



1.5 Contribution to the SDGs

As part of its sustainability commitment, Grupo Lamosa actively contributes to the 2030 Agenda through initiatives aligned with the United Nations Sustainable Development Goals (SDGs).

Through the materiality analysis conducted in 2022, Grupo Lamosa identified the priority issues for its businesses and the SDGs where it generates the most significant impact. The following section presents its main contributions in this regard.

SDG	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY
CONTRIBUTION	<p>The company boasts a proprietary occupational health and safety management system based on OSHA 18001 guidelines and focused on preventing workplace accidents.</p>	<p>Grupo Lamosa develops key skills for the effective execution of functions through differentiated training programs:</p> <ul style="list-style-type: none"> • Leadership Model: development of strategic capabilities and management of executives. • Advanced Technical School: strengthening of technical, operational and leadership skills for plant managers. • Operational Technical School: formation and continuous training for plant personnel, with an emphasis on operational excellence and safety. 	<p>The promotion of female talent and gender equity are strategic axes for the company. It implements initiatives to ensure an inclusive environment and equal opportunity practices.</p>	<p>The company promotes energy efficiency through self-generated renewable energy (solar) and process optimization. An example of cogeneration in the Tile Business is where excess heat from the kilns is reused to atomize the product. Grupo Lamosa continuously invests in the maintenance and renovation of equipment in order to improve the energy performance of its operations.</p>
INDICATORS	<p>Total Frequency Index (TFI):</p> <ul style="list-style-type: none"> • Tiles: 1.08 • Adhesives: 0.23 • Insulation and Lightweight Materials: 0.62 	<p>Average training:</p> <p>Women: 9.3 hours</p> <p>Men: 6.0 hours</p>	<p>18% women in the workforce</p> <p>30 beneficiaries of "Women in Development"</p>	<p>14% of the energy the Tile Business consumes comes from cogeneration</p> <p>11% of the energy the Insulation and Lightweight Materials Business consumes is solar energy</p>

SDG					
CONTRIBUTION	<p>Grupo Lamosa creates job opportunities across its global operations, with satisfaction monitoring in all businesses.</p>	<p>The Tile and Adhesives Businesses have developed products with sustainability attributes, with some products boasting international certifications (PTCA, UL GREENGUARD) for their environmental performance.</p>	<p>Grupo Lamosa participates in the Business Alliance for Technical Education in the state of Nuevo León, supporting economically vulnerable youth through scholarships and mentoring, thereby contributing to talent development and the industrial employment pool.</p>	<p>All operations reduce waste and resource use through waste management, recycling and reuse, and water treatment and reuse processes.</p>	
INDICATORS	<p>10,960 total employees across nine countries</p> <p>83% employee satisfaction in 2025</p>	<p>\$2,240 million pesos in certified Tile Business products</p> <p>\$858 million pesos in certified Adhesives Business products</p>	<p>200 participants supported in 2025</p>	<p>Waste</p> <p>Tile Business:</p> <p>100% of non-hazardous and 7% of hazardous waste given value</p> <p>93% of hazardous waste eliminated by a specialized third party</p> <p>Adhesives Business:</p> <p>12% of non-hazardous waste given value</p> <p>100% of hazardous waste eliminated by a specialized third party</p>	<p>Insulation and Lightweight Materials Business:</p> <p>74% of non-hazardous waste given value</p> <p>100% of hazardous waste eliminated by a specialized third party</p> <p>Water Management</p> <p>37% of water reused in the Tile Business</p> <p>1% of water reused in the Insulation and Lightweight Materials Business</p>

SDG	<p>13 CLIMATE ACTION</p> 	<p>16 PEACE AND JUSTICE STRONG INSTITUTIONS</p> 
CONTRIBUTION	<p>Grupo Lamosa mainly uses natural gas, a fuel with a lower impact than the alternatives, in its operations.</p> <p>The Tile Business has introduced thinner porcelain tiles with the same level of quality, reducing fuel use in the firing process and thereby the associated emissions.</p>	<p>The company maintains a strong compliance culture, aligned with its corporate values, Code of Ethics and internal policies, all of which are periodically communicated to employees and commercial partners. Suppliers and distributors formalize in writing their commitment to observe and apply the Code of Ethics.</p>
INDICATORS	<p>Emissions intensity (S1+S2):</p> <p>Tiles: 0.0043 (tCO₂e/m²)</p> <p>Adhesives: 0.0035 (tCO₂e/Ton)</p> <p>Insulation and Lightweight Materials: 1.2450 (tCO₂e/Ton of EPS)</p>	<p>100% employees trained in ethics</p> <p>408 hotline cases addressed in 2025</p>

