANDING MARKET COVERAGE, STRENGTHENING BRAND POSITIONING AND BUILDING LONG-TERM BUSINESS RELATIONSHIPS, ALIGNED WITH A VISION OF SUSTAINABLE GROWTH.

Our model is based on a network of domestic and international distributors, which has allowed us to consolidate a broad and consistent presence, bringing our products closer to end customers and strengthening the reach of our operations.

In addition, we operate a Co-Branding model, through which, we partner with strategic business partners to exclusively market the Cesantoni brand at the point of sale, enabling a more comprehensive display of our product portfolio and a distinctive brand experience.

These models include Design Centers, specialized spaces devoted to design and technical specifications, aimed at architects, designers, and interior designers, which facilitate the development of high-end architectural projects. Furthermore, we offer digital tools, such as apps and simulators, that allow you to visualize the installation of flooring and walls and take virtual tours of our Showrooms.

Zacatecas is the only state in Mexico where Cesantoni operates directly through 13 of its own stores and outlets, where it sells its products directly to the end customer. Furthermore, we have our own showroom in Mexico City, designed as a display space offering specialized service where we show our product portfolio and welcome customers, architects, and designers.



350

DISTRIBUTOR NETWORK

Cesantoni products are integrated into a multi-brand portfolio operated by distributors.

13

OWNED STORES

Located in Zacatecas and operated by Cesantoni.

21

CO-BRANDING STORE

Model operated by a business partner with exclusive sales of our brand.

1

SHOWROOM

Showroom located in Mexico City.

16

DESIGN CENTERS

Specialized design spaces located within our distributors' points of sale.

401

TOTAL

International presence

9

CESANTONI IS PRESENT IN
NINE COUNTRIES THROUGH ITS
DISTRIBUTOR NETWORK



Commercial infrastructure in Zacatecas

SASB CG-MR-000.A, CG-MR-000.B

Our 13 direct points of sale, located in the state of Zacatecas, are comprised of five boutique stores and eight outlets, designed to serve customers seeking comprehensive solutions for their architectural projects. Together, these spaces cover a total surface area of 17,302 m², offering a wide variety of models, designs and formats for flooring and coverings. This infrastructure enables us to provide a personalized and specialized shopping experience tailored to the end customer's needs and designed to support decision-making for each project.



117,302 m²

TOTAL SURFACE AREA

STORE	SIZE
BOULEVARD	1,520 m²
CALERA FACTORY OUTLET	375 m²
FRESNILLO	1,652 m²
GALERÍAS	155 m²
JEREZ	215 m²
TOTAL STORES	3,762 M²

OUTLET	DIMENSIÓN
OJOCALIENTE	210 m²
CALERA	2,310 m²
FRESNILLO	1,000 m²
GUADALUPE	110 m²
JALPA	200 m²
JEREZ	210 m²
ZACATECAS	2,219 m²
RÍO GRANDE	511 m²
OUTLETS	6,770 M²



Own Distribution Centers

To ensure efficient product delivery, we operate five distribution centers, located in the state of Zacatecas, with a total of 60,786 m², which ensure the capacity and availability to distribute them nationwide and internationally.

CEDIS	TOTAL SURFACE AREA M²
CEDIS 3	9,900 m²
CEDIS 2	15,000 m²
CEDIS 1	16,000 m²
CEDIS 5	15,000 m²
CEDIS 4	4,886 m²
TOTAL	60,786 M²

Special projects

THE COMPANY WORKS CLOSELY WITH ARCHITECTS AND DESIGNERS TO DEVELOP CUSTOMIZED **SOLUTIONS FOR URBAN PLANNING PROJECTS**, SHOPPING CENTERS, INSTITUTIONS, HOSPITALS AND RESIDENTIAL DEVELOPMENTS, **OFFERING PRODUCTS THAT MEET HIGH TECHNICAL, AESTHETIC AND FUNCTIONAL STANDARDS.**



MAJOR PROJECTS



GOVERNMENT
PROJECTS



SHOPPING CENTERS
RESTAURANTS
AGENCIES



HOSPITALS
SCHOOLS



RESIDENTIAL
DEVELOPMENTS

Supply chain

GRI 2-6, 204-1, 308-1, 414-1

OUR SUPPLY CHAIN HAS

285

SUPPLIERS

78

LOCAL

204

NATIONAL

3

FOREIGN
SUPPLIERS

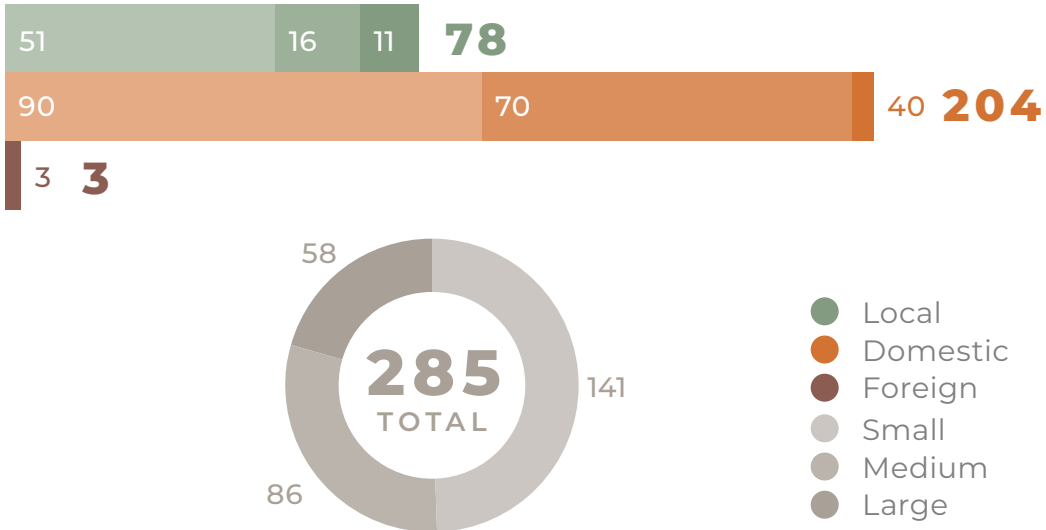
which supply the raw materials, inputs, goods and services necessary for the manufacture of our flooring and coverings, under set quality standards.

At Cesantoni, we foster responsible relationships with our suppliers, ensuring compliance with legal and labor regulations, respect for human rights, the adoption of environmentally responsible practices, and ethical conduct aligned with principles of integrity and social development.

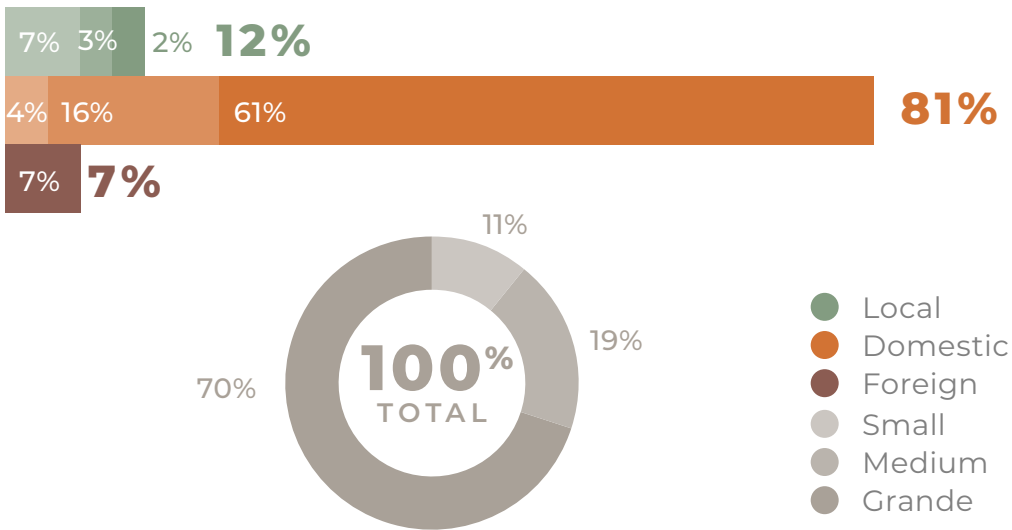
As part of this approach, we share with our suppliers the Supplier Payment and Purchasing Policies, as well as the Code of Ethics, which establish delivery time, quality and payment condition guidelines.

We annually review compliance with the requirements to be part of our supply chain by updating documentation. No environmental and social assessments of suppliers were conducted during the reporting period, and this practice was identified as an area for improvement to enhance responsible supply chain management.

NUMBER OF OPERATIONS SUPPLIERS



PERCENTAGE OF SPENDING ON OPERATIONS SUPPLIERS



INSTALLER PARTNER PROGRAM

THE INSTALLER PARTNER PROGRAM IS A STRATEGIC INITIATIVE BY CESANTONI AIMED AT BOOSTING THE TECHNICAL SKILLS OF INDIVIDUALS WHO INSTALL CERAMIC FLOORING AND COVERINGS, AS WELL AS THOSE WHO SEEK TO ENTER THIS TRADE.

Through theoretical and practical sessions, the program conveys proper installation techniques based on technical standards, helping to reduce common mistakes and ensure the optimum performance, durability and aesthetic quality of our products.

Beyond the technical field, the Installer Partner reflects Cesantoni's social commitment to the training and professionalization of communities linked to the construction sector. The initiative creates training opportunities for people with or without previous experience, facilitating their integration into a high-demand economic activity, strengthening their autonomy and entrepreneurial capacity, and promoting local economic development.

The program also contributes to strengthening the network of professionals and partners that work with our products, promoting good practices, on-site safety and the efficient use of materials, generating shared benefits for installers, customers, communities and the value chain.

THIS YEAR, THE INSTALLER PARTNER PROGRAM HAS TRAINED

165

PEOPLE FROM SEVEN DIFFERENT COMMUNITIES.

2025 INSTALLER PARTNER SCOPE

PLACE	PEOPLE TRAINED
27/02/2025 DURANGO	51
06/03/2025 COLOTLÁN	7
04/06/2025 RÍO GRANDE	8
24/06/2025 VILLANUEVA	20
15/07/2025 ZACATECAS	52
20/10/2025 DURANGO	20
21/11/2025 JEREZ	7
TOTAL	165



Strategy

to create a positive impact

SUNSET MAPLE
26x160cm

We strive to be a sustainable company that, beyond simply reducing its impacts, makes clear commitments to fulfill its corporate strategy, contribute to the growth of society, and promote environmental conservation worldwide.

Sustainable approach

GRI_2-22

ALL OUR OPERATIONAL PROCESSES HAVE BEEN **DESIGNED TO GENERATE SHARED VALUE BETWEEN CESANTONI AND THE COMMUNITY**, CONVINCED THAT BEING SUSTAINABLE IS A COMMITMENT THAT WE ASSUME HAND IN HAND WITH OUR EMPLOYEES, CUSTOMERS, SUPPLIERS AND OUR STAKEHOLDERS.

We set out to improve our social and environmental performance every year, with a focus on putting our values into practice, upholding ethical conduct, and ensuring the personal and professional well-being of everyone on our company's team.

We monitor the operations at our plants on a daily basis to identify risks to the health and physical well-being of our employees and neighbors, as well as to the natural resources from which some of our raw materials are sourced.

Knowing our impacts, our risks and areas of opportunity drives us to continue implementing actions and working with our Social Responsibility Department and the Innovation and Development area to offer new sustainable product options.

FOR US, **SUSTAINABILITY ADDS TO OUR PROJECTS IN THE PURSUIT OF EXCELLENCE**, WHICH IS WHY WE RELY ON OUR SUSTAINABILITY MODEL AND THE RESULTS OF THE MATERIALITY ANALYSIS.

Materiality

GRI_3-1, 3-2, 3-3

In 2024, we invited our stakeholders to participate in a consultation process that would help us identify their most pressing concerns. We conducted virtual interviews, made phone calls, and administered online surveys to identify the environmental, social, and governance issues we need to address, to the extent possible, so that we can manage them appropriately.

The results identified nine material, five governance, three social and one environmental issues.

Material Issues

- A

Business ethics
- B

Innovation and quality
- C

Health and safety
- D

Human capital development
- E

Sustainable finance
- F

Community outreach
- G

Corporate governance
- H

Partnerships and value chain development
- I

Climate change

- Governance
- Economic
- Social
- Environment

Priority

The results were ranked by level of importance by the management team, determining which had the highest priority for the organization and which had the highest priority for the stakeholders.

HIGHEST PRIORITY
• Business ethics • Innovation and quality • Health and safety • Human capital development
HIGH PRIORITY
• Sustainable finance • Community outreach
MEDIUM PRIORITY
• Corporate governance • Partnerships and value chain development • Climate change



MATERIALITY MATRIX CHANGE THE DESIGN



Sustainability Model

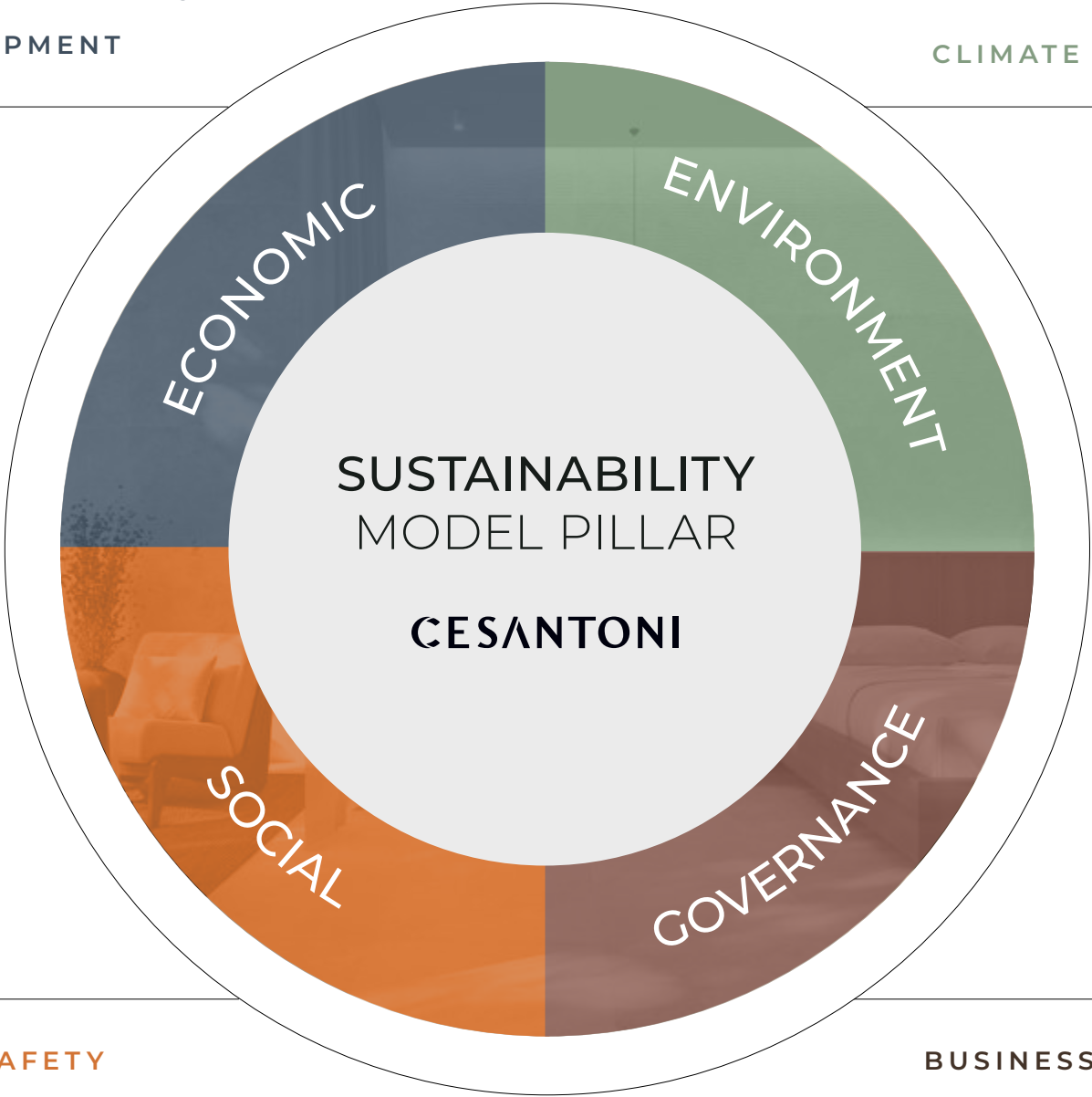
Our Sustainability Model was designed with reference to Cesantoni's material issues and strategic objectives.

The Model includes four core pillars:



SUSTAINABLE FINANCE
INNOVATION AND QUALITY
PARTNERSHIPS AND VALUE
CHAIN DEVELOPMENT

CLIMATE CHANGE



HEALTH AND SAFETY
HUMAN CAPITAL DEVELOPMENT
COMMUNITY OUTREACH

BUSINESS ETHICS
CORPORATE GOVERNANCE

Risks and opportunities

AS PART OF OUR STRATEGIES TO BECOME MORE SUSTAINABLE, WE CLASSIFIED ACTUAL AND POTENTIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISKS IN ORDER TO ANTICIPATE AND TAKE APPROPRIATE MEASURES TO AVOID, REDUCE OR REMEDY THEM.

We defined a total of 29 environmental, social, economic, competitiveness and governance risks that could threaten business continuity.



SCOPE	RISKS	OPPORTUNITIES
ENVIRONMENTAL	- 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)



With all this, we seek to contribute to the 17 Sustainable Development Goals (SDGs), to be achieved by 2030.



3
GOOD HEALTH
AND WELL-BEING

GOOD HEALTH AND WELL-BEING

- Health and wellness programs
- Health and safety programs
- Occupational accident reduction 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
- Water saving programs
- Treatment plants



7
AFFORDABLE AND
CLEAN ENERGY

AFFORDABLE AND CLEAN ENERGY

- Energy savings
- Capacitor installation
- LED lighting



8
DECENT WORK AND
ECONOMIC GROWTH

DECENT WORK AND ECONOMIC GROWTH

- Annual training plan
- Product innovation
- Fair wages

AT CESANTONI WE HAVE FOCUSED ON WORKING IN DIFFERENT **ACTIVITIES THAT PROMOTE SOCIAL DEVELOPMENT AND THE CONSERVATION OF NATURAL RESOURCES**, WITHOUT NEGLECTING THE WORKING CONDITIONS OF ALL OUR EMPLOYEES AND STAKEHOLDER RELATIONS.

**REDUCED INEQUALITIES**

- Community support
- Social Programs

**SUSTAINABLE CITIES
AND COMMUNITIES**

- Reduced electricity consumption
- Waste reduction
- GHG emissions control

**RESPONSIBLE CONSUMPTION
AND PRODUCTION**

- Reuse of packaging materials
- Waste reduction
- Reuse of pallets
- Circular Economy Programs

**CLIMATE ACTION**

- GHG emissions control
- Fuel savings
- Energy consumption reduction

**LIFE BELOW WATER**

- GHG emissions control
- Waste management

**LIFE ON LAND**

- Emissions control
- Biodiversity protection
- Wastewater treatment
- Waste management

**PEACE, JUSTICE AND
STRONG INSTITUTIONS**

- Policies and procedures
- Corporate governance
- Anti-corruption practices



Awards, Distinctions, and Certifications

IN 2025, WE **REAFFIRMED OUR COMMITMENT TO SUSTAINABILITY AND CORPORATE RESPONSIBILITY** BY OBTAINING AND MAINTAINING VARIOUS ENVIRONMENTAL, SOCIAL AND GOVERNANCE LABELS AND CERTIFICATIONS.

These awards validate the integration of responsible practices into our business strategy, as well as the organization's ongoing commitment to transparency, continuous improvement and the generation of value for our stakeholders.



ESR DISTINCTION: SOCIALLY RESPONSIBLE COMPANY

In 2025, Cesantoni renewed for the second time the ESR Distinction, an award granted annually by the Mexican Center for Philanthropy (Cemefi).

Obtaining this Distinction confirms the consolidation of our organizational culture oriented towards sustainable development and evidences our progress in priority issues such as business ethics, holistic wellbeing, environmental management and community relations.



ELIS AWARD FINALISTS: SOCIAL AND ENVIRONMENTAL CATEGORIES

Once again we participated in the Leading Companies in Sustainable Innovation Award (ELIS), organized by HSBC Mexico in collaboration with EY, where we were finalists in the Social and Environmental categories. This award recognizes companies that implement ESG strategies with a verifiable positive impact on society and the environment.

This recognition, as finalists in two categories simultaneously, highlights Cesantoni's comprehensive progress in developing initiatives with significant social and environmental impact, backed by data, results, and verifiable evidence.



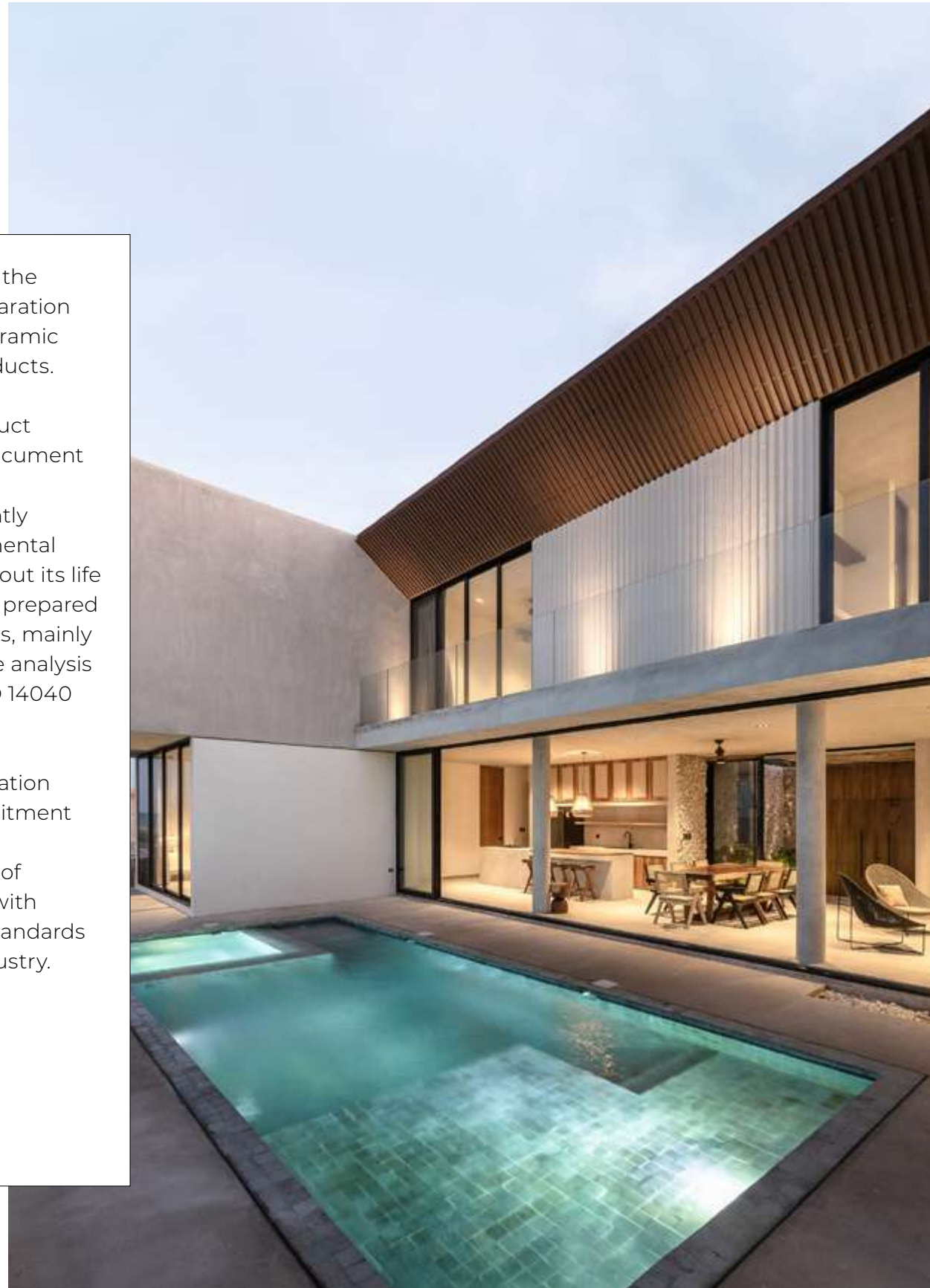


WE ARE THE ONLY MEXICAN
COMPANY IN THE CERAMICS
INDUSTRY WITH THIS
CERTIFICATION.

During 2025, we maintained the Environmental Product Declaration (EPD) for the entire line of ceramic coverings and porcelain products.

An EPD (Environmental Product Declaration) is a technical document verified by an independent third party, which transparently communicates the environmental impact of a product throughout its life cycle. These declarations are prepared under international standards, mainly ISO 14025, based on life cycle analysis (LCA) in accordance with ISO 14040 and ISO 14044.

The continuity of this certification shows our company's commitment to transparency, improved environmental performance of its products and alignment with international sustainability standards in the building materials industry.



ALPES MALLA
30x30cm

Innovation

to exceed expectations

We integrate quality, design and functionality under a creative and strategic vision to develop products for high value markets, consistently strengthening our brand positioning.

ALPES PAVER
60x60cm
20mm espesor

ALPES
60x120cm grip

Projects that make us grow

DURING 2025, AT CESANTONI WE CONSOLIDATED OUR CREATIVE STRATEGY THROUGH THE INNOVATION AND DEVELOPMENT DEPARTMENT (I&D), WHICH FOCUSED ON DESIGNING HIGH-VALUE ARCHITECTURAL SOLUTIONS, WITH THE AIM OF STRENGTHENING OUR POSITIONING IN STRATEGIC MARKETS AND MAXIMIZING VALUE PER PROJECT.

THE I&D STRATEGY WAS STRUCTURED ALONG FIVE KEY PILLARS:

1

Architectural integration of the portfolio, through the development of coordinated ecosystems that ensure aesthetic and functional continuity.

3

Strengthening of the Premium segment, with the incorporation of large-format products (80×160 cm).

2

Development of differentiated finishes, aligned with international trends and market needs.

4

Expansion of the 20 mm Pavers portfolio, aimed at high performance outdoor applications.

5

Development of the team's technical capabilities, focused on process control, standardization and industrial transfer.

THIS APPROACH ALLOWED US TO EVOLVE TOWARDS AN INNOVATION MODEL FOCUSED ON COMPLETE SOLUTIONS, INTEGRATING DESIGN, TECHNICAL PERFORMANCE AND PRODUCTION EFFICIENCY.



Trend analysis and market development

I&D DECISION MAKING IS BASED ON A CONTINUOUS ANALYSIS OF TRENDS, MARKET STUDIES AND INTERNATIONAL BENCHMARKING , WHICH ALLOWS US TO ANTICIPATE OPPORTUNITIES AND **ADJUST OUR PORTFOLIO STRATEGICALLY.**

We strengthened ties with key architects and distributors, who participated in the validation of prototypes and performance in real applications, ensuring greater precision in product development.

As part of this strategy, Cesantoni participated in key international trade fairs:

- CEVISAMA, VALENCIA, SPAIN
- CERSAIE, BOLOGNA, ITALY
- TECNARGILLA, RIMINI, ITALY
- COVERINGS, UNITED STATES



ATTENDANCE AT THESE FORUMS MADE IT POSSIBLE TO IDENTIFY TRENDS IN DESIGN, FINISHES, MATERIALS AND TECHNOLOGY, FACILITATING THEIR INTEGRATION INTO PRODUCT DEVELOPMENT AND PROCESS IMPROVEMENT.



Product development and technical capabilities

ALSO DURING 2025, THE I&D AREA STRENGTHENED ITS DEVELOPMENT MODEL BY INTEGRATING DIGITAL TOOLS, TECHNICAL CONTROL AND COLLABORATION WITH STRATEGIC SUPPLIERS.

The main developments were:

- Improved color accuracy and tone control
- Optimization in digital printing application
- Reduction of process variability and waste
- Increased industrial stability of the product

The model combines material digitization, relief generation, and graphic construction, enabling faster development times and ensuring industrial reproducibility.

Product development results

As a result of the implemented strategy, our team developed 44 product lines in a 60×120 cm format under an integrated wall-floor concept, and selected six strategic lines for its launch, prioritizing technical differentiation and architectural value.

These developments made it possible to increase the perceived value of the product and strengthen the brand's positioning in more profitable segments.

44
PRODUCT
LINES

Some of these product lines are:

RIGATO FINISH

It has high aesthetic and functional value, improving competitiveness compared to imported products.

INCORPORATION OF LARGE FORMAT (80×160 CM)

In the Premium segment.

DEVELOPMENT OF THE POLISHED MATTE FINISH

Aligned with European trends such as honed and matte lappato.



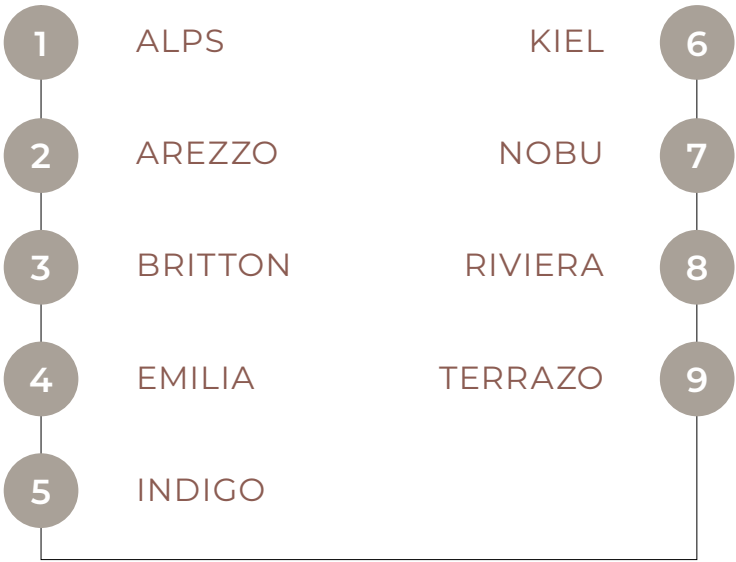
Multi-format strategy and porcelain tile ecosystem

As part of this evolution, we consolidated the concept of a multi-format porcelain tile ecosystem, which allows the integration of different designs, thicknesses and finishes within the same line.

The strategic benefits include:

- Greater coherence in architectural projects
- Increased value per solution, not just per product
- Optimization in installation and performance in use

We have nine design lines within this ecosystem:



A collage of images showing various interior and exterior spaces featuring different porcelain tile designs. The images include a modern kitchen, a lounge area with a fireplace, a patio with a fire pit, and a circular inset showing a patio with a fire pit and lounge chairs.

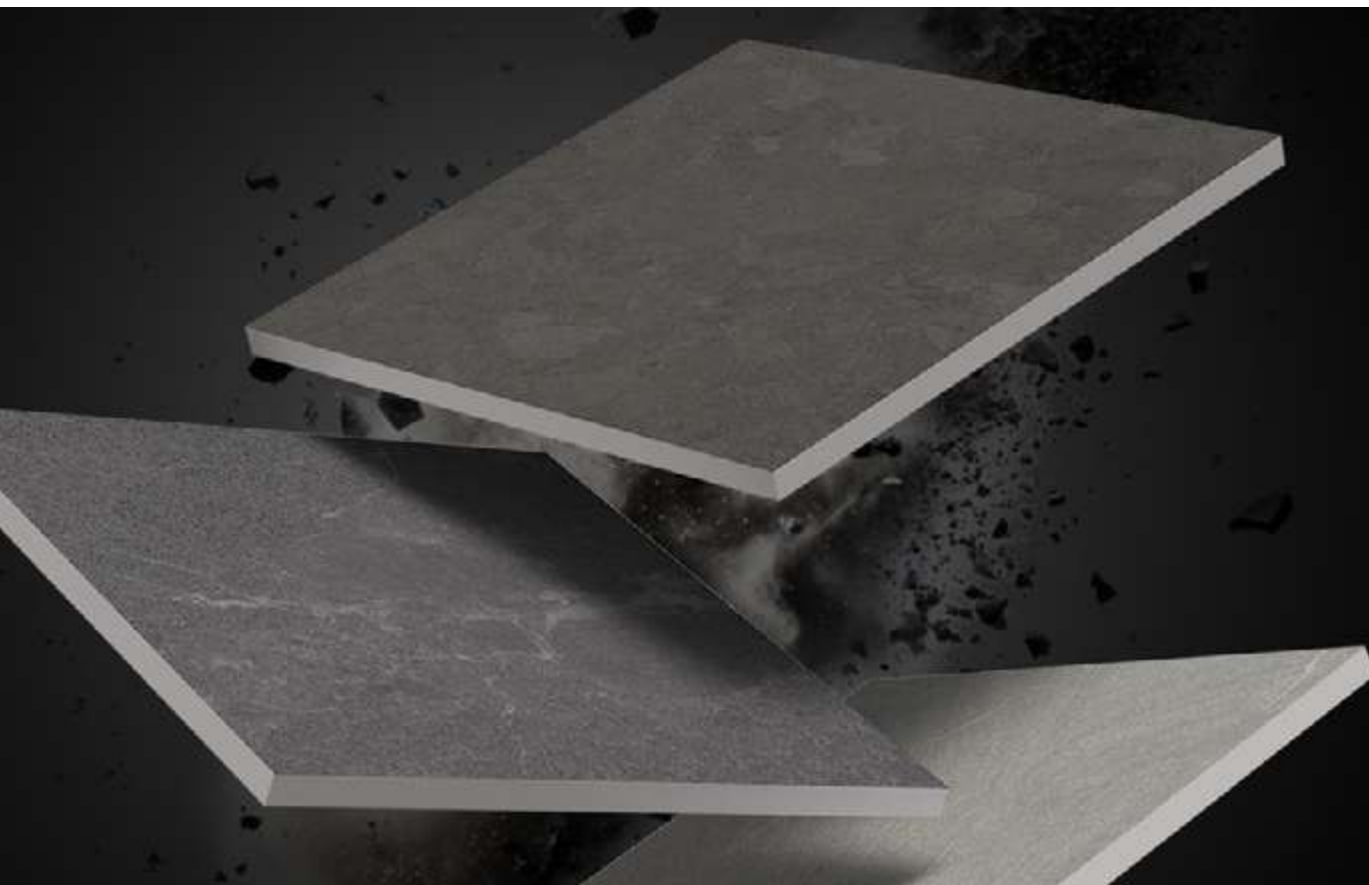
RIGATO
60X120CM

GRIP
60X120CM

PAVER
60X60CM

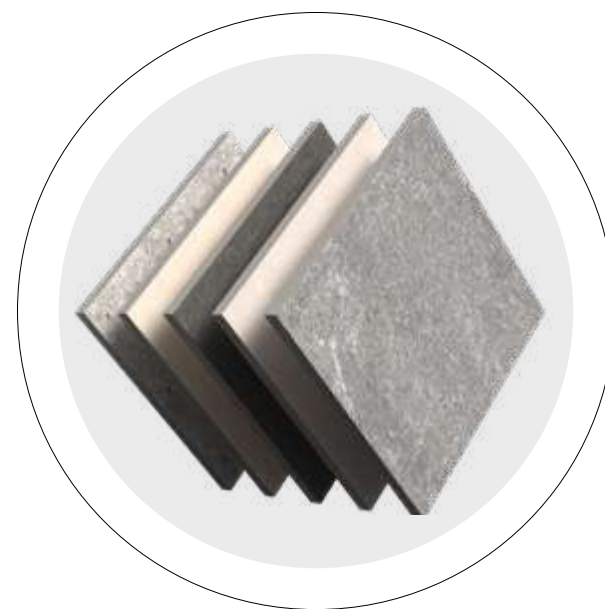
GRIP
30X60CM

MALLA
30X32CM



Consolidation of 20 mm Pavers

THE DEVELOPMENT AND INCORPORATION OF 20 MM PORCELAIN PAVERS REPRESENTS A STRATEGIC ADVANCE IN OUR PRODUCT PORTFOLIO, ENABLING US TO ADDRESS HIGH-PERFORMANCE OUTDOOR APPLICATIONS.



ITS MAIN FEATURES INCLUDE:

- High mechanical strength and durability
- Versatility in installation systems
- Adaptability to high traffic and weather exposure conditions

THIS DEVELOPMENT INTEGRATES **DESIGN AND TECHNOLOGY** TO ENSURE VISUAL CONTINUITY WITH INTERIORS, EXPANDING THE PORTFOLIO'S CAPABILITIES AND ITS REACH INTO NEW MARKET SEGMENTS.

The Innovation and Development strategy in 2025, in addition to positioning itself as a strategic enabler of growth, aligning design, creativity, operational efficiency and commercial value under a long-term vision, enabled our company to:

- Expand our market position into higher-value segments
- Consolidate a differentiated technical-architectural portfolio.
- Strengthen the integration between design, process and market.
- Create products with greater industrial stability and competitiveness



Customer Service Section

AT CESANTONI, **CUSTOMER SATISFACTION IS CENTRAL TO THE DESIGN AND MANUFACTURE OF OUR NEW CERAMIC PRODUCTS**, WHICH ARE DESIGNED TO BRING COMFORT, WARMTH, AND AESTHETIC VALUE TO THE SPACES WHERE THEY ARE INSTALLED. THIS APPROACH ALLOWS US TO ENSURE HIGH QUALITY STANDARDS AND A CUTTING-EDGE SELECTION OF TONES, STYLES, AND FINISHES THAT MEET MARKET EXPECTATIONS.

Understanding our customers' opinions, as well as systematically gathering feedback and suggestions, is a key factor in the continuous improvement of our products and services, and in strengthening our market presence and positioning.

We have a Customer Service area, which reports to the Business Intelligence Coordination, to facilitate interaction with customers and distributors. This area receives, analyzes and responds to the concerns that are channeled through various means, including email, telephone support, WhatsApp messages and our institutional website.

The main functions of the Customer Service area include:

- **Process purchase orders and internal and external requests for information.**
- **Report on the status of quotes, current orders and product allocation.**
- **Manage shipping requests, logistic processes and delivery of the product to the end customer.**
- **Review complaints, incidents and follow-up requests.**

As part of our commitment to quality service, we have set ourselves the goal of responding to all requests within 48 hours. All areas of Cesantoni participate in a coordinated manner in this process, with the purpose of ensuring an optimal level of satisfaction and fostering long-term relationships based on trust and brand loyalty.

We are currently working on developing our Customer Service Policy, which is aligned with the ISO 10004:2018 standard – Monitoring and measuring customer satisfaction, which will enable us to strengthen our evaluation mechanisms and establish formal indicators for consumer, user and distributor satisfaction levels.



Efficient logistics and transportation

As part of the sustainable growth and operational improvement strategy, a comprehensive project was launched in 2025 aimed at optimizing delivery times both domestically and internationally. This initiative included the consolidation of strategic partnerships with transportation providers and the redesign of logistics clusters, which made it possible to increase the availability of cargo, optimize operating costs and reduce the environmental impacts associated with transportation.

In addition, logistics processes were modernized by incorporating digital tools for planning, allocation and operational execution. As a result, Cesantoni has become the first company in Mexico's ceramic industry to offer real-time transparency of the logistics process –from scheduling to delivery– through the use of artificial intelligence.

In addition, automation solutions were implemented in key processes, strengthening precision, traceability and operational efficiency, as well as consolidating a logistics infrastructure aligned with growth and sustainability needs.



Projects in the Finished Product area

In 2025, Cesantoni's Distribution Centers (CEDIS, acronym in Spanish) underwent an operational re-engineering process, aimed at improving collection and shipping controls, optimizing the use of space and expanding storage capacity.

The main implemented improvements include:

- **Organization of products by type of model.**
- **Automation of operational processes.**
- **Standardization and control of finished product rework.**
- **Tracking the timing and movement of workloads.**

AS A RESULT OF THESE ACTIONS, WE HAVE ACHIEVED HIGHER LEVELS OF EFFICIENCY IN OUR WORK TEAMS, STRENGTHENED OPERATIONAL CONTROLS, AND MADE UPDATED AND RELIABLE INVENTORIES AVAILABLE. THESE IMPROVEMENTS HAVE ALREADY BEEN IMPLEMENTED IN DISTRIBUTION CENTERS (CEDIS) 2 AND 3, AND CEDIS 5 IS SCHEDULED FOR COMPLETION IN 2026, AS PART OF OUR GROWTH AND LOGISTICS STRENGTHENING STRATEGY.

AREZZO RIGATO
80x160 cm

Efficiency

to achieve balance

We need natural resources to inspire, create and produce. We use them without damaging the harmony of our environment and we implement methodologies to avoid waste and protect them, aware that we are part of Nature.

AREZZO PAVER
60x60cm
20mm espesor

WE OPERATE WITH A COMMITMENT TO PROTECT THE ENVIRONMENT

11.3%
RENEWABLE ENERGY

8,378
RECYCLED WOOD
PALLETS

47ton
OF RECOVERED
CLAY

5.1%
WASTE REDUCTION

18,727tonCO₂
EQUIVALENT

Materials

GRI 301-1
SDG 8, 12
SASB CG-MR-410a.3, CG-BF-410a.2, CG-BF-430a.1

CESANTONI'S PRODUCTION PROCESS REQUIRES THE USE OF VARIOUS RAW MATERIALS, BOTH RENEWABLE AND NON-RENEWABLE, FROM NATURAL RESOURCES, WHICH ARE MANAGED UNDER QUALITY, EFFICIENCY AND CONTROL CRITERIA, AIMED AT OPTIMIZING THEIR USE AND REDUCING THE ENVIRONMENTAL IMPACTS ASSOCIATED WITH THEIR USE.

To manufacture of our ceramic products, we use inputs such as clays, granules, glazes and reagents, among other materials. In 2025, total raw material consumption amounted to 201,923.59 tons, reflecting the scale of our operation and the importance of responsible resource management.

In particular, the consumption of clays totaled 193,839.53 tons, obtained through controlled extraction processes, of which 0.02 percent of which 0.02 percent consisted of recovered waste, showing initial progress in the reuse of materials. All of the inputs used were purchased from suppliers that are part of our supply chain, with whom we maintain quality and compliance criteria.

RAW MATERIALS THAT ARE PROCESSED INTO PRODUCTS		WEIGHT
MINERALS	Clays	193,839.53
	Aggregates	1748.51
	Cardboard corner protectors	6.69
	Colorants	51.82
	Enamels	5,933.77
	Frit	277.99
	Reagents	71.97
Total		201,930.28



In 2025, 5,154.18 tons of materials used in production processes that are not part of the final components of our flooring and coverings were used.

MANUFACTURING MATERIALS THAT ARE NOT PART OF THE FINAL PRODUCT		WEIGHT
MACHINERY LUBRICANTS	Greases	693.0
	Oils	7,073.1
SEMI-MANUFACTURED ITEMS OR PARTS	Labels	801.6
	Label ink	169.0
	Box adhesive	4,084.0
PACKAGING MATERIALS	Wooden pallets	3,190,205.8
	Cardboard boxes	1,681,969.8
	Cardboard corner protectors	6,690.3
	Plastic strapping	82,618.2
	Plastic bags	46,700.2
	Rubber for packaging	53,058.7
	Stretch film	73,394.7
	Styrofoam support	388.5
	Steel support	5,209.4
Total		5,153,056.4

Recycled inputs used

GRI 301-2

In 2025, 47 tons of clay were recovered for reuse in other processes, as well as 4,878.864 tons of renewable materials, mainly wood and cardboard, contributing to more efficient resource management.

RENEWABLE MATERIALS USED	WEIGHT
Wooden pallets	3,190.205 Ton
Cardboard boxes	1,681.969 Ton
Cardboard corner protectors	6.690 Ton
Total	4,878.864 Ton

8,378

RECYCLED PALLETS
(REPAIRED)

47

RECYCLED
CLAY WASTE

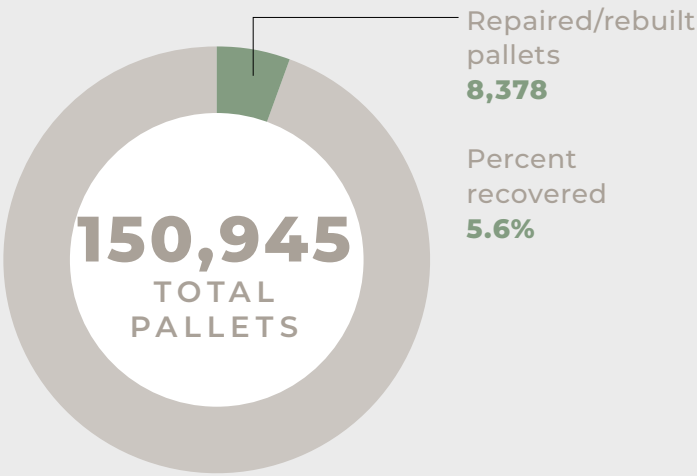


Recovered products and packaging materials

GRI 301-3

In 2025, we continued our wood pallet recycling program, which resulted in the repair and reuse of 5.6 % of the total number of platforms used for handling and transporting products. In addition, our operating processes prioritize the optimization of raw materials and the use of waste with a shelf life, as part of responsible resource management.

Materials classified as special waste, including wood, cardboard and plastic, are sent to specialized recycling companies. In addition, the gravel is reused as construction material and the ceramic waste is returned to the production process. As a result of these actions, 1,289.44 tons of materials were recovered in 2025, contributing to waste reduction and strengthening circular economy practices.



PRODUCT CATEGORY	PERCENTAGE OF MATERIAL RECOVERED	TONS
Plastic	3.2%	40.8 Ton
Cardboard	9.6%	123.5 Ton
Wood	10.8%	138.8 Ton
Scrap	6.5%	83.6 Ton
Gravel	66%	851.3 Ton
Recycled ceramic waste	3.6%	47.0 Ton
Hazardous waste	0.3%	4.2 Ton
Total	100%	1,289.2 Ton



Energy

GRI 302-1

SDG, 7, 8, 11, 13

SASB CG-BF-130a.1, EM-CM-130a.1, CG-MR-130a.1

Power is one of our most critical strategic inputs, and we obtain it through the consumption of electricity and the use of fossil fuels, which are primarily used in our transportation fleet and emergency power plants. We promote a culture of responsible consumption and efficient power usage among our employees as part of our commitment to mitigating climate change and reducing greenhouse gas emissions associated with our operations.

IN 2025, FUEL CONSUMPTION TOTALED **904,300.4 GJ, REPRESENTING AN INCREASE OF 27.3 %** COMPARED TO THE PREVIOUS YEAR, DRIVEN BY THE COMPANY'S OPERATIONAL GROWTH AND ITS LOGISTICAL AND PRODUCTION NEEDS.

Fuels

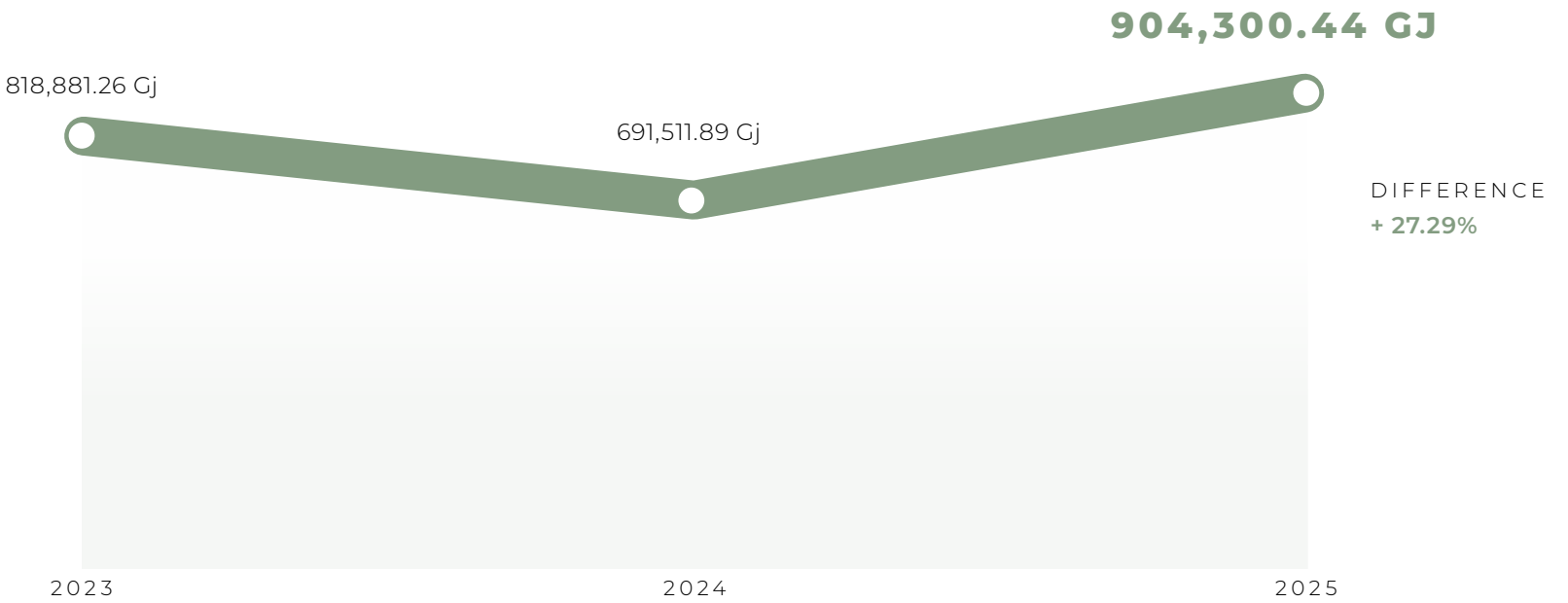
2025 FUEL CONSUMPTION

FUEL TYPE	LITERS (L)	GIGAJOULES (GJ)
Gasoline	94,567.16 L	2,843.78 Gj
LP Gas	158,362.03 L	4,136.57 Gj
Diesel	972,741.42 L	37,107.85 Gj
Natural Gas	22,010.11 L	860,212.24 Gj
Total	1,247,680.72 L	904,300.44 Gj



FUEL CONSUMPTION TREND

FUEL TYPE	2024	2025
Gasoline	84,564.61 L	94,567.16 L
LP Gas	130,230.88 L	158,362.03 L
Diesel	612,166.05 L	972,741.42 L
Natural Gas	16,943.85 L	22,010.11 L
Total	843,905.39 L	1,247,680.72 L



Electric power

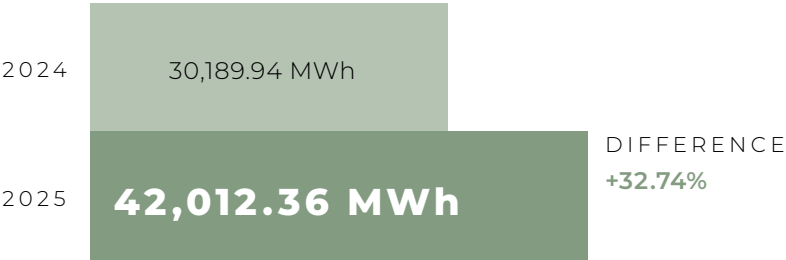
Our production plants mainly use electricity, which is supplied by the Federal Electricity Commission (CFE) and by the company Enicon, which also provides us with renewable energy, which helps diversify our power sources.

IN 2025, ELECTRICITY CONSUMPTION
TOTALLED 42,012.36 MWH, REPRESENTING
AN INCREASE OF 11,822.419 MWH
COMPARED TO 2024, **EQUIVALENT TO
AN INCREASE OF 32.74 %.**



his performance is directly related to the 27 % increase in production, due to the commissioning of two additional kilns that were not in use the previous year, reflecting the growth in the company's production capacity.

ELECTRICITY ENERGY



Renewable energy

Our production plants have incorporated the use of renewable energy into their operations. In 2025, the consumption of this type of energy amounted to 4,752.97 MWh, representing 11.31% of total power consumption, contributing to the diversification of our energy sources and the strengthening of a more sustainable management.

2025 ELECTRICITY CONSUMPTION

RENEWABLE

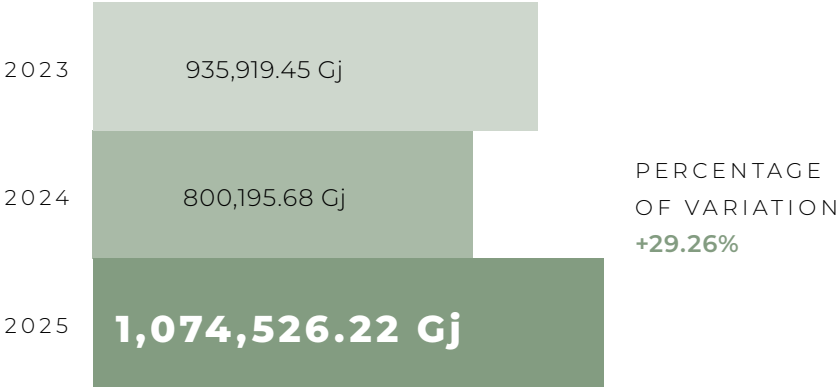
4,752.97 MWh

17,300.70 GJ

Total electricity consumption in 2025 was 46,765.325 MWh, representing a 29.26% increase over the previous year.

TYPE OF ENERGY	MWH	GIGAJOULES (GJ)
Conventional Electricity	42,012.36	152,924.98
Renewable energy	4,752.97	17,300.70
Total	46,765.33	170,225.78

ENERGY



In 2025, total energy consumption amounted to 1,074,526.223 GJ, considering the use of fuels, conventional electricity and electricity from renewable sources.

TOTAL ENERGY CONSUMPTION	MWH / LITERS	GIGAJOULES
Energy (conventional and renewable)	46,765.325 MWh	170,225.78
Fuels	1,247,680.72 L	904,300.44
Total		1,074,526.22



Energy intensity

GRI 302-3
SDG 7, 8, 11, 13

TOTAL ENERGY

1,074,526.2 Gj

PER BUILDING*

134,315.78 Gj

M² OF FACILITIES

18.33 Gj/m²

PER M² PRODUCED

0.14 Gj/m²

PER EMPLOYEE

1,155.40 Gj

TO CALCULATE THE ENERGY INTENSITY, THE NUMBER OF EMPLOYEES AT THE END OF 2025 WAS TAKEN AS A REFERENCE, WHICH IS 930, AS WELL AS THE TOTAL SURFACE AREA OF THE EIGHT BUILDINGS OWNED BY THE COMPANY, EQUIVALENT TO 59,255.58 M².

Reduction of energy consumption

GRI 302-4
SDG 7, 8, 11, 13

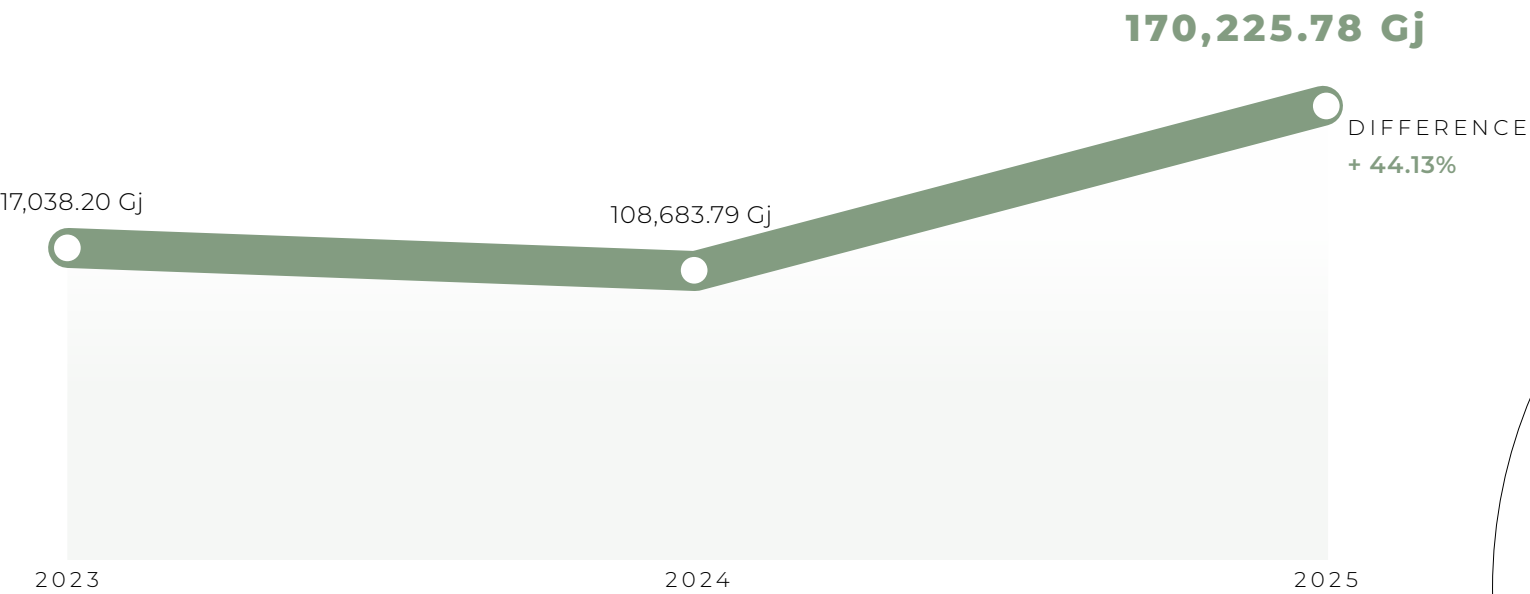
As part of the initiatives we implemented to improve our energy efficiency, in 2025 we continued by replacing light fixtures with LED lamps, we performed maintenance to ensure natural lighting, and installed automatic shut-off sensors.

In Plant 3, we installed an automatic reconnection switch, which, in the event of a voltage drop, helps the equipment operate stably, avoiding high electricity consumption, energy losses and damage caused by power surges.

In addition, we balanced the loads across the Plant 3 power connections to reduce energy losses in the internal distribution system. The results of these improvements will be reflected in 2026.



Historical electricity consumption



IN 2025, ELECTRICITY AND FUEL CONSUMPTION INCREASED BY AN AVERAGE OF 35.39 % COMPARED TO 2024, DUE TO THE RETURN TO OPERATION OF TWO KILNS, TWO PRESSES, CONVEYOR LINES AND FORKLIFTS, AS WELL AS A 27 % INCREASE IN THE PRODUCTION OF FLOORING AND COVERINGS.

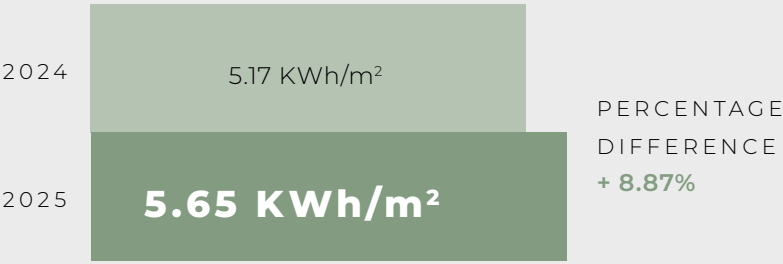
Reduction of product energy requirements



REDUCTION OF ENERGY REQUIREMENT IN KWH DURING PRODUCTION*
+ 8.87%

In 2024, we recorded an electricity consumption of 5.17 KWh per square meter produced, while in 2025 this indicator stood at 5.65 KWh per square meter produced, considering only electricity consumption.

KWH OF CONSUMPTION PER M² PRODUCED



Water

GRI 303-3, 303-4, 303-5
SDG 6
SASB EM-CM-140a.1

Water consumption

At Cesantoni we use water in our different production processes. In 2025, total consumption amounted to 204.55 megaliters, coming from the municipal supply.

WATER CONSUMPTION

ADMINISTRATIVE BUILDINGS	MEGALITERS
Plant 1	36.38
Plants 2 and 3	166.79
Distribution Centers	1.39
Total	204.56

Water intensity

TOTAL WATER

204.5 ML

PER BUILDING*

25.56 ML

M² PER BUILDING

3,452.06 L/m²

M² PRODUCED

27.56 L/m²

PER EMPLOYEE

219,950.53 L/e



TO CALCULATE THE WATER INTENSITY, THE NUMBER OF EMPLOYEES AT THE END OF 2025 WAS TAKEN AS A REFERENCE, WHICH IS 930, AS WELL AS THE TOTAL SQUARE METERS OF THE EIGHT BUILDINGS OWNED BY THE COMPANY, TOTALING 59,255.58 M².

Water discharges

The wastewater we generate is discharged to the municipal sewer system. We comply with NOM-002-ECOL-1996, which establishes the maximum permissible limits for pollutants in wastewater discharges, in addition to the permits granted by the Drinking Water and Sewer System (SAPAC).

WATER DISCHARGES	SANITARY WASTEWATER	PROCESS WASTEWATER	WATER DISCHARGE DESTINATION
Plant 1*	4,728,880 L	14,186,640 L	Municipal sewer system
Plant 3	21,682,180 L	65,046,540 L	Municipal sewer system
Distribution Centers	1,322,400 L	0	Municipal sewer system
Total	27,733,460 L	79,233,180 L	Municipal sewer system

*Includes administrative buildings

Discharged water quality

Every six months we perform an analysis of the quality of the water that is discharged into the public sewage system to measure its toxicity and contaminant levels. The Microlab Industrial laboratory is responsible for the process.



PHYSICAL, CHEMICAL, BIOLOGICAL AND SENSORY CHARACTERISTICS OF THE DISCHARGED WATER

MAXIMUM PERMISSIBLE LIMITS			RESULTS	
Parameters (mg/L)	MONTHLY AVERAGE	DAILY AVERAGE	PLANT 1	PLANT 3
Fats and oils	50	75	7.5 mg/l	14.6 mg/l
Sediment solids (ml/L)	5	7.5	<0.1mg/l	<0.1 mg/l
Suspended solids	150	200	910mg/l	1,440 mg/l
Arsenic	0.5	0.75	0.153 mg/l	0.284 mg/l
Cadmium	0.5	0.75	<0.002 mg/l	<0.002 mg/l
Cyanide	1	1.5	<0.036 mg/	<0.026 mg/l
Copper	10	15	0.0707 mg/	0.0531 mg/l
Hexavalent chromium	0.5	0.75	<0.1 mg/l	<0.1 mg/l
Mercury	0.01	0.015	0.00323 mg/	0.00619 mg/l
Nickel	4	6	<0.05 mg/l	<0.05 mg/l
Lead	1	1.5	0.1177 mg/	0.205 mg/l
Zinc	6	9	3.01 mg/l	18.2 mg/l
DBO-5	150	200	46.5 mg/L	694.0 mg/l
DQO-TS			114 mg/l	1,630 mg/l

PARAMETER	PLANT 1	PLANT 3
Flow	0.3L/S	0.40 L/s
Temperature	22°C	26°C
pH	7.2 U de PH	7.7 U de pH
Floating matter	Ausencia	Ausencia

TOTAL DISSOLVED SOLIDS	
PLANT 1	PLANT 2
910 mg/L	1440 mg/L



Biodiversity

GRI 101-1, 101-2
SDG 6, 14, 15
EM-CM-160a.1

THE CONSERVATION OF NATURAL RESOURCES AND ECOSYSTEMS IS A FUNDAMENTAL ELEMENT FOR THE CONTINUITY OF LIFE AND ENVIRONMENTAL BALANCE. AT CESANTONI WE RECOGNIZE OUR RESPONSIBILITY AS AN INDUSTRIAL COMPANY TO PREVENT, MITIGATE AND MANAGE THE ENVIRONMENTAL IMPACTS ASSOCIATED WITH OUR OPERATIONS, CONTRIBUTING TO THE PROTECTION AND RECOVERY OF THE ENVIRONMENT.

The raw materials used in our production processes come from non-renewable resources, which are stored in Materials Banks located in rural areas that are not classified as protected natural areas and do not present critical risks to biodiversity. In these areas we have implemented environmental monitoring and surveillance programs aimed at preventing negative impacts in the extraction, work and storage areas.

We strictly comply with the provisions and obligations established by the Ministry of the Environment and Natural Resources (SEMARNAT), including the application of mitigation, compensation and restoration measures, which are integrated into our environmental management plans, designed according to the ecological and geographic characteristics of each area of operation.

AMONG THE MAIN ACTIONS IMPLEMENTED, THE FOLLOWING STAND OUT:

Construction of

**66 66 LINEAR METERS
OF STONE BARRIERS**

for soil containment and control.

Installation of

**ENVIRONMENTAL
SIGNAGE**

that identifies restricted areas,
protected areas and risk points.

Construction of

**18 DRAINAGE
DITCHES**

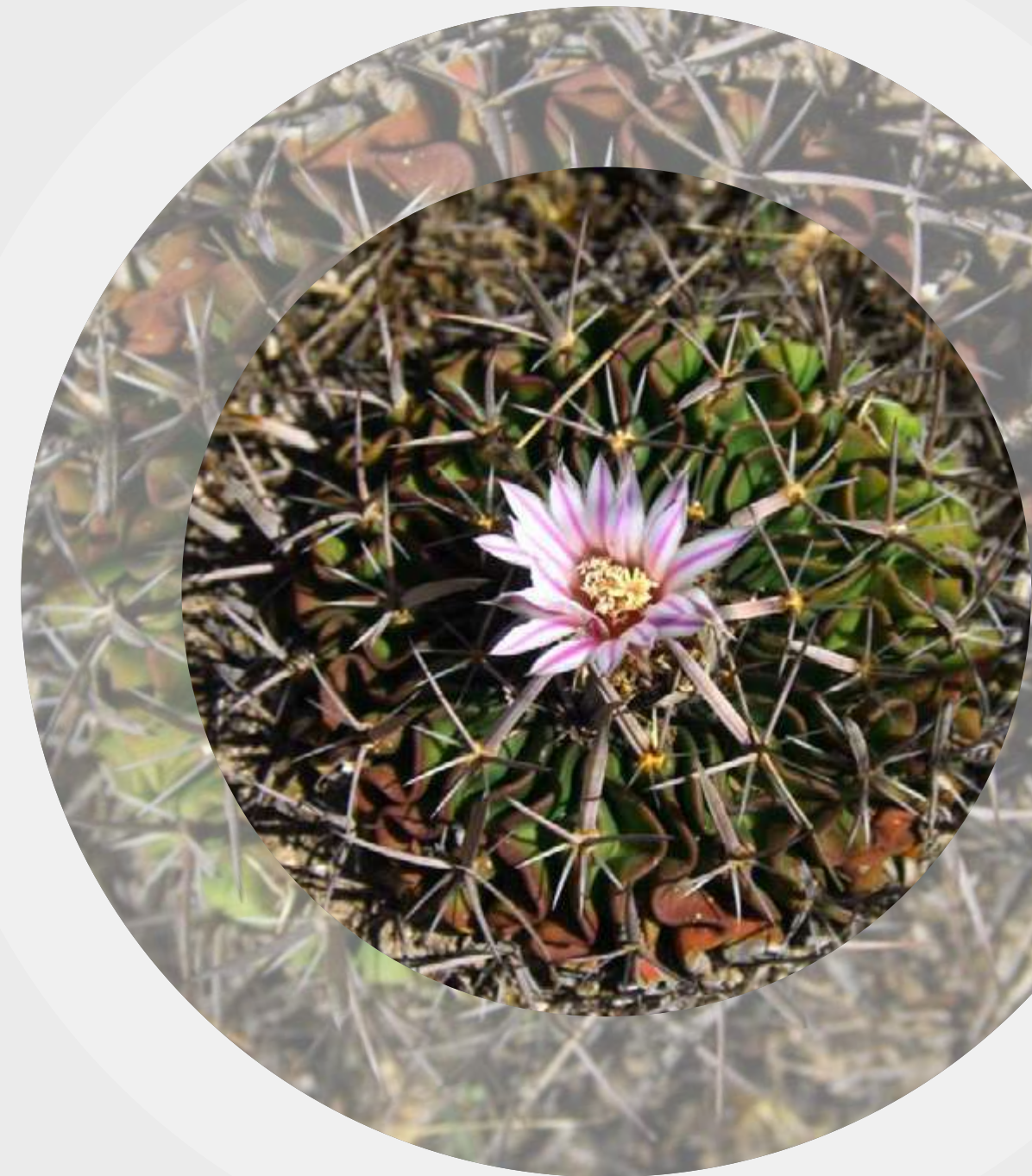
for runoff management and soil
conservation.

Rescue and relocation of

**454 SPECIMENS
OF NATIVE FLORA**

including species such as *Opuntia*
hyptiacantha, *Cochemiea poselgeri*, *Agave*
applanata, *Stenocactus multicostatus* subsp.
zacatecasensis and *Agave schidigera*.

In addition, we have a specific protocol for the transportation of cargo vehicles, aimed at minimizing impacts on biodiversity, as well as an integrated waste management plan to prevent soil, water and air pollution. These actions contribute to preserving the health of ecosystems and protecting the well-being of communities near our operations.



Emissions

GRI 305-1, 305-2, 305-4, 305-5
SDG 3, 11, 12, 13, 14, 15
EM-CM-110a.1, EM-CM-110a.2

At Cesantoni we recognize that the consumption of electricity and fuels in our operations generates greenhouse gas (GHG) emissions, which contribute to global warming and climate change. We therefore keep a systematic monthly record of our energy consumption and associated emissions as part of our environmental management and our commitment to impact mitigation.

During 2025, we recorded 73.467 tons of CO₂ equivalent (tCO₂eq) of Scope 1 emissions, associated with fuel consumption. For their quantification, we consider the calorific value, emission factors and global warming potential of each fuel, in accordance with recognized methodologies and good environmental reporting practices.

BASED ON GLOBAL WARMING POTENTIAL, OUR TOTAL GREENHOUSE GAS EMISSIONS IN 2025 AMOUNTED TO 73.467 TONS OF CO₂ EQUIVALENT (TCO₂EQ).

Scope 1 direct emissions in tons

FUELS	CO ₂	CH ₄	N ₂ O	Total
Gasoline	0.2111 Ton	0.076164 Ton	0.024372 Ton	0.311663 Ton
LP Gas	0.32488 Ton	0.532784 Ton	0.017373 Ton	0.875037 Ton
Diesel	2.561540 Ton	0.134817 Ton	0.134817 Ton	2.831174 Ton
Natural Gas	0.043919 Ton	0.074049 Ton	0.002414 Ton	0.120382 Ton
Total	3.141466 Ton	0.817814 Ton	0.178976 Ton	4.138256 Ton

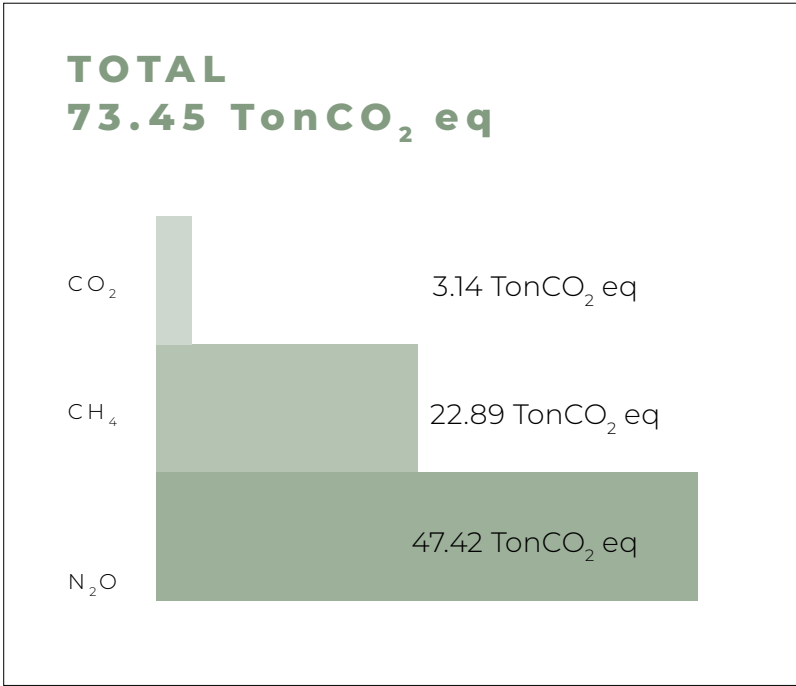
Total Scope 1 emissions

FUELS	CO ₂	CH ₄	N ₂ O	Total
Gasoline	0.2111 TonCO ₂ eq	2.1325 TonCO ₂ eq	6.485 TonCO ₂ eq	8.8286 TonCO ₂ eq
LP Gas	0.3248 TonCO ₂ eq	14.9179 TonCO ₂ eq	4.6038 TonCO ₂ eq	19.8465 TonCO ₂ eq
Diesel	2.5615 TonCO ₂ eq	3.7748 TonCO ₂ eq	35.7265 TonCO ₂ eq	42.0628 TonCO ₂ eq
Natural Gas	0.04391 TonCO ₂ eq	2.0733 TonCO ₂ eq	0.6397 TonCO ₂ eq	2.7569 TonCO ₂ eq
Total	3.1414 TonCO ₂ eq	22.898 TonCO ₂ eq	47.428 TonCO ₂ eq	73.4674 TonCO ₂ eq



Gas released into the atmosphere

We have broken down our greenhouse gas emissions according to their composition, considering the three main gases that stay the longest in the atmosphere.



- STANDARDS USED FOR CONVERSION, AS WELL AS EMISSION FACTORS.
- Emission factors provided by the National Emissions Registry (RENE).
 - The National Commission for Efficient Energy Use (CONUEE).
 - The Intergovernmental Panel on Climate Change, (IPCC).
 - The Official Gazette of the Federation (DOF).



Indirect Scope 2 emissions

In 2025, our electricity consumption generated 18,800.4214 tons of CO2 equivalent.

ENERGY

42,012.36 MWH

SCOPE 2 EMISSIONS

18,653.49 TonCO₂ eq

Total 2025 emissions

The total amount of greenhouse gases released into the atmosphere was 18,726.9544 tons of CO₂ equivalent.

SCOPE 1	73.45 TonCO ₂ eq
SCOPE 2	18,653.48 TonCO ₂ eq
Total	18,726.93 TonCO ₂ eq

Total emissions (TonCO₂ eq)

SCOPE	2024	2025	VARIACIÓN
SCOPE 1	68.04	73.47	5.42
SCOPE 2	13,404.33	18,653.49	5,249.15
TOTAL	13,472.38	18,726.95	5,254.58

● SCOPE 1
● SCOPE 2

13,472.37
TonCO₂ eq

18,726.93
TonCO₂ eq

2024

2025

Emissions intensity

TOTAL EMISSIONS

18,726.93 TonCO₂ eq

PER BUILDING

2,340.86 TonCO₂ eq

M² PRODUCED

0.316 TonCO₂ eq/m²

M² FACILITIES

0.0025 TonCO₂ eq/m²

PER EMPLOYEE

20.14 TonCO₂ eq/e



TO CALCULATE EMISSIONS INTENSITY, WE TOOK AS A REFERENCE THE NUMBER OF EMPLOYEES AT THE END OF 2025, WHICH IS 930, AS WELL AS THE TOTAL SURFACE AREA OF THE EIGHT BUILDINGS OWNED BY THE COMPANY, EQUIVALENT TO 59,255.58 M².

Waste

GRI 306-1, 306-3, 306-4, 306-5
SDG 3, 6, 11, 12, 15
SASB EM-CM-150a.1

We know that poor waste management has various impacts on natural resources, which in turn pose risks to human life and the environment. Soil, water, and air pollution; the proliferation of harmful wildlife and microbes; and foul odors, among other factors, cause illness in people and damage ecosystems, which provide raw materials and the conditions necessary for the planet's health.

That is why, at Cesantoni, we have implemented a waste management system that enables us to sort, recycle, properly dispose of, and contain waste.

The waste generated at Cesantoni comes from various sources:

GLAZE LINES

Waste classified as hazardous due to toxicity, stored for a maximum of three months.

GRINDING AREA

Waste from cleaning dispersed ceramic particles, handled as hazardous waste.

SORTING AND PACKAGING IN WAREHOUSES

Cardboard waste, grouped, stacked and wrapped for sale or reuse in environmental education projects.

EQUIPMENT, INFRASTRUCTURE AND VEHICLE MAINTENANCE

Waste resulting from preventive and corrective maintenance.

DINING AREAS, GENERAL SERVICES, AND SANITARY FACILITIES

Non-recoverable waste not suitable for reintegration into production processes.

MEDICAL SERVICE

Waste from activities involving the handling of biological materials, as part of occupational health and safety services.



WE HAVE IMPLEMENTED A SERIES OF MEASURES TO REDUCE THE NEGATIVE IMPACTS OF OUR OPERATIONS, INCLUDING PROCESSES AIMED AT GENERATING RAW MATERIAL SAVINGS AND REDUCING POLLUTION.

	USE OF MINERAL RAW MATERIALS		WATER CONSUMPTION AND DISCHARGE		FUEL CONSUMPTION (NATURAL GAS)	USE OF POTENTIALLY POLLUTING SUBSTANCES	WASTE GENERATION
IMPACT	Soil disturbance and biodiversity loss	Dust generation	High water consumption	Wastewater discharges	GHG emissions	Soil and water pollution	Soil and water pollution
OPERATIONS	Extractive activities	Transport of particulate matter	Grinding, washing of equipment, polishing of parts	Treated water in polishing equipment	Machinery and production equipment	Production stages	Product and raw material packaging
MITIGATION	Conservation programs monitored by federal and state authorities	Tarps on vehicles, sprinkler systems in storage yards and dust collection systems	Water re-integration, dry equipment, water re-circulation system	Wastewater treatment plant	Equipment with friendly technologies, reduced fuel consumption	Controls for handling of substances and hazardous waste management	Waste sorting and disposal process, materials sent for recycling

Impact management

GRI 306-3
SDG 3, 6, 8, 11, 12

OUR ENVIRONMENTAL COMMITMENT IS BASED ON THE PREVENTION AND MITIGATION OF ACTUAL OR POTENTIAL NEGATIVE IMPACTS IN ALL OUR OPERATIONS, WHICH HAS LED US TO DESIGN TRAINING PROGRAMS FOR OUR EMPLOYEES ON WASTE MANAGEMENT, MATERIAL OPTIMIZATION, SORTING AND RECYCLING.



These trainings aim to foster a preventive approach, prioritizing efficiency and developing a commitment to environmental care, in addition to:

- Understanding how our actions can impact waste generation and how to reduce waste.
- Identifying, reducing and reusing materials in daily activities, which encourages resource optimization and waste reduction.
- Searching for new ways to improve processes, products and services as part of the circular economy.
- Ensuring that all employees are aware of and respect environmental regulations.
- Developing an environmental culture where everyone feels they are part of the solution and can actively contribute to the objectives.

Measures taken

- Reconditioning of containers and improvement of two waste sub-warehouses to increase the amount of material recovered for recycling.
- Recycling of green (unfired) ceramic waste back into the production process.
- Recovery of gravel at the grinding stage, for use as construction material.
- Modification of molds for 60x120 formats to reduce raw material consumption and generate less waste.

Waste collection process

We have defined a series of internal processes for the proper management of the waste we generate, including collection, sorting and disposal. Some of the waste is separated and sent to specialized companies for recycling or reuse.

All waste is collected, weighed and deposited in special warehouses at our facilities, where it is sorted for final disposal by companies authorized by the Ministry of Environment and Natural Resources (SEMARNAT), the Ministry of Communications and Transportation (SCT) and the Federal Environmental Prosecutor's Office (PROFEPA).

In addition, they are identified and managed to comply with the management plan registered with the Ministry of Water and Environment of the State of Zacatecas (SAMA).

As part of our environmental commitment, in 2025 we established the goal of reducing waste generation by five percent, which we achieved with 5.1%, equivalent to 1,131.30 tons of non-produced waste.



Goals for 2030

YEAR	ACTIVITY	PERCENTAGE OF REDUCTION	CUMULATIVE REDUCTION
2024	Updated waste management plan	10%	10%
2025	Waste reuse and efficiency in material usage	5%	15%
2026		2.5%	17.5%
2027 TO 2030		2.5%	20%
2030			27.5%

Acting in accordance with the law

All our processes and operations are designed to comply with environmental, municipal, state and federal laws, regulations and standards, seeking to reduce our impacts and any impact on natural resources and ecosystems.

We comply with the General Prevention and Comprehensive Management of Waste Act (LGPGIR), as well as Mexican Official Standards, state regulations and municipal regulations.

Internally, we rely on the provisions of the Procedure for the control of municipal solid waste and special handling (PR-SHI-06), the Procedure for the delivery of hazardous waste to the temporary storage facility (PR-SHI-04) and the Procedure for the operation and maintenance of the temporary storage facility for hazardous waste (PR-SHI-07).



Prepared to protect the environment

As long as our employees are aware of environmental legislation, internal procedures and emergency protocols, we can manage environmental issues efficiently. This is one of the objectives of the courses, workshops and talks that are part of the annual training program.

In 2025, we gave four courses, attended by

840
EMPLOYEES

COURSE	MALE EMPLOYEES	FEMALE EMPLOYEES	DURATION
Basic environmental course: environmental aspects and impacts, waste classification and good practices.	285	55	1 hour
Safe handling of hazardous waste in accordance with regulations	155	40	1 hour
Emergency protocols in case of spills or leaks	166	44	1 hour
Good maintenance practices to reduce waste generation	73	22	4 hours
Total	679	161	4 horas

Waste identification and classification

WASTE CLASSIFICATION

HAZARDOUS

Used oil, rags soaked with hazardous substances, contaminated filters, aerosol substances, contaminated water, batteries with heavy metals, used ink, contaminated containers.

SPECIAL HANDLING

Wooden pallets, cardboard packaging, plastic, scrap metal and sludge or ceramic residues from the process.

URBAN SOLIDS

Generated in common areas such as dining rooms, restrooms and offices.

Detection of areas for improvement

WE FOLLOW THE METHODOLOGY OF CONTINUOUS IMPROVEMENT, SO WE CONDUCT INTERNAL AUDITS TO DETECT NON-COMPLIANCE WITH LEGISLATION AND OUR PROCESSES. IN 2025, WE CONDUCTED 14 AUDITS AND AN EQUAL NUMBER OF INSPECTIONS OF OPERATING AREAS TO REVIEW PROPER ENVIRONMENTAL MANAGEMENT AND DETECT AREAS OF OPPORTUNITY.



AUDITED AREA	DATE	MAIN FINDINGS	ACTIONS TAKEN
Plant 3 TMA	January 15	Improper handling of hazardous waste	Dispose of hazardous waste in appropriate containers according to their physical condition, use more containers to avoid spills, label and package them, place them in temporary storage.
Plant 3 TMA	January 15	Inadequate management of municipal solid waste and special handling waste	Dispose of municipal solid waste and special handling waste in their respective places.
Plant 3 Presses	February 15	Waste drums exceeding 80% of their capacity	Provide feedback to personnel so as not to exceed the maximum filling capacity. Place them in waste storage.
Wholesale Distribution Centers	February 17	Inadequate management of municipal solid waste and special handling waste	Dispose of municipal solid waste and special handling waste in their respective places, keeping them separate.
Sorting and Packaging, Plant 1	February 18	Hazardous waste management: aerosol lubricant cans	Provide a metal container for proper storage.
Sorting and Packaging, Plant 1	March 2	Improper waste management in general	Provide and train personnel in the correct management and handling of waste in general.
Display	February 18	Improper handling of hazardous waste	Dispose of hazardous waste in appropriate containers according to their physical condition, use more containers to avoid spills, label and package them, place them in temporary storage.
Plant 3 TMA	March 18	Unidentified waste containers, exceeding their capacity and without sorting	Identify, separate waste and train personnel so as not to overfill the containers.
Sorting and Packaging, Plant 3	March 30	Waste drums exceeding 80% of their capacity	Arrange the drums in the corresponding area. Provide feedback to personnel so as not to exceed the maximum filling capacity.
Polishing	April 12	Waste drums exceeding 80% of their capacity	Arrange the drums in the corresponding area. Provide feedback to personnel so as not to exceed the maximum filling capacity.
Vehicle fleet	August 3	Improper handling of hazardous waste	Dispose of hazardous waste in appropriate containers according to their physical condition, use more containers to avoid spills, label and package them, place them in temporary storage.
Plant 3 TMA	November 5	Grease spill under mill 3	Cleaning and disposal of waste generated.
Vehicle fleet	December 13	Hazardous waste spill in the vehicle area	Periodic cleaning of the area, avoid spills or place an oil containment device, have an anti-spill tray to avoid contaminating the floor.
Vehicle fleet	December 13	Out-of-area electric batteries.	Assign areas for batteries, place them on a spill-proof tray, place them in a better location or send them to the supplier (depending on handling).

Waste generated

In 2025, we generated a total of 21,064.32 tons of waste in all our facilities, which is a reduction of 5.10%, compared to the previous year.

WASTE	2024	2025
URBAN SOLIDS	280.14 Ton	352.85 Ton
SPECIAL HANDLING	21,891.08 Ton	20,678.19 Ton
HAZARDOUS	24.41 Ton	33.28 Ton
Total	22,195.63 Ton	21,064.32 Ton



BREAKDOWN OF WASTE ACCORDING TO WASTE TYPE

MUNICIPAL SOLID WASTE	TONS
Municipal solid waste	352.85 Ton
Total	352.85 Ton

SPECIAL HANDLING WASTE	TONS
Cardboard	123.53 Ton
Wood	138.80 Ton
Plastic	40.83 Ton
Scrap	83.58 Ton
Gravel	851.43 Ton
Sludge and Ceramic Waste	19,440.02 Ton
Total	20,678.19 Ton

HAZARDOUS WASTE	TONS
Used Machinery oil	3.59 Ton
Used batteries	0.68 Ton
Contaminated water	1.88 Ton
Used filters	1.00 Ton
Aerosol lubricant cans	0.18 Ton
Non-anatomical waste	0.03 Ton
Empty ink containers	2.96 Ton
Contaminated plastic containers	0.85 Ton
Contaminated soil	6.41 Ton
Used ink	8.05 Ton
Contaminated rags	7.66 Ton
Total	33.28 Ton

Hazardous waste that has not been disposed of

GRI 306-4

HAZARDOUS WASTE THAT HAS NOT BEEN DISPOSED OF	TONS
Confinement	29.01 Ton
Total	29.01 Ton

HAZARDOUS WASTE SENT FOR RECYCLING	TONS
Used Machinery oil	3.59 Ton
Used batteries	0.68 Ton
Total	4.27 Ton



Special handling waste, reused and not disposed of

SPECIAL HANDLING WASTE SENT FOR RECYCLING	TONS
Cardboard	123.53 Ton
Plastic	40.83 Ton
Scrap	83.58 Ton
Total	247.94 Ton

REUSED SPECIAL HANDLING WASTE	TONS
Wood	138.80 Ton
Gravel	851.43 Ton
Sludge and Ceramic Waste	19,440.02 Ton
Total	20,430.25 Ton

SPECIAL HANDLING WASTE THAT HAS NOT BEEN DISPOSED OF	TONS
Cardboard	123.53 Ton
Wood	138.80 Ton
Plastic	40.83 Ton
Scrap	83.58 Ton
Gravel	851.43 Ton
Sludge and Ceramic Waste	19,440.02 Ton
Total	20,678.19 Ton

Waste for disposal

BIOLOGICAL-INFECTIOUS HAZARDOUS WASTE SENT TO:	TONS
Incineration without energy recovery	0.33 Ton
Total	0.33 Ton

NON-HAZARDOUS WASTE SENT TO:	TONS
Landfill	352.85 Ton
Total	352.85 Ton

A large circular graphic is centered on the page. Inside the circle, two workers wearing hard hats and safety vests are standing on a concrete structure, looking out over a vast, arid desert landscape with jagged mountains in the background. The word "Talent" is written in a large, white, sans-serif font across the middle of the circle. Below it, the phrase "that makes it possible" is written in a smaller, white, cursive script font.

Talent

that makes it possible

Human talent is the engine that drives Cesantoni towards excellence. Through collaborative teamwork, we strengthen our ability to attract and retain talent, create jobs and economic and social value in a sustainable manner.

EGEO
60x120cm

Our team

GRI 2-7, 2-30
ODS 8, 10

930
EMPLOYEES

70.85
AVERAGE ANNUAL
TRAINING HOURS

45
PARTICIPANTS IN
THE “WOMEN TO THE
WORLD” LEADERSHIP
PROGRAM

CESANTONI'S PERFORMANCE AND GROWTH ARE DRIVEN BY THE TALENTED PEOPLE WHO MAKE UP THE ORGANIZATION. IN 2025, THE COMPANY HAD A WORKFORCE OF 930 EMPLOYEES, WHO WORK IN SUITABLE WORKING CONDITIONS, IN SAFE AND HEALTHY ENVIRONMENTS THAT PROMOTE THEIR HOLISTIC DEVELOPMENT.

During the year, the workforce grew 18.69 % compared to 2024. This is associated with the company's operational and production needs. 100 percent of employees have a permanent contract and work full-time. 21.65 percent are covered by a collective bargaining agreement.

Colaboradores

242
Female
Employees
(26%)



688
Male
Employees
(74%)



EMPLOYEES WITH COLLECTIVE
BARGAINING AGREEMENTS 21.65%

New talents

GRI 401-1
SDG 5, 8, 10
SASB CG-MR-310a.2

CESANTONI’S RECRUITMENT AND SELECTION PROCESSES ARE CARRIED OUT UNDER THE PRINCIPLES OF EQUITY AND NON-DISCRIMINATION, GUARANTEEING EQUAL OPPORTUNITIES FREE FROM AGE OR GENDER BIAS.

In 2025, 506 people joined the organization, for a hiring rate of 54.40 percent, a rise of 39.72 percent over the previous year. Of the total number of new recruits, 418 were men and 88 were women.

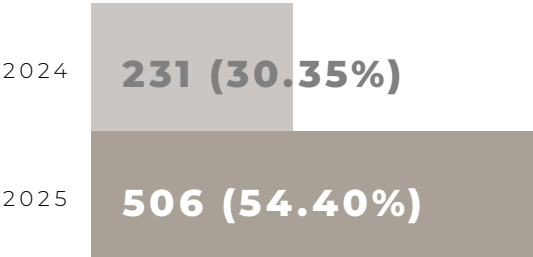


2025 NEW HIRES

	30 YEARS OLD OR YOUNGER	31 TO 50 YEARS OLD	51 YEARS +
MALE EMPLOYEES	300	116	2
FEMALE EMPLOYEES	56	32	0

506
HIRES

HIRES



Staff turnover

In 2025, 322 people left our company due to different circumstances, such as moving, continuing their studies or personal issues, for an average annual turnover rate of 34.62 percent.

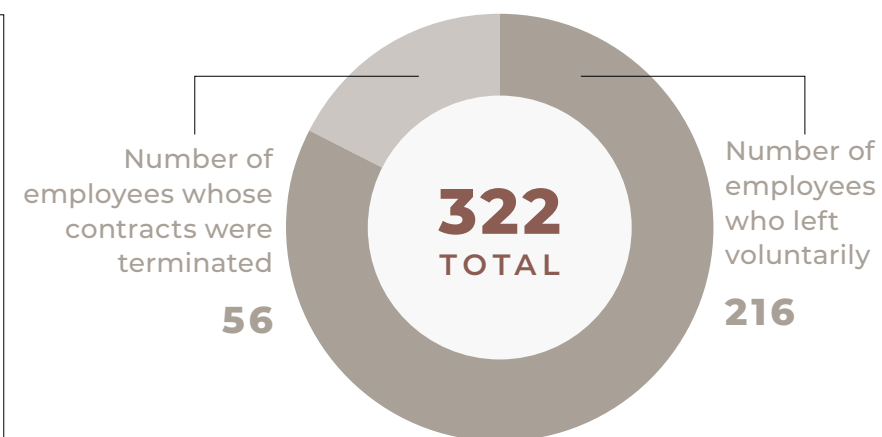
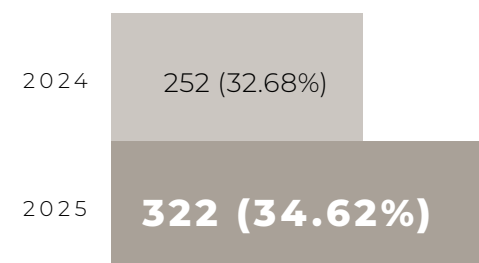


2025 TURNOVER

	30 YEARS OLD OR YOUNGER	31 TO 50 YEARS OLD	51 YEARS +
MALE EMPLOYEES	175	81	5
FEMALE EMPLOYEES	33	26	2

322
EMPLOYEES

TURNOVER



RECRUITMENT
RATE

54.40%

STAFF
TURNOVER
RATE

34.62%

Benefits that improve quality of life

GRI 401-2
SDG 3, 5, 8

The country’s economic context proves a challenge for individuals and their families. At Cesantoni we are aware of this reality and, as part of our commitment to employee well-being, we are constantly looking for alternatives to strengthen their economic and social stability.

In addition to the salary and benefits set forth by the Federal Labor Act, Cesantoni provides additional benefits beyond legal requirements contributing to a comprehensive management of talent. This scheme helps improve working conditions, employee quality of life and the retention and advancement of human capital.

ADMINISTRATIVE STAFF BENEFITS

- 17 days of year-end bonus
- 40 % vacation premium
- Financial support for births and bereavements
- Scholarships
- Employee savings plan
- One annual personal day
- Additional paid holidays (Good Friday, November 2, December 12)
- Savings fund
- Retirement
- Family care leave (2 days)
- Eight-month permission for breastfeeding breaks
- Birthday off
- Bereavement leave (8 or 5 days)
- Paternity leave (8 days)
- Leave for family-related matters
- Marriage leave (5 business days)
- Life insurance
- Funeral expense insurance
- Staff transport
- Three additional paid holidays

UNIONIZED STAFF BENEFITS

- 27 % vacation premium
- End-of-year bonus (25 days)
- Financial support for births and bereavements
- Scholarships
- Scholarships (for staff and/or their children)
- Seniority bonus.
- Employee savings plan
- Holiday grocery bonus
- Additional paid holidays (Good Friday, November 2, December 12)
- Savings fund
- Retirement
- Eight-month permission for breastfeeding breaks
- Marriage leave (3 business days)
- Paid leave
- Family care leave (2 days)
- Bereavement leave (5 or 3 days)
- Funeral expense insurance
- Life insurance
- Staff transport
- Grocery vouchers



Cesantoni has agreements with commercial establishments, educational institutions and medical services so their employees and their families may have preferred access to goods and services.

In addition, the company operates an internal program of special prices, credits and discounts on ceramic product purchases through payroll payment schemes, which contributes to improving housing conditions and strengthening the financial stability of its staff, consistent with responsible human capital management.

OTHER SUPPORT FOR ADMINISTRATIVE STAFF

- Nomicash app for medical check-ups, pharmacy and service payments
- Support for purchasing eyeglasses
- On-site medical care
- In-store product credit
- 15% discount on premium products
- Psychological care

OTROS APOYOS PARA PERSONAL SINDICALIZADO

- Nomicash app for medical check-ups, pharmacy and service payments
- Support for purchasing eyeglasses
- On-site medical care
- Vaccination campaigns and medical exams
- In-store product credit
- Credit for purchase of materials
- 15% discount on premium products
- Psychological care

Help for new family members

GRI 401-3
SDG 5, 8

CESANTONI PROMOTES WORK-LIFE BALANCE WITH LABOR POLICIES THAT INCLUDE PAID MATERNITY AND PATERNITY LEAVE FOR BOTH BIRTH AND ADOPTION.

These measures ensure employees return to the same position, with the same salary and benefits. These measures also favor the continuity of their professional development in a stable work environment.



PATERNITY LEAVE

22

MEN
120 DAYS

MATERNITY LEAVE

3

WOMEN
155 DAYS

EMPLOYEES RETURNING TO WORK AFTER THEIR LEAVES OF ABSENCE

Men	22
Women	3

EMPLOYEES STILL WORKING AT THE COMPANY AT YEAR-END 2025

Men	14
Women	3

RETURN TO WORK RATE

100 %

RETENTION RATE

63%

Aware of the importance of maintaining a work-life balance, we have established a series of paid leaves so that our employees can attend to their own and their children's school commitments, as well as to cover health needs and provide support for family assistance needs.

LEAVES FOR FAMILY AND PERSONAL COMMITMENTS

- Birthdays
- Family care
- Breastfeeding
- Marriage
- Death

Notices of operational changes

GRI 402-1

All operational, commercial, process and organizational structure changes are communicated to all employees at least 30 days prior to implementation. The applicable notice periods and negotiation conditions are set forth in the collective bargaining agreement.

Health and Safety

GRI 3-3, 403-1, 403-8
SDG 8

Cesantoni has an Internal Health, Safety and Hygiene Management System for the prevention, control and mitigation of risks associated with the health and physical integrity of employees, in compliance with the Federal Labor Act, applicable Mexican Official Standards and International Labor Organization guidelines.

THE SYSTEM FULLY COVERS ALL 821 EMPLOYEES AND INCLUDES PERIODIC EVALUATIONS OF ACTIVITIES, SPACES AND INSTALLATIONS, AS WELL AS AN ANNUAL WORK PLAN ON RISK PREVENTION, STRENGTHENING OF CONTROLS AND CONTINUOUS IMPROVEMENT OF THE WORK ENVIRONMENT. ITS OPERATION IS SUPPORTED BY OCCUPATIONAL HEALTH AND SAFETY POLICIES, OPERATING PROCEDURES AND REGULATORY COMPLIANCE.

NOMENCLATURE	APPROACH
NOM-001-STPS-2008	Buildings, premises, installations and areas in work centers. Safety conditions.
NOM-002-STPS-2010	Safety conditions-Fire prevention and protection in workplaces
NOM-004-STPS-1999	Protection systems and safety devices on machinery and equipment used in workplaces.
NOM-005-STPS-1998	Health and safety conditions in workplaces for the handling, transport and storage of hazardous chemicals.
NOM-006-STPS-2014	Handling and storage of materials-Occupational health and safety conditions.
NOM-009-STPS-2011	Safety conditions for working at heights.
NOM-010-STPS-2014	Chemical pollutants in the work environment-Recognition, evaluation and control.
NOM-011-STPS-2011	Health and safety conditions in workplaces where noise is generated.
NOM-015-STPS-2001	High or depressed thermal conditions-Safety and hygiene conditions.
NOM-017-STPS-2008	Personal protective equipment. Selection, use and handling in the workplace.
NOM-018-STPS-2015	Unified system for the identification and communication of hazards and risks from hazardous chemicals in the workplace.
NOM-019-STPS-2011	Constitution, organization and operation of the Health and Safety Commissions (CSH) in workplaces.
NOM-020-STPS-2011	Safety requirements for the operation of pressure vessels, cryogenic vessels and steam generators or boilers.
NOM-022-STPS-2015	Static electricity in the workplace-Safety conditions.
NOM-024-STPS-2001	Vibrations-Safety and hygiene conditions in the workplace.
NOM-025-STPS-2008	Lighting conditions in the workplace.

NOMENCLATURE	APPROACH
NOM-026-STPS-2008	Safety and hygiene colors and signs, and identification of risks due to fluids conducted in pipelines.
NOM-027-STPS-2008	Welding and cutting activities. Safety and hygiene conditions.
NOM-029-STPS-2011	Maintenance of electrical installations in the workplace.
NOM-030-STPS-2009	Preventive occupational health and safety services. Functions and activities.
NOM-031-STPS-2011	Construction. Occupational health and safety conditions.
NOM-033-STPS-2015	Safety conditions for working in confined spaces
NOM-035-STPS-2018	Psychosocial risk factors at work. Identification, analysis and prevention.
NOM-036-STPS-2017	Ergonomic risk factors at work. Identification, analysis, prevention and control. Part 1: Manual handling of loads.



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
- Procedure What to do in the event of an accident?

Timely detection of health risks

GRI 403-2
SDG 8

Monthly oversight allows us to identify operational, behavioral and installations risks, which are evaluated with matrices by position and activity taking their probability and severity into account.

Based on the risks detected, corrective actions, training programs and follow-up plans are implemented. The company has an Accident Investigation Procedure that establishes emergency care, analysis of causes, definition of actions and operational closure.

- Handle the emergency, focusing on employee health and well-being.
- Go to the site, take a photographic record, check the installations and find the causes.
- Conduct interviews with parties involved to gather more information.
- The supervisor, manager and employee analyze the situation to find possible causes.
- Put an action plan in place for improvement or correction.
- Follow up until the incident is closed once the risk is corrected.
- Fill out a form with the information of parties involved and describing the incident.



As part of the risk prevention system, courses are given on the use of personal protective equipment, first aid, risk prevention and mitigation, and emergency response, among others. In addition, before starting work, a five-minute talk is given to emphasize preventive and safety measures in the work area.

Creating healthy employees

GRI 403-3
SDG 8

To protect the health and physical integrity of its employees, Cesantoni coordinates the planning and implementation of preventive campaigns throughout the year with its Medical Department. These actions, aligned with a focus on prevention and health promotion, are structured in seven areas that comprehensively address the main occupational health and safety risks and needs.

Occupational medical evaluations, where entrance, periodic and exit medical exams are performed.

Basic Medical Care Units, approved by COFEPRIS, equipped with instruments and supplies to treat general illnesses, occupational risks and accidents.

Basic emergencies, to immediately provide attention to the employee and transfer them to a medical unit if necessary.

Occupational epidemiological surveillance systems, which allow us to evaluate exposure to mercury, lifting and transporting loads, noise exposure, extreme thermal conditions and chemical agents, lighting levels, and cutting and welding processes.

Training and coaching, focused on prevention, correction and implementation of health and safety measures.

Monthly preventive campaigns, breast and cervical cancer, diabetes, HSV AIDS, healthy habits, alcoholism, drug addiction, vaccination, deworming, visual and hearing health.

Prevention of occupational risks, planning and development of emergency drills, review of emergency equipment, daily tours of the facilities, supervision of the use of personal protective equipment, monitoring of pregnant women and patients with chronic degenerative diseases, and investigation of occupational incidents and accidents.



THE PREVENTIVE HEALTH ACTIONS IMPLEMENTED BY CESANTONI ARE DEVELOPED IN COORDINATION WITH THE STATE'S HEALTH SYSTEMS, THE MEXICAN SOCIAL SECURITY INSTITUTE (IMSS) AND PRIVATE MEDICAL PROVIDERS, WHICH GUARANTEES THEIR RELEVANCE, QUALITY AND EFFECTIVENESS.

These services are free and help improve the quality of life of employees, as well as detect risks that may affect their health and performance in a timely manner. Likewise, the company ensures the safekeeping, confidentiality and responsible handling of personal and medical information, in compliance with the applicable regulations.

PROGRAM NAME	MEN PARTICIPANTS	WOMEN PARTICIPANTS
Vaccination	300	230
Mental health	1,391	563
Addiction prevention	43,605	18,688
Maternity	21	40
Obesity	1,391	564
Nutrition	4	0
Stress	1391	563
Prevention of muscle injuries and accidents	3,190	1,144

Employee participation

GRI 403-4
SDG 8

Cesantoni has a Safety, Health and Hygiene Committee at Plant 1, registered with the Ministry of Labor and Social Welfare (STPS), which meets every month and whose members continuously take training sessions in accordance with labor authority guidelines.

In addition, at Plant 3 and the Distribution Center (DC) there are internal committees made up of staff from the areas themselves, which strengthens preventive management, the timely identification of risks, and the uniform application of safety and health practices throughout the facilities.

Promoción de la salud

GRI 403-6, 403-7
SDG 3

As part of the preventive health program, Cesantoni implements campaigns for employees and their families for reducing illnesses and injuries, as well as for the timely discovery of health risks. Actions carried out include audiometries, spirometries and evaluations of noise, lighting, thermal conditions and the presence of chemical agents in the work environment.

Recurrent addiction prevention campaigns were also carried out throughout the year.

In 2025, Cesantoni obtained the ELSSA Badge (Safe and Healthy Workplace Environments), awarded by the Mexican Social Security Institute (IMSS) to companies with outstanding performance in the prevention of occupational hazards and the promotion of worker health and safety.

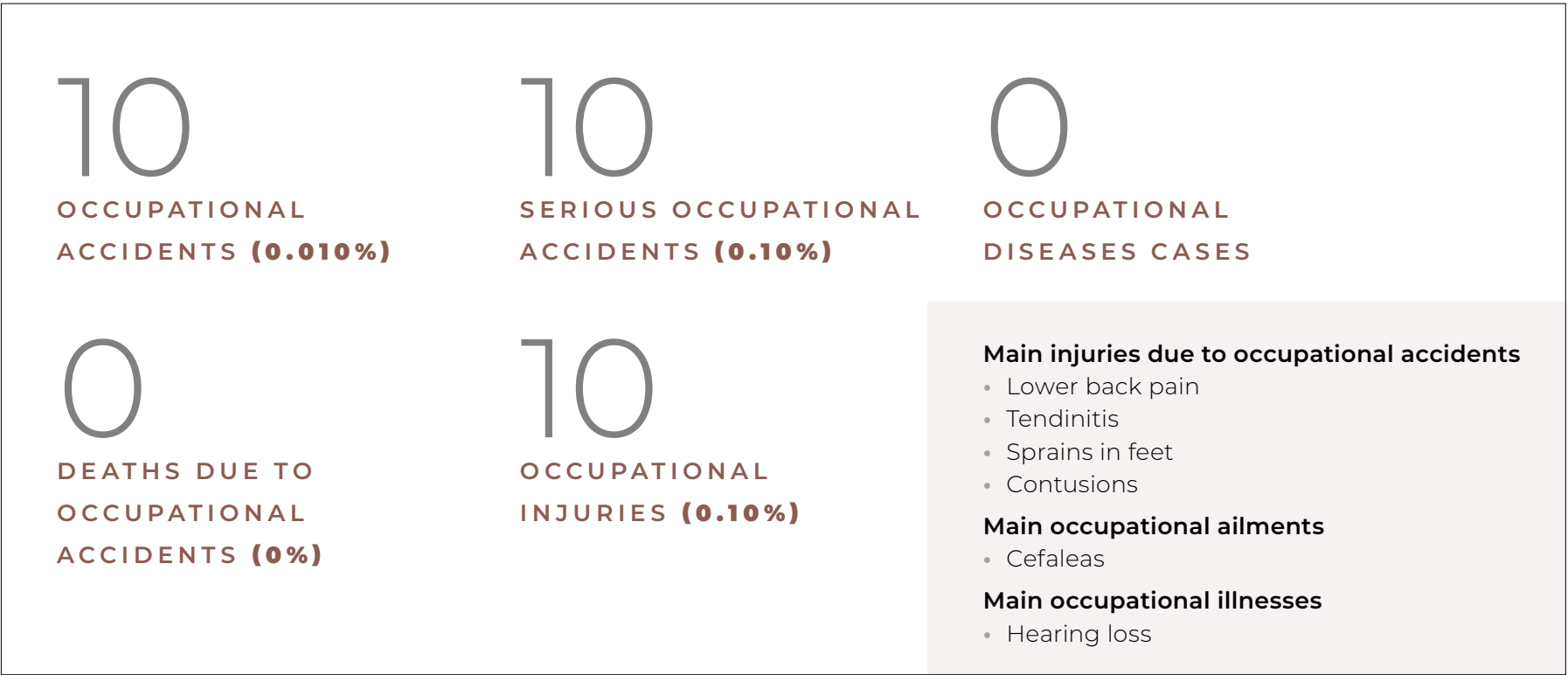
This badge, valid for one year, was the result of compliance with five lines of action of the Healthy and Safe Workplace Environments Program and staff training in occupational health and safety. It endorses the company's preventive approach and its commitment to the integral wellbeing of human capital.

Occupational injuries and accidents

GRI 403-9, 403-10
SASB EM-CM-320a.1, IF-EN-320a.1
SDG 3, 8, 16

In 2025, Cesantoni recorded an accident rate of 0.010 percent. The main causes of incidents were due to becoming trapped, blows, level falls or falls at different levels, burns, sprains and load handling.

To reduce these events, the company strengthened its training program with an emphasis on occupational risk prevention and reinforced internal communication to promote the proper use of personal protective equipment.



YEAR	OCCUPATIONAL ACCIDENT	OCCUPATIONAL DISEASES	OCCUPATIONAL INJURIES	DEATHS
2024	3	1	10	0
2025	10	0	10	0





Training

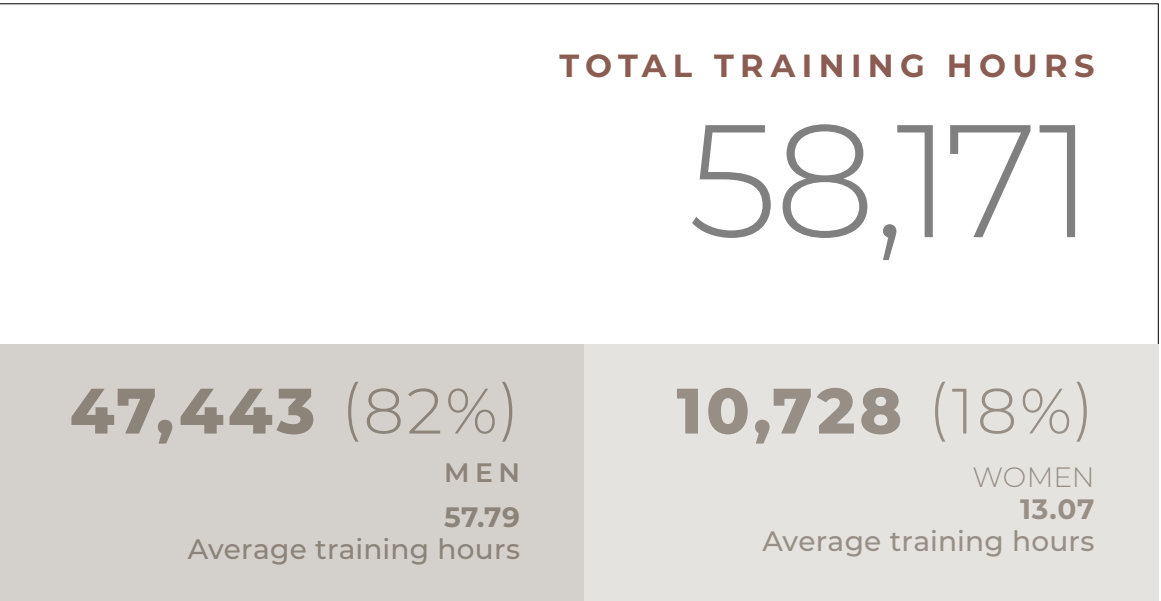
GRI 404-1

AS A RESPONSIBLE COMPANY COMMITTED TO SUSTAINABILITY, ONE OF OUR OBJECTIVES IS TO PROVIDE OUR EMPLOYEES WITH THE TOOLS THEY NEED TO WORK EFFECTIVELY AND DEVELOP THEIR PROFESSIONAL POTENTIAL.

Through the Training Needs Assessment, we identify key information for us to design and implement learning programs aligned both to the company's strategic objectives and to the individual growth of those who are part of Cesantoni.

Our training program includes courses and workshops aimed at strengthening skills, technical and administrative knowledge, as well as the proper use of tools and machinery. These courses are offered continuously throughout the year.

IN 2025, **WE WILL AVERAGE 70.85 HOURS OF TRAINING PER EMPLOYEE.** THE CONTENTS ARE GROUPED INTO FOUR MAIN AREAS: REGULATORY COMPLIANCE AND RISK MANAGEMENT, INTEGRAL WELLNESS AND WORKPLACE SAFETY, CAPACITY BUILDING AND OPERATIONAL EXCELLENCE, AND SOCIAL RESPONSIBILITY AND ORGANIZATIONAL CULTURE.



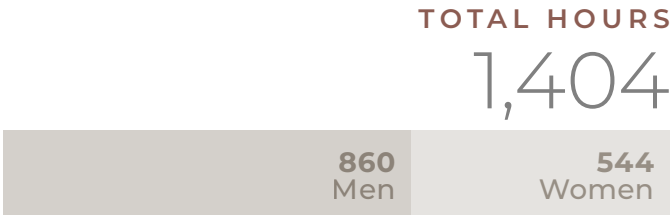
REGULATORY COMPLIANCE AND RISK MANAGEMENT

Included are courses oriented to compliance with legal provisions, policies and internal health and safety standards, as well as operational and occupational risk prevention.



INTEGRAL WELLNESS AND WORKPLACE SAFETY

This encompasses training focused on self-care and work-life balance. These courses contribute to safe, healthy and productive work environments.



CAPACITY BUILDING AND OPERATIONAL EXCELLENCE

Includes technical, administrative and operational training programs, as well as the proper use of tools and machinery. Its purpose is to strengthen individual and collective performance, drive efficiency and keep the business competitive.



SOCIAL RESPONSIBILITY AND ORGANIZATIONAL CULTURE

Includes courses on human rights, diversity, inclusion and social responsibility, as well as courses for reinforcing corporate values and culture.



New employee orientation

At Cesantoni, an employee's training from the very beginning of their career is a fundamental element to ensure they perform to our culture and values. Every person who joins the company receive an orientation course.

Through this process, our hope is that our employees identify with and appropriate Cesantoni's philosophy, thus strengthening an organizational culture based on responsibility, commitment and integrity.

Our guidelines

We have developed procedures that are published and available to all our employees to meet training objectives, which help us meet the company's strategic objectives, contribute to employee satisfaction and improve employee performance.

- **Training Procedure**
- **New Employee Orientation Procedure**
- **Internal Communication Procedure**

Alliances to strengthen knowledge

As part of our focus on continuously developing talent, at Cesantoni we support our employees' learning and training needs by establishing partnerships with various educational institutions. These agreements offer preferential conditions for enrollment, as well as partial or full scholarships, facilitating access to formal and specialized educational opportunities.

In addition, we have academic collaboration agreements that give students the chance to take on professional internships in the company, strengthening the link between education and the productive sector, and helping develop skills for employability, innovation and business sustainability.



AGREEMENTS WITH EDUCATIONAL INSTITUTIONS

EDUCATIONAL INSTITUTION	TYPE OF AGREEMENT	EDUCATION LEVEL	PARTICIPATING EMPLOYEES
Instituto Tecnológico de Zacatecas	• Affiliate • Internships • Dual modality	Bachelor's Degree	More than 30 scholarship recipients from the standard and dual modality.
Instituto Tecnológico Superior de Fresnillo	• Affiliate • Internships	Bachelor's Degree	2 scholarship recipients from the standard modality
National Polytechnic Institute	• Affiliate • Internships	Bachelor's Degree	10 scholarship recipients from the dual modality.
Universidad Politécnica de Zacatecas	• Affiliate • Internships	Bachelor's Degree	2 scholarship recipients from the standard modality
Universidad de la Vera-Cruz	• Affiliate • Internships • Scholarships • Preferential prices	Bachelor's Degree	2 children of employees pursuing a bachelor's degree receiving preferential pricing 2 scholarship recipients from the standard modality
Inter-American University for Development	• Affiliate • Internships • Scholarships • Preferential prices	Bachelor's Degree	2 employees pursued a bachelor's degree with a scholarship from the company.
Autonomous University of Durango	• Affiliate • Internships • Scholarships • Preferential prices	Bachelor's Degree	2 employees pursuing bachelor's degree
Universidad Autónoma de Zacatecas	• Affiliate • Internships	Bachelor's Degree	2 scholarship recipients
Universidad TecMilenio	• Affiliate • Internships • Scholarships • Preferential prices	Bachelor's Degree	5 (3 employees and 2 interns)



Diverse and inclusive

GRI 405-1
SDG 3, 8, 16
SASB CG-MR-330a.1

At Cesantoni, our recruitment, selection and hiring processes are governed by inclusion, diversity and non-discrimination principles, ensuring equitable treatment at all stages of talent recruitment. We promote equal opportunities for accessing employment, as well as training, development and professional growth processes within the organization.

We also promote gender equity, ensuring fair working conditions and a respectful and diverse work environment aligned with best practices in responsible human capital management.



Culture that strengthens decision making

GRI 202-2

Cesantoni's management team and board of directors is made up of 32 people with a solid background and extensive knowledge of the ceramic industry. This combination of technical expertise and strategic vision strengthens analysis and informed decision making for meeting the company's strategic objectives. Its members come from seven states of Mexico, providing a diversity of perspectives and cultural backgrounds that enriches the management, leadership and governance processes, and contributes to a more comprehensive and representative management of the company.

CITIES OF ORIGIN	NUMBER OF MANAGERS MEN	NUMBER OF MANAGERS WOMEN	TOTAL
Chihuahua	1	0	1
Estado de México	2	0	2
Guanajuato	2	0	2
Nuevo León	1	1	2
San Luis Potosí	1	0	1
Zacatecas	15	8	23
Mexico City	0	1	1
Total	22	10	32



Equal opportunities

GRI 202-1, 405-2
SDG 1, 3, 5, 8
SASB CG-MR-310a.1

At Cesantoni we guarantee fair working conditions, training and professional development for all our employees. This approach is reflected in the definition of fair and competitive compensation schemes, aligned with labor market conditions and demands.

Our objective is to contribute to our staff's quality of life, facilitating access to essential services such as health, education and decent housing, as well as promoting the well-being of their families, in line with responsible human capital management and a long-term vision of social sustainability.



Advancing Women's Leadership

We are committed to building a more inclusive and equitable management team, able to respond with perspective, responsibility and creativity to current and future challenges we face as a company.

With that vision, 45 women in middle and managerial positions participated in the “Mujeres al Mundo [Women to the World]” program, organized by HSBC Bank, an initiative designed to boost their professional and personal development, offering training and mentoring and access to professional networks.

Participation in this program is a strategic step to strengthening female leadership within Cesantoni. By promoting spaces for learning, exchange and growth, we are not only empowering our female employees, but also laying the groundwork for an internal cultural transformation that recognizes gender equity as a source of innovation, diverse talent and organizational sustainability.

PERCENTAGE DIFFERENCE IN SALARIES

GENDER	CESANTONI MINIMUM SALARY	OFFICIAL MINIMUM SALARY	PERCENTAGE DIFFERENCE
Male Employees	278.81	278.81	0%
Female Employees	278.81	278.81	0%

Community

Relationships that build opportunities

We promote the development of the communities where we operate to create positive and lasting impacts, contributing to social progress and the construction of a better shared future.

CABO MIST
80x160cm

CABO MIST
80x160cm



Piso Firme Program

GRI 413-1, 413-2
SDG 3, 4, 10, 11

ONE OF CESANTONI'S OBJECTIVES IS TO **ACTIVELY CONTRIBUTE TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF THE COMMUNITIES** WHERE IT OPERATES, BASED ON KNOWLEDGE OF THEIR NEEDS AND AREAS FOR IMPROVEMENT, AND TO STRENGTHEN OUR EMPLOYEES AND THEIR FAMILIES' WELL-BEING, HEALTH AND PERSONAL DEVELOPMENT.



With this vision, in 2022 we launched the Piso Firme Program, an initiative aimed at improving our employees' quality of life while promoting community development by rehabilitating spaces belonging to educational institutions and civil society organizations.

The purpose of the program is to facilitate access to dignified, hygienic, comfortable and aesthetic environments with the installation of ceramic tile flooring in our employees' homes and community spaces. We thus help create conditions that favor daily well-being and a better quality of life.

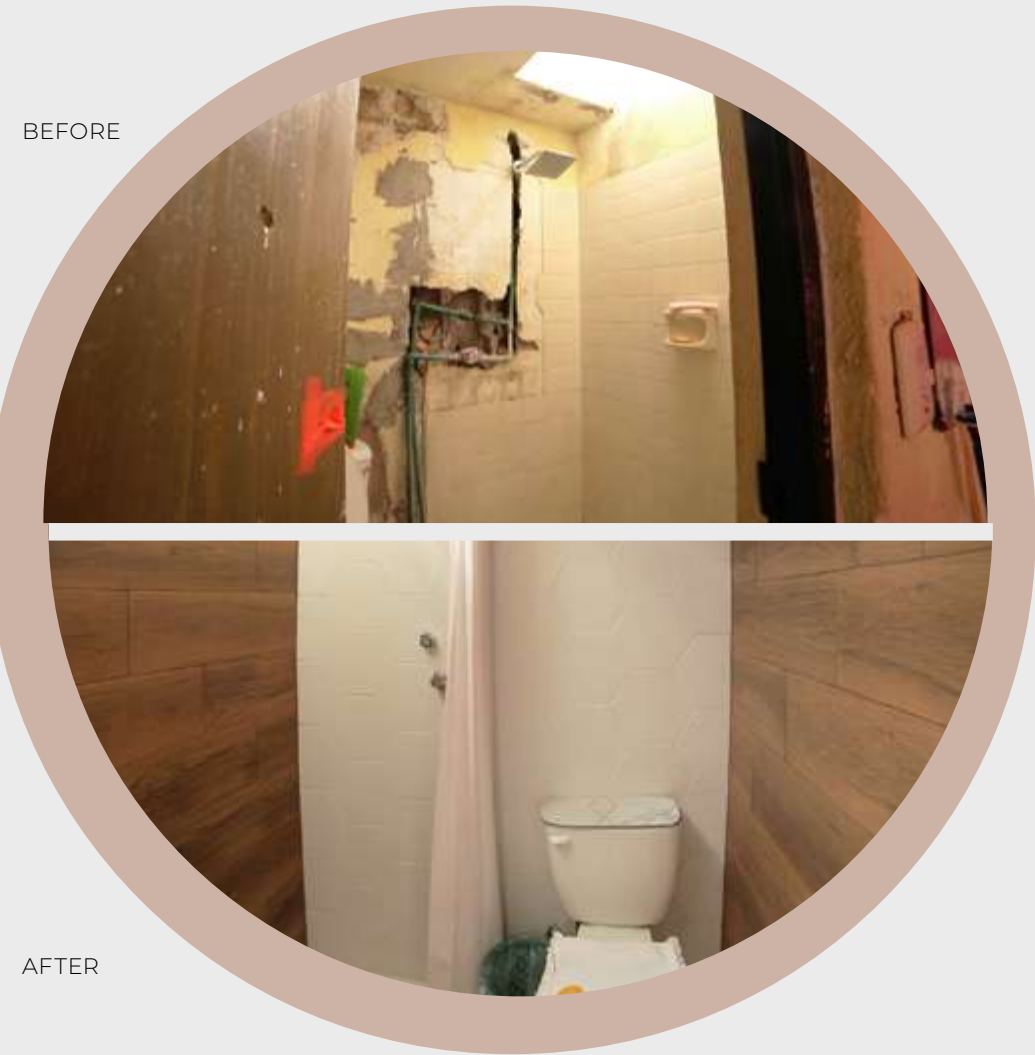
In addition to the positive impact on general well-being, the Piso Firme Program contributes to family health by reducing humidity, infection or accident risks by improving the immediate environment and using high quality and design ceramic products manufactured under certified technical standards.

Cesantoni's Piso Firme Program is part of our strategic social initiatives and aligns with both our corporate philosophy and our sustainability strategy.

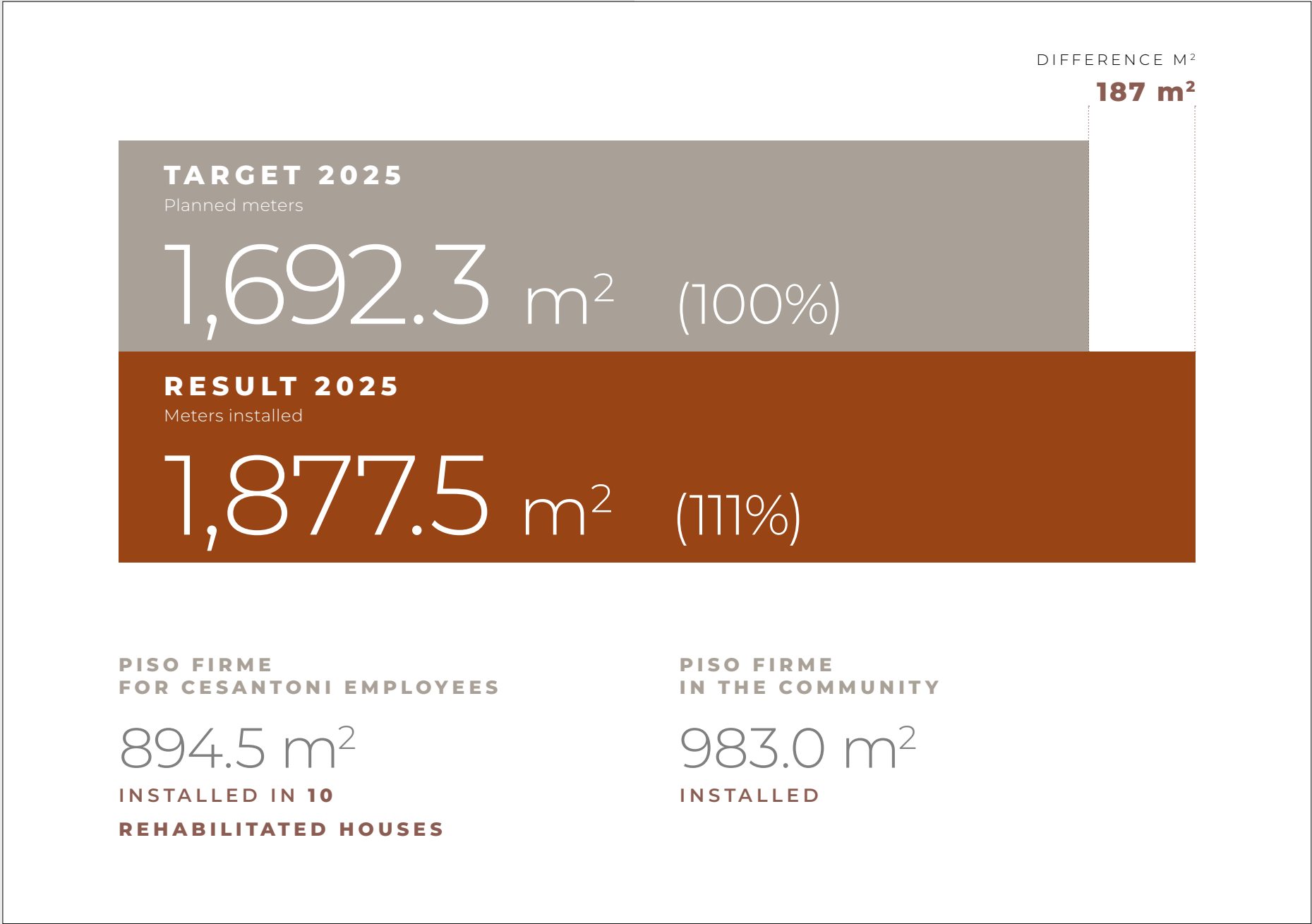
WE EXCEEDED THE ESTABLISHED GOAL

We set a goal for 2025 to install 692 m² of ceramic tile flooring, a rise of 8 percent over the base year. At the end of the year, the projects completed exceeded the target by 187 m², reaching a total of 1,877 m² installed.

This result is a 19.83 percent increase compared to the previous year with a 110.96 percent compliance level, three percentage points above the original target.



AFTER



PISO FIRME FOR EMPLOYEES

Selection process

The program operates under a structured and transparent scheme that includes the following stages:

1. The interested person submits their application.
2. The established requirements are verified.
3. A home visit is carried out.
4. The Piso Firme committee meets, then reviews each application.
5. The corresponding awards are given to recipients.
6. The beneficiary goes to the **Cesantoni Boutique Store**.
7. The beneficiary selects their preferred products, regardless of size, model or color.

BEFORE

AFTER



BEFORE

AFTER



BEFORE



AFTER

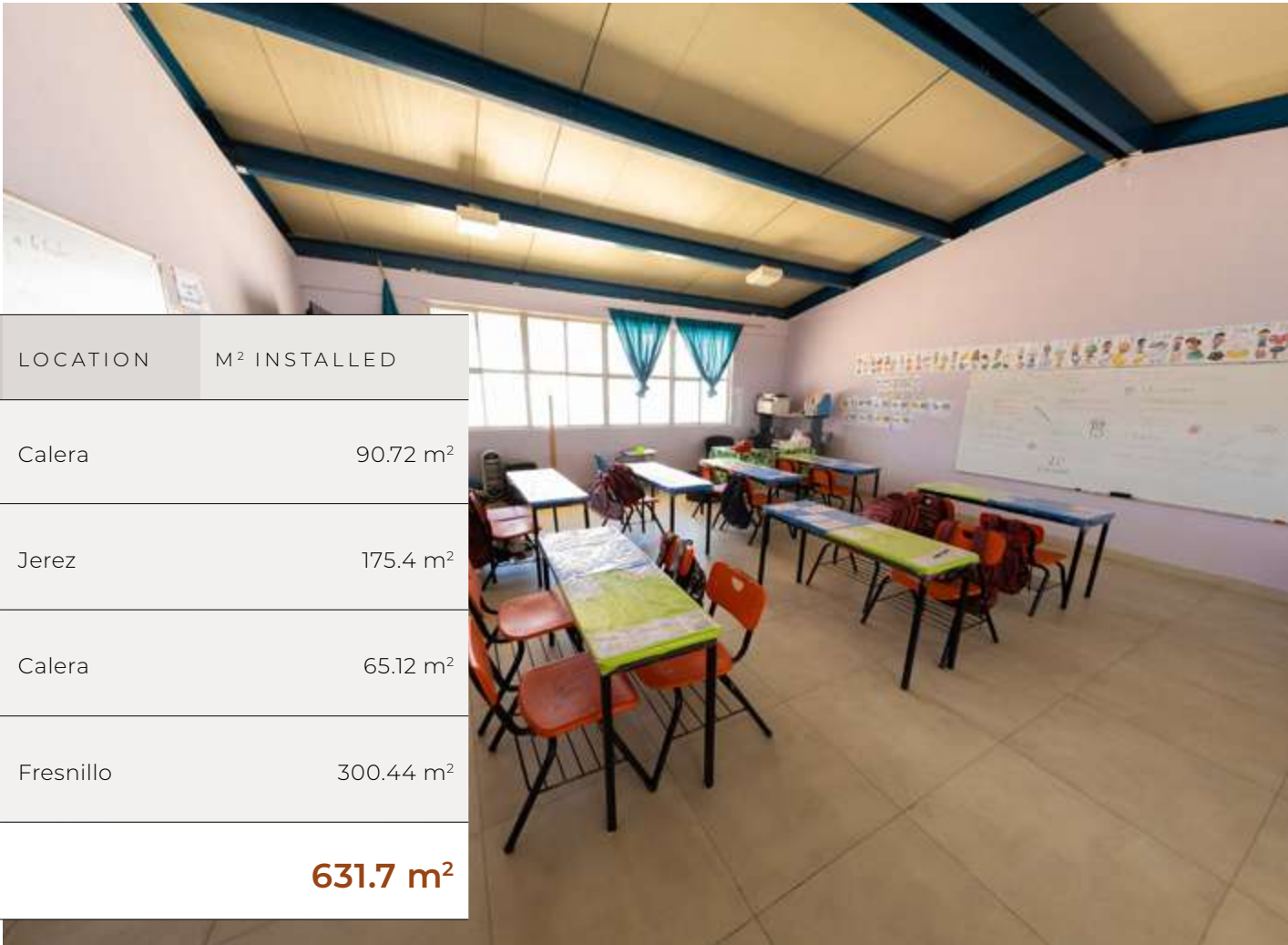
IMPROVING THE COMMUNITY

In 2025 we focused our efforts on addressing the most pressing community needs, directing our collaboration work to educational institutions with limited infrastructure, as well as community spaces and public municipal organizations. The objective of these actions was to overhaul and renovate the spaces, for healthy, hygienic and adequate environments for educational and community service activities to take place.

UNDER THIS PREMISE, WE SUPPORT TWO EDUCATIONAL INSTITUTIONS, A CANINE CONTROL CENTER AND SEVERAL COMMUNITY FACILITIES, CREATING A POSITIVE IMPACT ON THE QUALITY OF THE SPACES AND THE WELLNESS CONDITIONS OF THOSE WHO USE THEM.

COMMUNITY PROJECTS

SPACE	DESCRIPTION	LOCATION	M ² INSTALLED
CECYTEZ	Rehabilitation of the Technology Room.	Calera	90.72 m ²
EJIDO EL PORVENIR	Restoration of community bathrooms.	Jerez	175.4 m ²
CANINE CONTROL CENTER	Renovation of facilities.	Calera	65.12 m ²
QUETZALCÓATL RURAL SCHOOL	Remodeling of classrooms, library and campus office.	Fresnillo	300.44 m ²
Total			631.7 m ²



Sierra de Jerez

The issues of violence and insecurity in Mexico caused, in 2021, the forced displacement of almost 28,000 people from 18 rural communities in the sierra de Jerez, Zacatecas. These events forced many families to abandon their homes, jobs and belongings, profoundly impacting society and the community.

After talks and coordination with civilian and military authorities, approximately 80 % of the displaced families have been able to return to their communities, which deteriorated significantly due to being abandoned for so long.

Given this reality, and with the conviction that education is a key factor for reconstructing society, Cesantoni decided to extend the Piso Firme Program to these communities. The objective was to help renovate classrooms and common areas of schools, creating dignified, safe and hygienic conditions for children and adolescents to continue their education.

To this end, in 2025 renovations were done to classrooms and restrooms in rural schools located in Sarabia, Palmas Altas and Plan de Carrillo, where 351.36 m² of ceramic tile floors and coating were installed.

As part of our commitment to long-term community development, the Piso Firme Program plans to continue these actions in the communities of Monte de los García, Ermita de los Murillo and Ermita de los Correa, thus helping recover academic and community spaces essential for social well-being and cohesion.



ASSISTANCE FOR EDUCATIONAL INFRASTRUCTURE IN SIERRA DE JEREZ

EDUCATIONAL FACILITIES	LOCATION	M² INSTALLED
ELEMENTARY AND SECONDARY (REMOTE)	Sarabia	105 m²
PRESCHOOL, ELEMENTARY AND SECONDARY (REMOTE)	Palmas Altas	135 m²
ELEMENTARY AND SECONDARY (REMOTE)	Plan de Carrillo	110 m²
Total		350 m²



Four years of progress

At the end of the fourth year of the Piso Firme Program, Cesantoni has helped remodel 45 employee homes, equivalent to the installation of 3,659.62 m² of ceramic tile flooring. These results reflect the scope and consolidation of an initiative that positively and tangibly impacts the quality of life of families, aligned with our vision of sustainability and long-term social commitment.

TOTAL M² INSTALLED

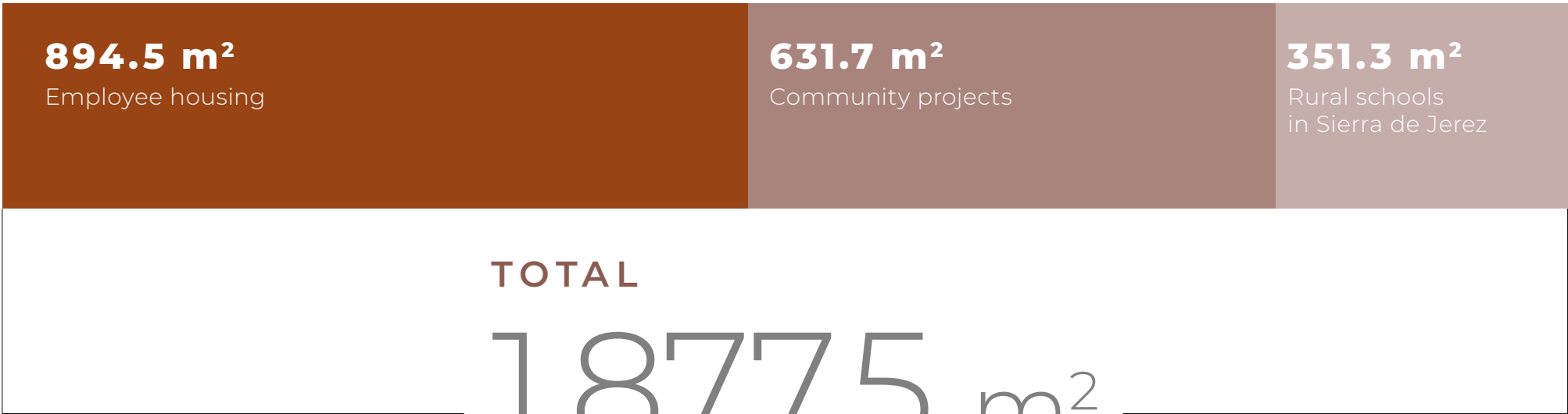
3,659.6 m²

45 HOUSES REMODELED

BY THE END OF 2025, WE WILL HAVE 1,877 M² INSTALLED IN THE STATE OF ZACATECAS.

PISO FIRME PROGRAM

M² Installed





THROUGH THE PISO FIRME PROGRAM, CESANTONI CONTRIBUTES TO MEETING SUSTAINABLE DEVELOPMENT GOALS (SDGS), AS PART OF ITS SOCIAL RESPONSIBILITY AND ITS COMMITMENT TO SUSTAINABLE BUSINESS MANAGEMENT THAT CREATES LONG-TERM ECONOMIC, SOCIAL AND COMMUNITY VALUE.



GOOD HEALTH AND WELL-BEING

Reduce health risks by facilitating the rehabilitation of more hygienic spaces.



REDUCED INEQUALITIES

Prioritize help for vulnerable communities.



QUALITY EDUCATION

Restore school infrastructure.



SUSTAINABLE CITIES AND COMMUNITIES

Work together to create livable and robust environments.

Community programs

GRI 413-1
SDG 3, 4, 10

The communities where we are present are a fundamental part of our identity as a company. At Cesantoni, we recognize that the true impact of our operations is also measured by our ability to foster social and economic development, strengthen education and promote taking care of the environment.

In 2025, we consolidated our commitment to the integral development of communities, with a special focus on child protection, education and well-being. Our actions are intended to actively help create safer, healthier and more conducive environments for child and adolescent growth and education.

With this approach, we developed four community programs that reflect our social responsibility vision:

1. **Academia de Futbol Cesantoni Seleccion**
2. **Villa Infantil del Sagrado Corazón de Jesús**
3. **Collaboration with AMANC Zacatecas**
4. **Community Ceramic Workshops**



ACADEMIA DE FUTBOL CESANTONI SELECOL

The Academia de Futbol Cesantoni Seleccion Soccer Academy is a community program aimed at strengthening the physical, emotional and social development of children and adolescents between the ages of 5 and 17. In 2025, the academy served more than 100 participants, who received structured training and coaching from seasoned trainers.

Cesantoni contributes to the program by:

- **Preparation and professionalization of trainers.**
- **Donating sporting equipment and uniforms.**
- **Providing logistical and financial support for participating in local tournaments.**

The program has a preventive focus, as sports are considered an effective tool to keep children away from risky environments, addictions and activities that harm their well-being, while strengthening family and community unity.

Villa Infantil del Sagrado Corazón de Jesús

The Villa Infantil del Sagrado Corazón de Jesús [Sacred Heart Children's Village], located in Fresnillo, Zacatecas, provides care and shelter to children from newborns to adolescents who, for various reasons, cannot be with their families. In 2025, we maintained a permanent collaboration with this institution through a corporate volunteer program.

Volunteer activities included:

- Delivery of clothes, shoes, toys, school supplies and basic necessities donated by Cesantoni staff.
- Active participation in the organization and logistics of annual events for raising funds and strengthening the operational sustainability of the shelter.

This effort reflects the company's commitment to protecting children in vulnerable situations and promoting community support networks.



AMANC Zacatecas

Cesantoni maintains an ongoing collaborative relationship with Asociación Mexicana de Ayuda a Niños con Cáncer [Mexican Association for the Support of Children with Cancer] (AMANC) in Zacatecas. In 2025 we are strengthening our support through various initiatives.

The main actions were:

- Donations for the organization of AMANC's annual events, essential for fundraising and social awareness.
- Placement of "heart" shaped containers to collect plastic bottle caps, the recycling of which helps finance treatments for children with cancer.
- Organization of the annual blood donation campaign, held for the third consecutive year as part of the International Childhood Cancer Day.

Thanks to this campaign, more than 50 units of blood were collected, donated by our employees, working directly to care for pediatric oncology patients in the State.



Community Ceramic Workshops

As part of the circular economy and community strengthening strategy, at Cesantoni we developed a program to donate recovered paste and glaze to different ceramic workshops open to the public. This initiative promotes artistic development and fosters sustainable productive practices within the community.

Two points are of note:

- Two of the beneficiary workshops operate specialized programs for women victims of violence and women in treatment and recovery from breast cancer, using ceramics as a therapeutic, self-care and economic empowerment tool.
- Cesantoni's team of ceramics experts provided specialized technical advice, with the aim of improving production processes, the quality of the pieces and safety in handling ceramic materials

This program is an example of how industry can link the circular economy with the creation of social value and the positive transformation of vulnerable communities.

Transparency

that creates trust

Acting in accordance with our values allows us to operate with integrity, strengthen strategic decision making and govern with transparency, with a firm commitment to accountability to our stakeholders.

LEGACY WOOD
26x160m

Corporate Governance

GRI 2-9, 2-10, 2-11, 2-17

THE SHAREHOLDERS' MEETING IS THE HIGHEST GOVERNING BODY OF CESANTONI. IT MEETS ANNUALLY TO REVIEW FINANCIAL STATEMENTS, EVALUATE GROWTH LEVELS AND FOLLOW UP ON THE FULFILLMENT OF THE COMPANY'S STRATEGIC OBJECTIVES. SHAREHOLDERS AND MEMBERS OF THE BOARD OF DIRECTORS ATTEND THESE MEETINGS.

The Board of Directors is the body responsible for overseeing the company's performance and approving the corporate strategy, as well as environmental, social and governance (ESG) goals. The work of the board is vital to ensure business continuity, responsible management and the adoption of sustainable practices that strengthen Cesantoni's competitiveness in the long term.

Our board of directors is comprised of four proprietary directors and two independent directors, who may serve indefinitely as per our by laws.

The Board of Directors' main duties are as follows:

- **Review and follow up on the company's financial information.**
- **Define operational and commercial strategies and objectives.**
- **Review financial and market results.**
- **Evaluate and authorize investment projects.**
- **Oversee the management team's management and performance.**
- **Validate strategic decision making.**
- **Ensure compliance with the applicable legal and regulatory framework.**
- **Foster an organizational culture based on ethics, transparency and accountability.**



The Chair represents the Board of Directors, leading meetings and participating in decisions on the management of the company. The Secretary authorizes the minutes of the meetings and formalizing the corresponding documentation. The Manager manages the company's assets and is empowered to enter into agreements and acquisitions. Likewise, the Statutory Auditor helps to supervise that the governing body functions properly.

AS A FAMILY-OWNED COMPANY, AND AS APPROVED BY THE SHAREHOLDERS' MEETING, THE CHAIR OF THE BOARD OF DIRECTORS ALSO SERVES AS CHIEF EXECUTIVE OFFICER OF CESANTONI.

Organizational Structure

GRI 2-9, 2-10, 2-11, 2-17

The members of Cesantoni's Board of Directors are professionals with extensive experience in the construction, design, administration, finance and architecture sectors, and he relevant knowledge of the ceramics industry, which strengthens the strategic decision-making process.



Our Board

MAURICIO DUARTE RODRÍGUEZ (54 years old)

INDEPENDENT DIRECTOR

Seniority on the Board: 7 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.

CÉSAR LAU YUEN (68 years old)

INDEPENDENT DIRECTOR

Seniority on the Board: 7 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. 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.

JAVIER RODRÍGUEZ HERNÁNDEZ

STATUTORY AUDITOR

He has been a member of the Board of Directors since October 2025. He has worked in the financial, commercial and business consulting areas at BBVA Bancomer and Banco Mercantil del Norte (Banorte), where he has been responsible for the development and implementation of business plans, market share expansion and the creation of new credit products.

Since 2005, he has been a founding partner of Braxel Group, where he has managed financing acquisition through credit structuring, debt issuance, syndicated loans, liability consolidation, in addition to advising large corporations on investment projects, strategic planning and business diagnostics.

His education includes a bachelor's and master's degrees in economics and project management, as well as degrees in finance and senior management from ITESM, Anáhuac, La Salle, the National Institute of Public Administration and the University of Alcalá, in Spain.

YACO REIMERS CAMPOS (51 years old)

CHAIR OF THE BOARD AND CHIEF EXECUTIVE OFFICER

Seniority on the Board: 7 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 Board of Banamex and Nafin, as well as Citizen Advisor of Zacatecas and Economic Development 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.

HERMANN REIMERS CAMPOS (41 years old)

PROPRIETARY DIRECTOR

Seniority on the Board: 7 years.

He has been Cesantoni's Chief Operating Officer since 2012. In his professional career 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).

BERNARDO REIMERS CAMPOS (43 years old)

PROPRIETARY DIRECTOR

Seniority on the Board: 7 years.

He has been Cesantoni's Sales Manager since 2011, where he has consolidated the brand and positioned the company nationwide. He has developed projects for the improvement of customer service, customer and business partner profitability. He holds a Bachelor's degree in International Trade from UDEM, with a specialization in Pricing Analysis and Techniques.

GABRIELA CAMPOS DE REIMERS (72 years old)

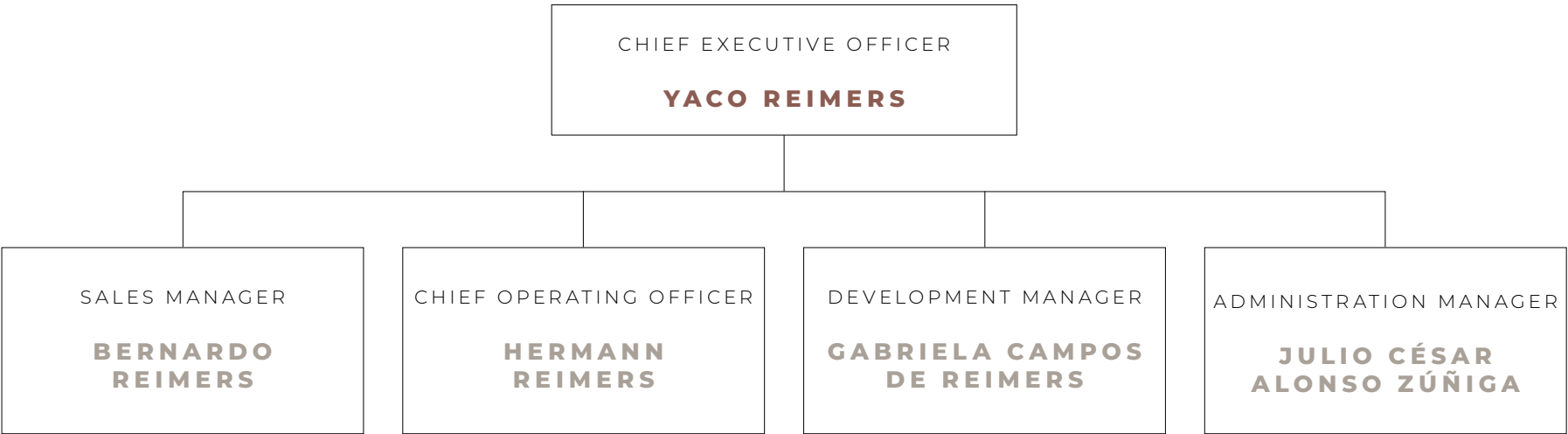
PROPRIETARY DIRECTOR

Seniority on the Board: 7 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.

Management Team

We have a management team whose leadership is manifested in strategic decision making to ensure the proper management of the company, growth in the market and sustainable performance.



Information on impacts

GRI 2-13, 2-16, 2-25

Our positive and negative impacts in the environmental, economic and social spheres are identified and managed by Cesantoni's management team, which has set up a plan for risk detection, evaluation and prevention in order to protect our stakeholders and ensuring our operations are managed responsibly.

The progress and results derived from this plan are presented on a quarterly basis to the Board of Directors at meetings where directors and board members are present to analyze them, evaluate their performance and, if necessary, set actions for continuous improvement.

As part of our governance and active listening mechanisms, we have a whistleblower hotline for channeling concerns and reports on the management of the company, our business relationships and our operations. The information gathered through this means is systematized and reported to the Board of Directors for its knowledge and follow-up.

IN LAST YEAR 2025, NO COMPLAINTS OR SUGGESTIONS WERE RECEIVED ON IMPACTS FROM OUR OPERATIONS.

Ethics and compliance

GRI 2-24, 205-2

Our Code of Ethics sets forth the guidelines to be followed in the daily performance of all those who make up Cesantoni, as well as in relationships with customers, suppliers, authorities, employees and other stakeholders relevant to the company.

The Code of Ethics is communicated to all employees, who, with their signature, assume the commitment to comply with it and spread its contents. The Code incorporates a commitment to live Cesantoni's values and adhere to 18 guiding principles, including the following:

- **Honesty at the core of our actions**
- **The exercise of positive leadership**
- **Respect for human dignity**
- **Responsible use of available resources**
- **Safety as a shared responsibility**
- **Disclosure of any conflict of interest**
- **Transparency in performance**
- **Zero tolerance for fraudulent practices**
- **A harassment and discrimination free workplace**

AS PART OF THE TRAINING PROGRAM, THE COMPANY PROVIDES ALL EMPLOYEES TRAINING ON THE CODE OF ETHICS AND THE USE OF THE ANONYMOUS WHISTLEBLOWER HOTLINE. **IN 2025, 765 HOURS OF TRAINING WERE PROVIDED TO 564 MEN AND 197 WOMEN WHO MAKE UP CESANTONI'S WORKFORCE.**



Legal and regulatory compliance

GRI 2-23, 2-24, 2-27
SDG 16

OUR BUSINESS CONDUCT IS GOVERNED BY CESANTONI'S CORPORATE PHILOSOPHY AND BY THE PRINCIPLES SET FORTH IN OUR CODE OF ETHICS, WHICH FORM THE BASIS FOR DEFINING OPERATIONAL AND BEHAVIORAL GUIDELINES

As part of our commitment to responsible management, we comply with applicable laws and regulations, and also respect human rights, both in our operations and in our relationship with customers, suppliers and other stakeholders.

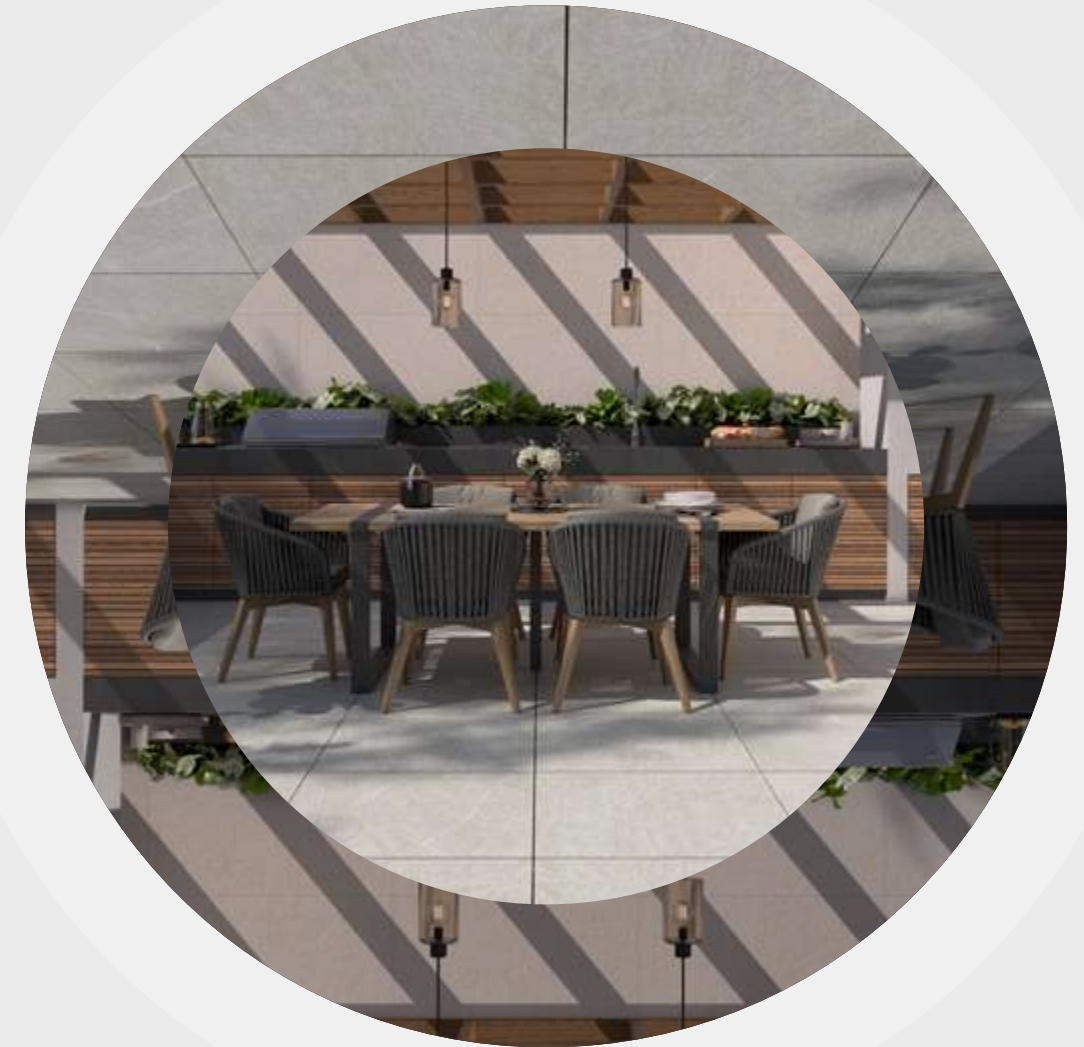
Non-compliance with internal policies or the Code of Ethics will lead to penalties, which are set in accordance with the Federal Labor Act and may include administrative reprimands, suspensions or termination of employment, depending on the seriousness of the offense.

The key policies that govern our operation:

- **Human Rights**
- **Sustainability**
- **Human Resources**
- **Environmental Management**
- **Suppliers**
- **Sales**
- **Active Participation in the Community**
- **Fair Operating Practices**
- **Governance**

These guidelines are formalized in various policies and procedures that guide the actions of our employees in the performance of their duties.

These policies and the Code of Ethics are available on our website to be looked up easily and ensure all employees are aware of them. In addition, we provide training courses to reinforce the understanding and correct application of its contents.



IN TAX YEAR 2025, CESANTONI WAS NOT SUBJECT TO PENALTIES OR FINES FOR NON-COMPLIANCE WITH LEGAL OR REGULATORY PROVISIONS, **REFLECTING OUR COMMITMENT TO ACTING ETHICALLY, RESPONSIBLY AND IN LINE WITH BEST BUSINESS PRACTICES.**

Integrity and commitment guidelines

GRI 2-24
SDG 16
SASB IF-EN-510a.3

To ensure responsible business conduct and integrity, Cesantoni has set forth a set of policies that contain the guidelines to be followed in all operations and in relationships with various stakeholders. These policies are communicated to all employees through internal information channels and are part of the new employee orientation process.

Corruption and bribery rejection, the identification and declaration of conflicts of interest, as well as integrity, ethics and the promotion of fair competition are fundamental principles for the proper functioning of the company, which are explicitly incorporated in our corporate policies.

- **Anti-Corruption Policy**
- **Integrity Policy**
- **Conflict of Interest Policy**
- **Fair Competition Policy**
- **No Gift Policy**
- **Code of Ethics**



Corruption and Bribery Rejection

GRI 205-2, 205-3
SDG 16

The principles of our Code of Ethics include the rejection of bribery and corruption, as well as zero tolerance of fraudulent practices in all our commercial, labor and administrative relationships. The company's performance is based on corporate values, ethics and integrity, which allows us to consolidate our position as a responsible and reliable organization focused on creating value for our stakeholders.

We expect everyone at Cesantoni to refrain from accepting bribes or engaging in acts of corruption, fraud or forgery, as such conduct poses risks to business continuity, as well as to the company's image and reputation.

These behaviors have been identified as a result of the governance risk assessment, which has led to strengthening the content of orientation courses, with an emphasis on compliance with the Code of Ethics. In 2025, the orientation course was given to 506 new hires.

Cesantoni relies on its whistleblower hotline to find possible breaches of the Code of Ethics and internal policies, as well as its internal communication channels for the constant publication of its corporate values and principles. No incidents of corruption were recorded in 2025.

Conflicts of Interest

GRI 2-15

AT CESANTONI WE HAVE INTERNAL CONTROLS AND PREVENTION MECHANISMS FOR **IDENTIFYING AND MANAGING POTENTIAL CONFLICTS OF INTEREST** AMONG MEMBERS OF THE BOARD OF DIRECTORS, EMPLOYEES, SUPPLIERS, DISTRIBUTORS, CUSTOMERS, AUTHORITIES AND OTHER STAKEHOLDERS.

These mechanisms include the formal and signed declaration of the non-existence of personal, family, commercial or professional relationships that could be a conflict of interest or jeopardize the image, reputation, operations and continuity of the business.

Our Code of Ethics establishes that there is a conflict of interest when personal interests - direct, indirect, real or perceived - are placed above the interests of the company, compromising objectivity in decision-making or the fulfillment of our responsibilities.

The members of the Board of Directors maintain a first-degree blood relationship and do not hold shares in the companies of suppliers, customers or distributors, which contributes to preserving transparency and independence in strategic decision-making.

Responsible reporting and whistleblowing

GRI 2-25, 2-26
SDG 1

Those of us at Cesantoni can file reports or complaints for possible breaches of the Code of Ethics, internal policies or corporate values through the whistleblower hotline, available 24 hours a day, 365 days a year.

Filed reports must be for actual or potential breaches, and the whistleblower must be available to help in the investigation process, conducted with confidentiality and anonymity.

All complaints received are channeled to the Ethics Committee, which is responsible for their review and investigation, always acting under the following principles:

- **Confidentiality:**
- **Anonymity:**
- **Due diligence:**
- **Zero retaliation:**



The process followed by the Ethics Committee when it receives a complaint consists of seven stages, which take approximately five to fifteen days:

- **Sending notification of receipt to the complainant.**
- **Report submission to the members of the Committee.**
- **Definition of the scope and action plan.**
- **Report analysis and investigation.**
- **Validation of results and determination of disciplinary measures.**
- **Follow-up on the implementation of disciplinary measures.**
- **Case closure.**

THE APPLICABLE DISCIPLINARY MEASURES ARE BACKED BY THE FEDERAL LABOR ACT AND ARE DULY ESTABLISHED IN THE CODE OF ETHICS AND THE INTERNAL LABOR REGULATIONS.

Disciplinary Measures

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

In 2025 only two harassment complaints were received, which were effectively investigated and resolved..

WHISTLEBLOWER HOTLINE

Telephone and/or Whatsapp:
492 111 6788
E-mail:
contacto.etica@cesantoni.com.mx

Sustainable development strategy

GRI 2-14, 2-22

COMPLIANCE WITH OUR STRATEGY AND ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) OBJECTIVES IS REVIEWED PERIODICALLY AT THE BOARD OF DIRECTORS' MEETINGS AND AT THE ANNUAL SHAREHOLDERS' MEETING, AS PART OF CESANTONI'S OPERATING RESULTS AND OVERALL PERFORMANCE OVERSIGHT.

Sustainability actions are defined and coordinated by the Social Responsibility Coordinating Office and executed transversally by all organizational areas, with the commitment to adopt and strengthen industry best practices nationwide.

The results of these actions, as well as the relevant issues identified from the materiality analysis, are integrated into the Annual Sustainability Report. The contents of this report are reviewed and authorized for publication by the management team and the Board of Directors as part of our commitment to transparency and accountability.

Membership in Associations

GRI 2-28

BELONGING TO BUSINESS ORGANIZATIONS AND CHAMBERS THAT REPRESENT OUR INDUSTRY **GIVES US THE CHANCE TO PARTICIPATE IN DECISIONS RELEVANT TO OUR ORGANIZATION,** AS WELL AS TO LEARN ABOUT GOVERNMENT AND TAX REGULATIONS, ECONOMIC AND MARKET TRENDS IN ORDER TO DETECT AREAS FOR IMPROVEMENT FOR CESANTONI.

NATIONAL CHAMBER OF THE TRANSFORMATION INDUSTRY, (CANACINTRA), ZACATECAS

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

TILE COUNCIL OF NORTH AMERICA (TCNA)

We are part of this organization that represents manufacturers of ceramic tile, installation materials, raw materials, equipment and other industry-related products.

Stakeholders

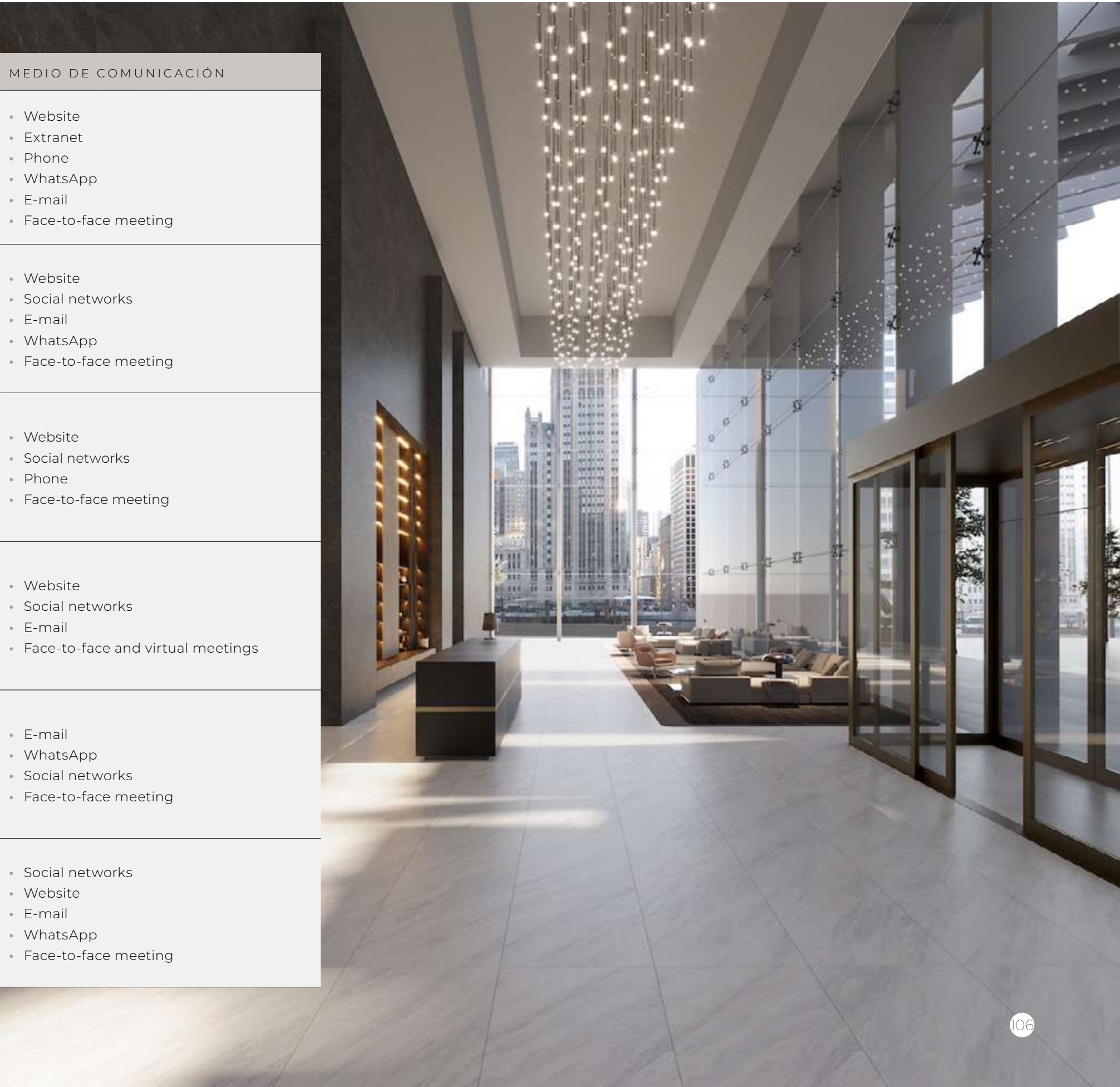
GRI 2-29

STAKEHOLDERS CAN AFFECT OUR OPERATIONS IF WE CAUSE NEGATIVE IMPACTS ON THEIR SURROUNDINGS, BUT THEY CAN ALSO AFFECT US NEGATIVELY WHEN WE DO NOT COMPREHENSIVELY MANAGE THEIR REQUIREMENTS OR NEEDS.

At Cesantoni we have established 11 relevant stakeholders with whom we communicate through various communication channels.

		ENGAGEMENT	FREQUENCY
STAKEHOLDER	INFORMATION REQUIRED	COMMUNICATION CHANNELS	
PARTNERS ADVISORYINFORMATIONALMONTHLY	- Financial results - Markets Served - New products	- E-mail - Phone - Face-to-face meeting	
MALE EMPLOYEES ACTIVEONGOING	- Marketing - Products - Labor Issues - Environmental Issues - Ethical Issues	- E-mail - Bulletin boards - WhatsApp - Website - Intranet - Face-to-face meetings	
WORKERS' FAMILIES INFORMATIONALQUARTERLY	- Health - Recreation	- Brochures - E-mail - WhatsApp	
EDUCATIONAL INSTITUTIONS INFORMATIONALHALF-YEARLY	- Employment opportunities - Innovation projects	- Website - Social networks - E-mail	
CUSTOMERS ACTIVEONGOING	- New products - Product features	- Website - Social networks - Phone - WhatsApp - E-mail - Face-to-face meeting	

GRUPO DE INTERÉS	INFORMACIÓN REQUERIDA	MEDIO DE COMUNICACIÓN
SUPPLIERS ACTIVEONGOING	Administrative information	Website Extranet Phone WhatsApp E-mail Face-to-face meeting
COMMUNITY INFORMATIONALBIMONTHLY	Regulations, laws and standards	Website Social networks E-mail WhatsApp Face-to-face meeting
REGULATORY AGENCIES ADVISORYANNUAL	Regulations, laws and standards	Website Social networks Phone Face-to-face meeting
INTERNATIONAL AND NATIONAL BUSINESS ORGANIZATIONS ADVISORYANNUAL	Fair competition Certifications Requirements	Website Social networks E-mail Face-to-face and virtual meetings
VOLUNTEERS INFORMATIONALMONTHLY	Community activities	E-mail WhatsApp Social networks Face-to-face meeting
DONORS INFORMATIONALMONTHLY	Project outcomes	Social networks Website E-mail WhatsApp Face-to-face meeting





Human Rights and our company

GRI 2-23

HUMAN RIGHTS TRANSCEND LEGISLATION AND ARE FUNDAMENTAL TO THE PRINCIPLES OF EQUITY AND SOCIAL JUSTICE; THEREFORE, AT CESANTONI WE ASSUME THE RESPONSIBILITY TO RESPECT, PROTECT, PROMOTE AND ENSURE COMPLIANCE THEREWITH, WITHIN OUR SPHERE OF INFLUENCE.

Based on this commitment, the company has a Human Rights Policy, which has been shared with employees, suppliers and other stakeholders, and is applicable to all Cesantoni's activities and operations. Policy guidelines include the promotion of a safe and equitable work environment, respect for labor rights, non-discrimination, no forced or child labor, and the promotion of diversity and inclusion.

To strengthen compliance with human rights, Cesantoni also has a Freedom of Association Policy and a Policy for the Rejection of Child and Forced Labor, which contribute to prevent any form of complicity by identifying inappropriate behavior in business partners and suppliers.

Human Resources and the Social Responsibility Coordinating Office are responsible for implementing these policies and overseeing their compliance, as well as for responding in a timely manner to any incident that may be a risk to human rights, both in the company's own operations and in the supply chain.

Indexes

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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, 2025.

GRI 1 USED

GRI 1: Fundamentals 2021



REFERENCE	PAGE, RESPONSE
GRI 1 FUNDAMENTALS 2021	
GRI 2: GENERAL CONTENTS 2021	
1. La organización y sus prácticas de reporte	
2-1 Organization details.	8
2-2 Entities included in this sustainability report.	8
2-3 Reporting period, frequency and contact information.	5
2-4 Information restatements.	5
2-5 External verification.	5
2. Activities and Employees	
2-6 Activities, Value Chain and other business relations.	14, 15, 21
2-7 Employees	66
2-8 Workers who are not employees.	66
3. Governance	
Material topic: Corporate Governance	
GRI 3-3 Management of Material Topics	
2-9 Composition of the highest governance body and its committees.	94
2-10 Nomination and selection of the highest level of corporate governance.	95
2-11 Chair of the highest governance body.	95
2-14 Role of the highest governance body in sustainability reporting.	95
2-15 Conflicts of interest.	101
2-16 Communication of critical concerns.	97
2-17 Collective knowledge of the highest governance body.	95
4. Strategy, policies and practices	
2-22 Sustainable development strategy statement.	4, 24
2-23 Policy commitments.	99, 107
2-25 Processes to remedy negative impacts.	100
2-26 Mechanisms for seeking advice and planning.	102
2-27 Compliance with laws and regulations.	102
2-28 Affiliation and association memberships.	100
2-28 Afiliación y membresías a asociaciones.	104

REFERENCE	PAGE, RESPONSE
5. Stakeholder engagement	
2-29 Approach to stakeholder engagement.	105
2-30 Collective bargaining agreements.	67
GRI 3: Material issues 2021	
3-1 Process for determining material issues.	26
3-2 List of material topics.	26
3-3 Management of material topics	27
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
202-2 Proportion of senior management hired from the local community	80
GRI 204: Procurement practices 2016	
204-1 Proportion of spending on local suppliers	21
GRI 205: Anti-corruption 2016	
Material Topic: Business Ethics	
GRI 3-3 Management of Material Topics	
205-1 Operations assessed for risks related to corruption	In 2025, no assessments of operations for corruption-related risks were conducted.
205-2 Communication and training on anti-corruption policies and procedures	98
205-3 Confirmed incidents of corruption and actions taken	100
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	41
301-2 Recycled input materials used	43
301-3 Reclaimed products and their packaging materials	44
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	45
302-3 Energy intensity	49
302-4 Reduction of energy consumption	49
GRI 303: Water and Effluents 2018	
303-4 Water discharges	51

REFERENCE	PAGE, RESPONSE
303-5 Water use	52
GRI 101: Biodiversity 2024	
101-1 Policies to halt and reverse biodiversity loss	53
101-2 Management of impacts on biodiversity	54
GRI 305: Emissions 2016	
Material Topic: Climate Change	
GRI 3-3 Management of Material Topics	
305-1 Direct GHG emissions (Scope 1)	55
305-2 Indirect GHG emissions from energy generation (Scope 2)	56
305-3 Other indirect GHG emissions (Scope 3)	Scope 3 Emissions are not reported
305-4 Intensity of GHG emissions	57
305-5 Reduction of GHG emissions	57
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	
306-1 Waste generation and significant waste-related impacts	59
306-2 Management of significant waste-related impacts	59
306-3 Waste generated	60
306-4 Waste diverted from disposal	65
306-5 Waste directed to disposal	65
GRI 401: Employees 2016	
401-1 New employee hires and employee turnover	67, 68, 69
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	70
401-3 Parental leave	71
GRI 402: Employee–employer relations 2016	
402-1 Minimum notice periods regarding operational changes	71

REFERENCE	PAGE, RESPONSE
GRI 403: Occupational Health and Safety 2018	
Material Topic: Health and Safety	
GRI 3-3 Management of Material Topics	72
403-1 Occupational health and safety management system	72
403-2 Hazard identification, risk assessment, and incident investigation	73
403-3 Occupational health services	74
403-4 Worker participation, consultation, and communication on occupational health and safety	75
403-5 Worker training on occupational health and safety	74
403-6 Promotion of worker health	75
403-8 Workers covered by an occupational health and safety management system	76
403-9 Work-related injuries	76
GRI 404: Training and Education 2016	
Material Topic: Human Capital Development	
GRI 3-3 Management of Material Topics	78
404-1 Average hours of training per year per employee	78
404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunities 2016	
405-1 Diversity of governance bodies and employees	80
405-2 Ratio of basic salary and remuneration of women to men	81
GRI 413: Local Communities 2016	
Material topic: Community Outreach	
GRI 3-3 Management of Material Topics	83
413-1 Operations with local community engagement, impact assessments, and development programs	83

REFERENCE	PAGE, RESPONSE
GRI 415: Public Policy 2016	
415-1 Contributions to political parties and/or representatives	Cesantoni does not make contributions 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 2025, 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	TABLE OF CONTENTS	PAGE
Energy management in manufacturing	CG-BF-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	45
Management of chemicals in products	CG-BF-250a.1	Analysis of the processes to evaluate and manage the risks or hazards associated with Chemical substances in products	Information not available
	CG-BF-250a.2	Porcentaje de productos aptos que cumplen con los estándares de emisiones y referentes al contenido de compuestos orgánicos volátiles (COV)	Information not available
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.	41
	CG-BF-410a.2	(1) Weight of material recovered at the end of life, (2) percentage of recovered material recycled	44
RISK MANAGEMENT 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 based on other wood fiber standards, (5) percentage by standard	43

Activity parameter

INDICATOR		PAGE
CG-BF-000.A	Annual production	Confidential information
CG-BF-000.B	Manufacturing facilities area	19

CHEMICALS

TOPIC	INDICATOR	TABLE OF CONTENTS	PAGE
Greenhouse gas emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered by emission-limiting regulations	55
	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	55
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).	Information not available
RISK MANAGEMENT energy	RT-CH-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables, (4) total self-generated energy	45
Water management	RT-CH-130a.1	(1) Total water extracted, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	51
	RT-CH-140a.2	Number of non-compliance incidents related to water quality permits, standards, and regulations	No incidents occurred in 2025
	RT-CH-140a.3	Description of water management risks and analysis of mitigation strategies and practices.	No water risk assessment is performed.
Hazardous waste management	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	58
Community relations	RT-CH-210a.1	Analysis of participatory processes to manage risks and opportunities related to community interests.	89

TOPIC	INDICATOR	TABLE OF CONTENTS	PAGE
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.	76
	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.	74
Product design to achieve efficiency during the use phase	RT-CH-410a.1	Revenues from products designed for resource efficiency in the use phase	Information not available
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 Labeling of Chemicals (GHS), 2) percentage of those products that have undergone a risk assessment	Information not available
	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	Information not available
Genetically modified organisms	RT-CH-410c.1	Percentage of products, by revenue, containing genetically modified organisms (GMOs)	None of our products contain GMOs
Management of the legal and regulatory environment	RT-CH-530a.1	Analysis of corporate positioning related to governmental regulations or policy proposals addressing environmental and social factors affecting the sector	60, 63

TOPIC	INDICATOR	TABLE OF CONTENTS	PAGE
Operational safety, emergency preparedness, and response	RT-CH-540a.1	Process safety incident count (PSIC), process safety total incident rate (PSTIR), and process safety incident severity rate (PSISR)	76
	RT-CH-540a.2	Number of transportation incidents	No transportation incidents in 2025

Activity parameter

INDICADOR CONTENIDO		PÁGINA
RT-CH-000.A	duction by reportable segment (tons)	Information not available

CONSTRUCTION MATERIALS

TOPIC	INDICATOR	TABLE OF CONTENTS	PAGE
Greenhouse gas emissions	EM-CM-110a.1	Gross global Scope 1 emissions, percentage covered by emission-limiting regulations	55
	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	55
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.	Information not available
RISK MANAGEMENT energy	EM-CM-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage from alternative sources, (4) percentage of renewables.	47

Water management	EM-CM-140a.1	(1) Total freshwater extracted, (2) percentage recycled, (3) percentage in regions with high or extremely high baseline water stress	51
Waste management	EM-CM-150a.1	Amount of waste generated, percentage hazardous, percentage recycled	58
Effects on biodiversity	EM-CM-160a.1	Description of environmental management policies and practices for active facilities	53
	EM-CM-160a.2	Area of land disturbed, percentage of affected area restored	54
Workforce health and safety	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.	76
	EM-CM-320a.2	Number of reported silicosis cases	No silicosis cases
Product innovation	EM-CM-410a.1	Percentage of products meeting the requirements for credits in sustainable building design and construction certifications	50
	EM-CM-410a.2	Total potential market and market share of products reducing energy, water and substantial impacts during use and production	31
Price transparency and integrity	EM-CM-520a.1	Total amount of monetary losses as a result of legal proceedings related to cartel, price fixing or antitrust activities.	Information not available

Activity parameter

INDICATOR		PAGE
EM-CM-000.A	Production by main product lines (tons)	Información no disponible



SPECIALIZED AND MULTI-LINE DISTRIBUTORS AND RETAILERS

TEMA	INDICADOR	CONTENIDO	PÁGINA
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	45
Data security	CG-MR-230a.1	Description of the approach to identify and address data security risks	Information not available
	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 2025
Labor practices	CG-MR-310a.1	1) Average hourly wage and 2) percentage of store employees earning minimum wage, by region	Information not available
	CG-MR-310a.2	Voluntary (1) and (2) involuntary turnover rate of store employees	69
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings related to labor law violations.	No legal lawsuits were filed in 2025
Workforce diversity and inclusion	CG-MR-330a.1	Percentage representation of genders and racial/ethnic groups in (1) management and (2) all other employees.	67
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings related to employment discrimination.	No employment discrimination lawsuits filed in 2025
Product supply, packaging and marketing	CG-MR-410a.1	Revenues from products certified by third parties according to environmental or social sustainability standards	Information not available
	CG-MR-410a.2	Analysis of the processes for assessing and managing the risks or hazards related to chemicals in products.	

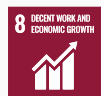
Accounting Parameter

INDICATOR		PAGE
CG-MR-410a.3	Analysis of strategies to reduce the environmental impact of packaging	41

Parámetro de la actividad

INDICATOR		PAGE
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	18
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	19

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