



# Caesarstone ESG Report 2024



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# From Our CEO

During the past year we have continued to progress in our ESG journey. Our teams were dedicated and their work allowed us to achieve several of our milestones. Their accomplishment fuels our confidence and dedication as we aim to achieve further ESG goals in the future.

During 2024, we shifted our focus to our broader value chain. Aligning with ESG best practices, we reinforced commitment to expand and refine ESG goals across the entire value chain, from measurement, reporting, and management methodologies. Our achievements over the past year have been a testament to our team's striving towards sustainability and ESG excellence: For the first time, we conducted Scope 3 calculations – measuring and estimating the total greenhouse gas emissions from activities connected to Caesarstone operations, across our entire value chain. We also addressed the assessment of the climate risk associated with our global operations.

This year's report also includes valuable data regarding our strategic business partners' ecological footprint. Finally, in yet another meaningful step towards sustainable product, we were proud to launch Caesarstone ICON – revolutionary advanced fusion surfaces that are crystalline silica-free\* and made with ~80% recycled materials.

Based on our 2024 achievements, and considering our strategic reorganization of our production footprint, we are currently in the process of setting new sustainability objectives in coordination with our global network of strategic production business partners.

I am proud of and thankful to our teams for the progress and far-reaching initiatives expressed in this report.

Thank you for your unwavering trust and support.

At Caesarstone, sustainability is achieved through the power of together.



**Yos Shiran**  
CEO

\*May contain traces of less than 1% crystalline silica



# About Us





# Who We Are

With a leadership legacy of over 35 years, we proudly stand as pioneers in our industry. For the past three decades, we have crafted countertops for millions of homes worldwide, and we consider it a privilege to be part of the daily lives of families in over 60 countries.

Caesarstone is a concept and lifestyle-driven company with a customer-centered approach to designing, developing, and producing high-end engineered surfaces used in residential and commercial buildings globally.

Caesarstone products offer superior aesthetic appeal and perfected functionality through a distinct variety of colors, styles, textures and finishes used for countertops, flooring and cladding both indoors and out.

Since our establishment in 1987, much has changed. Kitchens have transformed, and today there is a heightened awareness not only of the natural environment, material resources, and climate change, but also of the wellbeing of people, workplace safety, and the broader risks that shape how we live and work. As a trusted authority in the industry, we continue to lead by embracing these changes with a customer-centric approach that balances people, planet, and performance. Our ongoing commitment to our customers and business partners sustainability and innovation motivated significant strides in research and development. We are evolving our engineered stone to create the next generation of surfaces.

This strategic shift has expanded our product portfolio to include a range of unique blends that support our long-term growth and sustainability strategy. We are committed to ever-evolve towards a sustainable world.

As a trusted leader in the industry, we are taking the next steps to create new methods and standards to achieve our business and sustainability vision. We are with a heightened focus on product innovation, environmental performance, upholding values throughout the entire product lifecycle, and fostering a culture of governance aimed at meeting the highest business standards. All of these goals are accomplished through our community of employees and partners who believe in the human capacity to create something new and extraordinary.





# Our History

Caesarstone was formed in 1987 in Kibbutz Sdot Yam, located on the shores of the Mediterranean Sea near the city of Caesarea in Israel as a producer of terrazzo tiles. Years later, following R&D efforts, Caesarstone began producing quartz surfaces manufacturing.

In 2005, our second facility in the Bar-Lev Industrial Park in Israel began operations. We ventured globally through subsidiaries and third party manufacturers to places such as Australia, Canada, US, Singapore, and the UK. Caesarstone is traded on the Nasdaq since 2013. Between 2015 and 2023 we also operated a production facility in Richmond-Hill.

We are shifting our focus from production to R&D and marketing, and are also increasing our surface offering from countertop to additional surfaces.





# Mission and Strategy

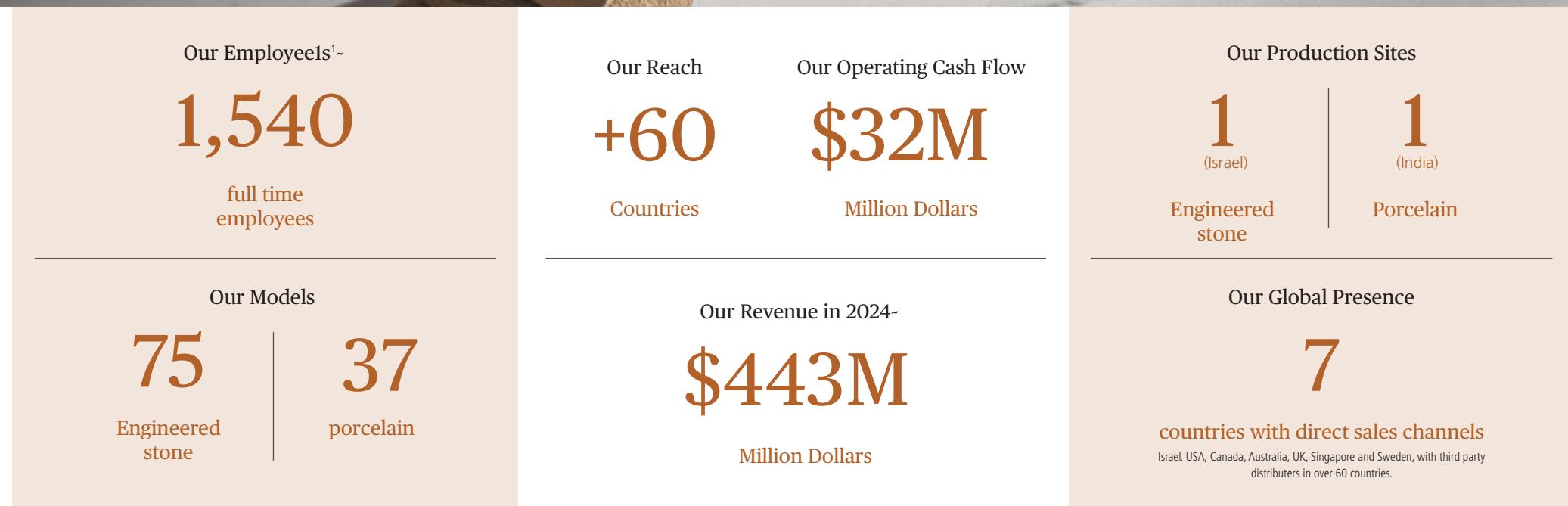
Our strategy relies on creating premium diverse surfaces offering, in either our mineral, quartz and porcelain and advanced fusion collections, utilizing our R&D capabilities to develop a superior value proposition, leveraging our strong brand recognition, global footprint and ESG position.



In recent years, we underwent a strategic reorganization of our operations: transitioning a growing portion of our in-house production to Strategic Production Business Partners (SPBPs) based mostly in Asia. We are committed throughout this transition to holding our SPBPs to the highest level standards of quality, sustainability, and social responsibility. As part of our strategic reorganization, in 2024 we closed our sites in Richmond Hill and Sdot Yam. This transition allows us to streamline our operations and continue to provide long-term value for our customers, communities, and stakeholders.



# Business Highlights 2024

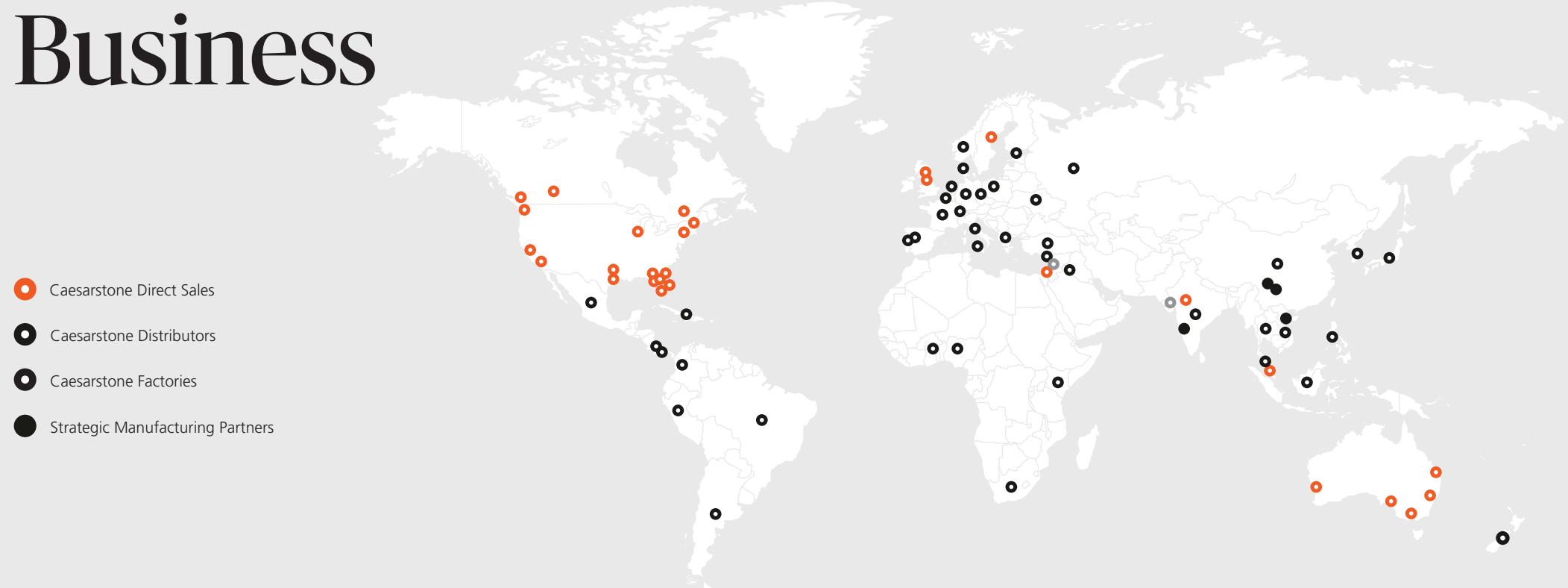


\* For full financial information, see our annual report

<sup>1</sup>Total headcount including external workers



# Our Global Business



**15,366**

Fabricators who fabricate & install our surfaces

**67,668**

Architects & Designers

**32,104**

Kitchen & Bath Stores

**21,621**

Contractors & Builders Stone

**431**

Stone suppliers & Distributors



# ESG Highlights 2024



## Product Innovation and Sustainability Initiatives

### Launch

of our new ICON™ Silica-Free\* model

\* May contain traces of crystalline silica of up to 1%

71

EPD-certified models in our portfolio

### Scope 3

Calculations conducted for the first time

### Climate risk

Assessment conducted

## Environment

### 100% recycling

Rate in our Lioli factory

### Natural gas

Transition to natural gas consumption in Bar Lev site

### Electric forklift

Completed transition to electric forklift fleet

## Social

9%

Decrease in LTIR

+6100

Trained participants certified through our Master of Stone program

1,700+

Hours invested in community volunteering



# ESG Management at Caesarstone

At Caesarstone we understand the importance of environmental stewardship, social responsibility, and responsible corporate governance. We are committed to establishing sustainability goals and improving our performance with the same dedication and innovation we pursue in all other parts of our operations.

We are currently focusing on meeting our ESG goals, on the continued development of products that include a higher percentage of recycled materials reducing the environmental impact, promoting EHS values, and operating in a responsible manner.

At Caesarstone, ESG is integrated holistically into all relevant units, each responsible for topics pertinent to its operations. The cross-sectional integration of ESG management is overseen by a board committee, where Executive-level responsibility for ESG is shared among the CFO, General Counsel, VP of Operations, and VP of HR, all of whom report directly to the CEO. Our dedicated ESG manager consolidates these broad efforts and leads ESG projects within the organization. Senior

management consults with relevant internal and external stakeholders regarding ESG topics, receives relevant input, and acts to implement it in our operations as we strive to meet our stakeholders expectations. ESG is also overseen by the Board itself, which receives continuous updates on certain ESG-related topics, such as Occupational Health and Safety (OHS). Specific ESG topics being reviewed by the board as needed.

At each of our manufacturing sites, and in the majority of our distribution subsidiaries, we appointed an Environmental Health and Safety (EHS) manager whose primary role is to monitor environmental performance and compliance. Their key duties include ensuring that all processes are aligned with our targets, monitoring

adherence to local environmental regulations, maintaining KPIs, and effectively communicating with senior management to report progress or request additional support when necessary. These environmental managers regularly communicate with our global ESG manager to maintain alignment on sustainability goals and practices across the company. As part of our commitment to sustainability, we have established environmental goals within our operations to facilitate our progress and improvement.





# Sustainability Goals

In setting our goals, we strive to take a holistic perspective, considering every stage of our products journey, from their production to their final use by the consumer. We promote practices that lead to a positive change in our market aimed towards a greener future. It's a core commitment that extends throughout our entire network of valued business partners.

Of the goals we set for this year, we successfully achieved most, and made progress on others. As part of the strategic reorganization, we are reviewing and reassessing our sustainability goals. Only upon completion of this process, we will be able to present accurate goals, that will allow us to monitor our progress, and adjust our forward-looking ambitions.





# Sustainability Goals Current Status

 <b>Sustainable products &amp; Raw Materials</b>	Goal	2023- 40% of our Mineral portfolio will contain up to 40% recycled materials 2025- our mineral portfolio will contain between 14%- 50% recycled material	Status by the end of 2024	40% of the mineral portfolio contains between 14%- 50% recycled material	Progress	<b>40%</b> Completed
		Transform our entire portfolio to low silica (40% or less) by 2026		Transformed 43% of our portfolio to low silica (40% or less)		<b>43%</b> Completed
 <b>Energy</b>	Goal	Reduce our electricity usage by 10% by 2025 (compared to 2018)	Status by the end of 2024	Reduced by 9.9% in absolute numbers	Progress	<b>100%</b> Completed
		Source 100% of electricity from renewable energy sources: Bar Lev by 2026, Lioli by 2030		Bar Lev is scheduled to transition in November 2025		On Track to Meet Goal
 <b>GHG Emissions</b>	Goal	Decrease our carbon footprint by 20% by 2025 (compared to 2018)	Status by the end of 2024	A 12% increase was observed, primarily due to broadening the measurement scope to include our entire operation and changes in operation	Progress	In Progress
		Implement a carbon reduction plan at each facility <sup>2</sup>		Carbon reduction initiatives were designed and implemented at each manufacturing site		<b>100%</b> Completed
 <b>Water</b>	Goal	100% production wastewater recycling by end of 2024	Status by the end of 2024	100% production wastewater recycled	Progress	<b>100%</b> Completed
 <b>Waste</b>	Goal	100% reuse or recycling, for zero waste to landfill at all production sites by 2030	Status by the end of 2024	100% reuse or recycling in Lioli	Progress	<b>100%</b> Completed in Lioli On Track to Meet Goal in Bar Lev

<sup>2</sup> For this goal, Scopes 1 and 2 are considered. 2024 was the first year in which we measured Scope 3 emissions and therefore it is not included in the Year-Over-Year comparison.

Regarding sustainable products and raw materials goals: since setting our initial targets, we have restructured our production processes, as well as introduced new products to our portfolio including porcelain, Caesarstone ICON, a silica-free\* product, and the Mineral collection, featuring low-silica products and recycled materials. The company remains steadfast in its commitment to promoting sustainable products, continually seeking innovative solutions to advance environmental responsibility within our portfolio by increasing the use of recycled materials and minimizing crystalline silica content. In 2026, we intent to establish new targets to reflect the updated portfolio and align with production challenges. As of the end of 2024, about 40% of our portfolio contained lower than common low crystalline-silica levels, and utilizes significant quantities of recycled materials.



# Promoting Sustainability in Our Industry

In 2024, for the first time, Caesarstone engaged in a training session for our clients on ESG matters. This included the presentation of basic sustainability concepts, benefits of acquiring EPD's, and general information on ESG and its main drivers. This engagement allows us to contribute positively to the development of sustainability-related initiatives in our industry.

As leaders and pioneers in our industry Caesarstone works with leading sustainability-related organizations and initiatives in the green building sector.

## United States Green Building Council (USGBC)



The USGBC is a non-profit organization committed to promoting sustainability in building design, construction, and operation. The USGBC is best known for developing the Leadership in Energy and Environmental Design (LEED) certification program, which has become a globally recognized standard for green building.

## Green Star



Green Star is an internationally recognized sustainability rating system developed by the Green Building Council of Australia (GBCA) in 2003. It assesses the environmental impact of buildings and communities across their lifecycle, from design and construction to operation and maintenance.

## Material Bank



Material Bank is the largest sample provider for architectural and design projects in North America. Through its sample reuse system, it reduces the number of samples needed, used, and produced. Each manufacturer provides a limited number of samples per SKU. When an Architect or Designer orders a sample box of multiple product samples, the Material Bank delivers the samples in one box without plastic wrap, Styrofoam or packaging.

## The mindful MATERIALS (mM)



The mindful MATERIALS (mM) library is a free platform that is the leading building industry resource for aggregated health and sustainability product data. It is used by thousands of architecture and design professionals as a trusted source of product transparency and optimization information. Caesarstone collaborates with the mM library, which is now linked to Material Bank to enable industry professionals to prioritize sustainability more easily in the specification and sampling process.



# About This Report

This report expands the scope of ESG activities disclosure by incorporating additional quantitative data from more subsidiaries. Some new metrics, included here for the first time, also contain data from 2022. We expect that the scope of our sustainability reporting, and data quality, will continue to improve.

\*For additional information about this report and our sustainability activities, please contact: Gili Harpaz, Global ESG manager, Caesarstone gili.harpaz@caesarstone.com

This report covers the sustainability-related activities of Caesarstone and its subsidiaries during 2024. The report was written in accordance with the SASB (Sustainable Accounting Standards Board) disclosure standard for the Building Products & Furnishings industry. All the data in the report relates to the calendar year 2024, unless stated otherwise. Changes to previously published data are noted.





# A Broader Scope: ESG Reporting Across the Value Chain

This year, we have taken a significant step forward by expanding the scope of our data collection and reporting to include key elements of our value chain. Leveraging advanced risk management practices, we are better able to identify, assess, and address potential risks while ensuring the integrity of our sustainability performance. This evolution reflects our commitment to transparency, accountability and continuous improvement across our sustainability practices.

As part of these efforts, we introduced three foundational components:

## 1 Scope 3 Emissions Calculation

For the first time, we assessed our indirect emissions across the value chain, including those generated by suppliers, logistics, and downstream activities. This provides a more complete picture of our environmental footprint and helps us identify high-impact areas for reduction.

## 2 Climate Risk Assessment

We evaluated the physical and transitional risks which climate change poses to our operations and supply partners. This assessment enables us to identify potential vulnerabilities, strengthen resilience, and align our strategy with emerging regulatory and market expectations.

## 3 Strategic Business Partner Metrics

We began collecting and reporting operational data from key strategic partners, including energy use, waste management, and labor practices. This step enhances visibility into our extended ecosystem and supports collaborative progress toward shared ESG goals.

Together, these initiatives mark a meaningful advancement in how we understand and manage sustainability across our value chain. These additions to our sustainability strategy allow us to communicate in our operations and engage with our stakeholders in a more meaningful way. They also lay the groundwork for deeper engagement, better decision-making, and more robust reporting in future cycles.



# Our Path to Greater Transparency in the Value Chain

Each year, we work diligently to broaden and improve the scope of our data collection, aiming for enhanced precision and openness. This commitment is central to our ongoing efforts to elevate transparency and deliver increasingly comprehensive sustainability reporting. We remain focused on continually raising our standards and expanding our impact as we progress on our ESG journey.

2018-  
2019

2020

2021-  
2022

2023

2024

LOOKING  
FORWARD

Scope of reporting  
All self-owned Production Site  
Bar Lev | Richmond Hill  
Sdot Yam

Scope of reporting  
Self-owned Production Site  
Bar Lev | Richmond Hill  
Sdot Yam

Scope of reporting  
All self-owned Production Site  
Bar Lev | Richmond Hill  
Sdot Yam | Lioli

Scope of reporting  
Entire own operation  
Distribution centers | Bar Lev  
Richmond Hill | Sdot Yam (until  
the closure of the facility in  
May) | Lioli

Scope of reporting  
Entire own operation and extended  
supply chain  
Distribution centers | Bar Lev  
Lioli | Key strategic production  
business partners production  
strategic

Broadened scope to value chain,  
introduced Scope 3 emissions,  
climate risk assessment, and  
strategic partner metrics

Established baseline for  
sustainability metrics  
and set foundational  
reporting standards

Publishing the first ESG  
Report, outlining our ESG  
vision and sustainability  
goals and initiatives

Incorporated Lioli into  
the reported data after  
its acquisition at the  
end of 2020

Extended the reporting to  
cover distribution centers

Expanding the coverage  
of the reported data  
across our operations  
and throughout the  
value chain



# Material Topics and Our Identification Process

Sustainability is a broad issue that encompasses hundreds of different topics. To provide our stakeholders with the most relevant information and to ensure that the data is clear and accessible, we chose to focus in this report on the topics most material to our stakeholders.

To identify these material topics, we analyzed our business considering various viewpoints and incorporating feedback from our stakeholders. We also looked at relevant expectations, including those of clients, industry organizations, business partners, regulators and investors. Additionally, we reviewed reporting standards, regulations, and conducted an industry benchmark. This process helped us identify the area's most relevant to our stakeholders and our industry.

## Environment

- Air Emissions
- Climate Impact
- Water Management
- Raw Materials
- Waste Management

## Social

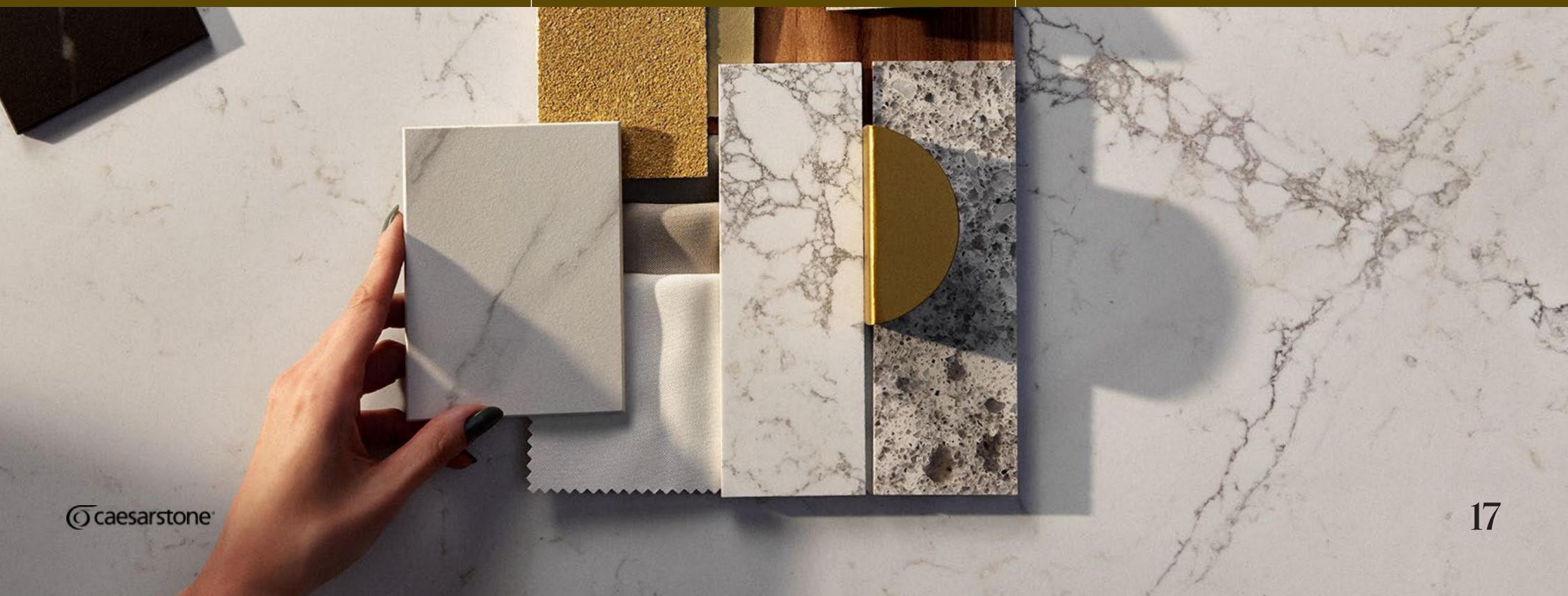
- Employee Well-Being & Personal Development
- Diversity and Inclusion
- Occupational Health & Safety
- Philanthropy & Community Relationship

## Governance

- Corporate Governance
- Business Ethics & Compliance
- Products and Services Quality
- Supply Chain Management
- Customer Satisfaction



# Product Innovation & Sustainability





# Inspiring Sustainable Industry Through Product Innovation

We relentlessly pursue excellence, pushing the boundaries of design and material innovation to deliver the most advanced and sustainable products, expertly developed and crafted by our R&D team.

The journey towards sustainability is dynamic, driven by emerging challenges, ongoing uncertainties, regulatory advancements, and research breakthroughs. We are committed to be among those who lead the way in this direction by working in close partnership with all our stakeholders to ensure that our product portfolio consistently meets and exceeds market demands.

Therefore, we ensure that our sustainability considerations are holistically intertwined with our R&D initiatives, guiding our product innovation.





# Caesarstone ICON: A Step Forward in Sustainability

This innovative blend represents a significant breakthrough beyond traditional quartz and mineral surfaces. Caesarstone ICON blends ~80% high quality recycled materials, replacing crystalline silica with primarily recycled glass. This approach maintains Caesarstone's signature quality, while reducing the environmental impact of raw material extraction.

This innovative product, while still in its infancy, lays a foundation for future developments through customizable and variable material combinations. The launch of Caesarstone ICON was made possible by the groundwork laid through our earlier shift to the Mineral collection. This evolution provided both the technological foundation and the expertise needed, allowing us to advance our commitment to a more sustainable industry.

The introduction of Caesarstone ICON powerfully demonstrates our ongoing deep commitment toward sustainable industry.

During 2024 Caesarstone ICON production line was certified to many of the same rigorous environmental standards and certifications as the rest of our portfolio, including GreenGuard Gold, EPD, HPD, and more.

At Caesarstone, our enduring partnership with thousands of fabricators and close collaboration with clients worldwide form the backbone of everything we do.

We deeply value the insights and feedback we receive, and the shared experience guides our continuous innovation. Over the past year, this commitment has been clearly reflected in the launch of Caesarstone ICON surfaces. This spirit of listening will continue to drive us as we move forward, investing in innovation, our employees, clients, and partners.

In April 2024, following decades of development we were able to leverage our cutting-edge R&D, material expertise and knowledge and combined it with recent advancement in production capabilities to launch Caesarstone ICON, advanced fusion surfaces featuring essentially a crystalline silica-free (CSF)<sup>3</sup> blend.

- ✓ crystalline silica-free\*
- ✓ Lifetime Warranty
- ✓ Recyclable
- ✓ Approximately 80% recycled materials
- ✓ Leading Design
- ✓ Impact Resistant

<sup>3</sup> May contain traces of less than 1% crystalline silica



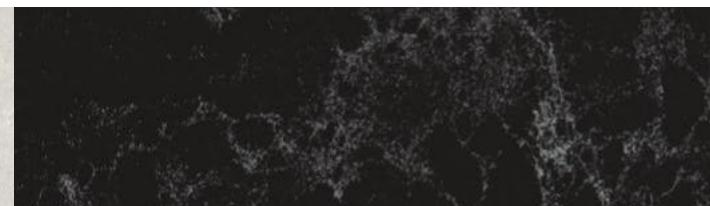
# How Our Products Are Made

## Quartz/Mineral/Caesarstone ICON

Minerals are transformed into breakthrough countertops using our unique engineering knowhow, craftsmanship and care. Our surfaces sustained the test of time, and their demonstrated quality often comes with a lifetime warranty. We leverage the outstanding qualities of nature's raw materials, transforming them into what we believe is ideal surfaces for residential and commercial spaces, chosen by countless architects and designers worldwide.

Our dedication to customers shines in this stage, vividly demonstrated in our groundbreaking Caesarstone Mineral™ low-crystalline silica surfaces, an innovative collection that significantly reduces crystalline silica content throughout our portfolio – a testament to our commitment,

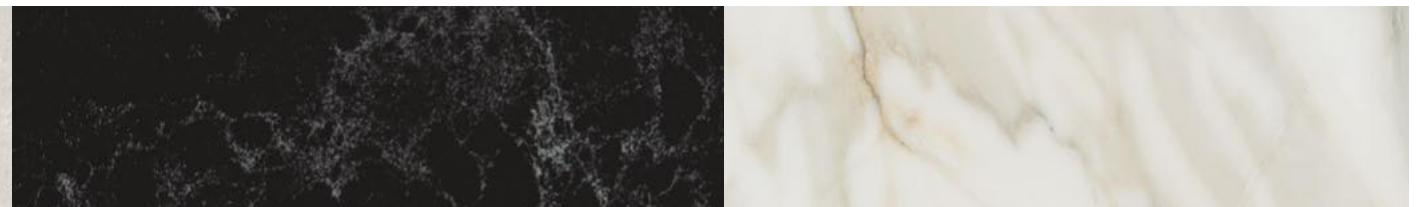
featuring a substantial portion of recycled mineral content. The manufacturing process of our surfaces products typically involves blending mineral blends with polyester and coloring pigments. This blend uses specific and unique machinery. Together with our proprietary manufacturing enhancements, this mixture is compacted into slabs by a vacuum and vibration process. The slabs are then moved to a curing kiln. Lastly, the slabs are gauged, calibrated, and polished to enhance shine.



## Porcelain

Caesarstone Porcelain marks a leap in technology, functionality, and design, in the porcelain surfaces industry. Utilizing our leadership and deep understanding in the surfaces industry, we acquired Lioli factory in India, expanding our capabilities to Porcelain. Caesarstone porcelain premium worktops are designed with state-of-the-art technology to provide maximum durability, hardness, and stain resistance.

The manufacturing process begins with grounding and mixing the natural raw materials we use (clay and other minerals). The mixture is compressed and dried, and then goes through innovative digital printing process, in which we implement our unique design pattern on the panel. The panel undergoes a controlled burning process at high temperature, ensuring its strength and durability. To complete the process, each slab is gauged, calibrated and then polished to a perfect finish in a wide range of colors and designs.





# Sustainable Contribution

Through the Mineral™ and Caesarstone ICON™ collections, we advance our commitment to both social responsibility and environmental sustainability.

## Social Impact

Prolonged uncontrolled exposure to dust containing respirable crystalline silica poses a major occupational risk. Our long term efforts to continuously reduce levels of crystalline silica helps fabricators manage their legal obligations.

## Environmental Impact

Replacing Quartz with a mineral blend, that includes recycled material, reduces the environmental footprint of our products.





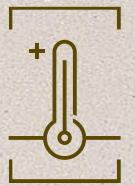
## Quartz/Mineral/Caesarstone ICON & Porcelain



Scratch Resistant



Stain Resistant



Heat Resistant



Enduring Quality



Easy To Clean



Hygienic



Nonporous



Environmentally  
Friendly



### Quartz/ Mineral/ Caesarstone ICON



Durable



Impact Resistant



Extreme Heat  
Resistant



Indoor & Outdoor

### Porcelain



# Enhancing Trust With Sustainability Certifications

As a global trusted partner in our industry, we aspire to meet global quality and sustainability best practices. To ensure that our products meet customers' expectations and leading global standards, we work to maintain and achieve a range of industry leading certifications, which act as a testimony to the sustainability achievements of our products.

Obtaining these important certifications is driven by our desire to give our end consumers the assurance they need regarding the quality, safety, performance and environmental impact of our products, as well as to underscore our commitment to environmental responsibility throughout our value chain.

A central focus through the process of transitioning to working with our Strategic Business Partners was to ensure that rigorous quality management standards were applied to the management of production processes and to our end-products. We recognize that our high quality

standards are integral to the satisfaction of our clients and have made significant efforts to guarantee the transition does not harm our product quality in any way. We seek to ensure that our strategic business partners maintain high levels of quality management certifications and standards. We also require them to be aligned with environmental and social expectations to help support positive environmental performance and promote EHS values for our employees and partners.





# Product Certifications

Certifications granted to our products are listed below. For more information on each certification and the products it applies to, please visit our [Standards and Certifications webpage](#)



## EPD

An Environmental Product Declaration is a report that evaluates the environmental impacts of a product, based on a detailed Life Cycle Assessment (LCA)



## GREENGUARD

GREENGUARD GOLD certification signifies that a product met rigorous chemical emissions standards, ensuring that it contributes to healthier indoor environments by limiting pollutants



## GREENGUARD GOLD

GREENGUARD certification verifies that our products meet the most stringent indoor air emission standards



## HPD

Health Product Declaration Open Standard requires full disclosure of potential chemicals of concern



## SCS certification for recycled content

Certification ensuring there is recycled content in the product, at an amount meeting a minimal threshold



## NSF51

The International Health and Safety Foundation sanitary standard ensures that our working surfaces are safe for use in all food environments



## European Food Contact Materials regulations

Compliance with two EU regulations regarding Food Contact Materials (FCMs) - Regulation (EC) No 1935/2004 and Regulation (EC) No 2023/2006 on Good Manufacturing Practices Self-declaration



## Red List Declaration

Caesarstone publishes a Red List declaration, self-certifying that none of the materials from the Red List, as detailed on the International Living Future Institute website, is intentionally added to our models. Self-declaration



## Declare<sup>4</sup>

The Declare label is a transparency label for the Building Materials industry, lists all ingredients, ensuring our products are free from chemicals which may potentially harm consumers

<sup>4</sup> Applies to products manufactured at the Bar Lev facility. In 2025, we extended the certification to include one of our key SPBPs.



# EPD and LCA Analysis

Significantly, our new ICON series has also been EPD certified. Increasing the number of EPD certified models marks a considerable waypoint in our sustainability journey. The certified quantitative impact assessment enhances the trust of stakeholders in our products and inspires us to take bold actions to improve our products' environmental performance. The LCA addresses 16 different environmental impact categories such as climate change, toxicity, land use and acidification, each contributing a different weighted score to the total impact of the product.

By providing different weights to each category, this method creates a broader overall perspective on the product's entire impact while assessing the impact of each category at each of the lifecycle stages.

The results of the LCA indicated that Climate Change factors (carbon footprint) and Resource Use are among the contributors to our products environmental impact. We believe our decarbonization efforts combined with changes to our raw material mix will reduce the impact in these categories. The Lifecycle analysis highlighted raw material production and transportation as key phases influencing environmental impact for several products:

\* Our EPD reports and further information on the LCA of our products are available on our website.

EPD is a publicly available product report based on environmental life cycle assessment (LCA), which verifies the calculations of the environmental impacts associated with all stages of the life cycle of a specific product or model. While in 2023 we made the milestone step of achieving EPD certifications for our first five representative models, 2024 marked a sharp improvement in our environmental strategy. At the end of 2024, we had 71 EPD-certified models in our portfolio.

## Raw Material Production

raw material production was identified as the most impactful phase in our products life cycle. Monitoring and reducing material usage in our product portfolio is an ongoing project, and we are consistently seeking innovative approaches to decrease their impact. As part of this project, we collaborate closely with raw material suppliers and explore methods aimed at reducing carbon footprint in our raw materials production.

## Transportation

Transportation of our products to our customers around the globe has been identified as an impactful phase of our operations. To address that we are exploring solutions such as optimizing shipping routes and we believe that the strategic reorganization of our production footprint will reduce this impact by bringing production and consumers closer together and decreasing overall marine shipping lengths.



# Sustainable Raw Materials Usage

We aim to craft durable, high quality, and uniquely designed products that foster creativity and inspire connection among people. As a company with a commitment to environmental responsibility and improving our performance, it's critical that the quality and composition of our materials is matched with an equal level of environmental and social responsibility, and we invest significant R&D resources in the pursuit of this goal.

We aim to create durable, low-maintenance products that support healthier environments and better use of material resources. Our surfaces require minimal maintenance, significantly reducing the need for sealants, cleaning materials, or detergents. They are also long lasting, with a lifetime product warranty in the majority of our markets.

As of the end of 2024, about 40% of our portfolio contained lower than common low crystalline -silica levels, and utilizes significant quantities of recycled materials. We focus on incorporating more recycled materials in our products, thereby reducing their environmental impact. As of the end of 2024, 43% of portfolio was transformed to low-silica products which contains at least 40% recycled materials. 97% of the transformed portfolio is certified by SCS to contain 80% recycled materials. Our particular pride is our newly-launched Caesarstone ICON collection, which boasts approximately 80% of recycled content, including high-quality post-industrial recycled glass, reducing waste and

giving new life to existing materials. As for our porcelain products, we reuse waste generated in our initial production stages, closing the loop internally. Some of our porcelain slabs may contain up to 20% recycled materials.

In this report, we categorized the disclosure of raw material consumption into Quartz and Mineral surfaces and Porcelain, since they require different raw materials. The Quartz and Mineral products contain minerals (including quartz), held together by resin, polyester additives, pigments and premix that provide unique colors and textures. Porcelain surfaces are produced from powders like clay, with decorative colors and textures printed onto them.

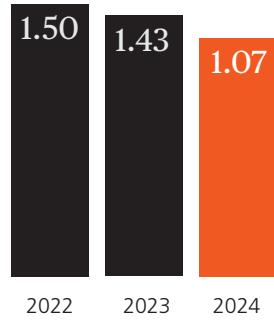
As part of our organizational restructuring strategy, a portion of our production occurs in sites operated by our SPBP's. These SPBP's operate through a range of regions, and each use a variety of raw materials in their operations. We pay close attention to their operational processes and support improvements in their environmental performance. For 2024, we've separated the raw material usage data between our own operations and those of our SPBP's for increased transparency and clarity.





### Main Materials Used in Quartz and Mineral production by weight

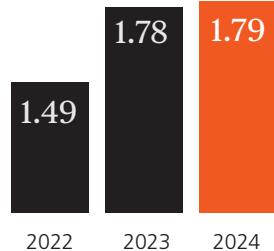
Material Use Intensity in quartz and mineral production (Ton/ton)



Material	Unit	2021	2022	2023	2024 Own Operations	2024 Strategic Partners
Minerals	ton	192,452	190,275	86,665	39,042	92,832
Pigments and premix	ton	7,886	7,058	2,549	1,713	657
Polyester Additives	ton	Not measured	Not measured	866	454	429
Recycled Glass	ton	Not measured	Not measured	4,247	8,454	36,347
Resin	ton	25,150	23,250	6,003	5,345	15,649
Product Produced	ton	148,271	146,559	90,505	51,241	105,545
Material use intensity	Ton/Ton	1.52	1.5	1.43	1.07	1.38

### Main Materials Used in Porcelain production by weight

Material Use Intensity in porcelain production (Ton/ton)



Material	Unit	2022	2023	2024
Clay and powder	ton	58,368	43,542	44,741
Pigments	ton	257	131	99.7
Ink	ton	30	21	18.6
Product Produced	ton	39,384	29,406	25,000
Material use intensity	Ton/Ton	1.49	1.78	1.79



# Packaging

Our packaging is designed to ensure that the slabs remain undamaged and intact while transported. The slabs are protected by plastic and are shipped and stored in either metal frames or wooden pallets. Cardboard is primarily used for internal transport to our distribution centers. To increase awareness of our packages' recycling, each container is labeled with the appropriate recycling information.



We are working to standardize the data collection, management, and reporting across all our production and distribution sites globally. This initiative aims to improve the consistency, accuracy, and transparency of reporting our packaging's environmental impact. It is important to mention that packaging materials are not considered significant within our overall operations.



# Our Quality Management System (QMS)

The five key pillars at the heart of our quality policy:

## 1 Customers

We are committed to constantly improving our customer satisfaction, identifying our customers' needs and providing them with a fitting response. As a KPI we monitor our customer complaints to ensure we are meeting their expectations effectively.

## 2 Employees

We are dedicated to creating a supportive and empowering workplace that fosters professional development. Our teams are equipped with the right training, tools, and resources to succeed.

## 3 Work environment

We prioritize a safe, clean, and organized workplace where employees can perform their duties efficiently and safely.

## 4 Innovation and ongoing improvement

We actively pursue new methods, technologies, and innovations that enhance our products and services. Regular internal audits, partner's audits and compliance with ISO standards help us identify opportunities for ongoing improvement

## 5 Suppliers

We place high importance on our suppliers and their products quality. Our goal is to maintain long-term relationships with our suppliers, providing them with guidance as needed. We conduct supplier evaluations, measuring their quality, adherence to schedules, and communication effectiveness to ensure they meet our standards and contribute positively to our supply chain.

With the addition of our new line of crystalline-silica-free products, we reviewed and updated our various quality control processes to support the introduction of our recycled glass product line. These enhancements include rigorous raw material qualification procedures, such as optical sorting of all dry raw materials to eliminate foreign substances, and independent XRD testing to verify that crystalline silica content remains below 1%.. We work with a wide range of partners

and suppliers and ensure they meet our rigid environmental and social guidelines while providing us with quality materials that meet our high standards. Understanding that our suppliers and strategic business partners play a major role in our value chain, we carefully select and manage relationships with our SPBPs, building on our ESG goals and expectations. Regular evaluations are now being conducted at our SPBPs to establish goals and monitor their execution.

In the last few years, we have expanded our partnerships with our SPBPs as part of our strategic organizational restructuring. A great deal of effort was focused on ensuring that these SPBPs meet high ESG standards, maintaining uniformity and quality across our supply chain. Our process is composed of two stages – vendor selection and supporting vendors to improve their ESG performance.



# Incorporating ESG Considerations Within Partner Selection

ESG is one aspect considered when selecting strategic business partners, and these considerations are incorporated within our vendor selection process.

The process begins with a comprehensive questionnaire that every potential vendor is required to complete. This helps us make informed decisions when selecting strategic business partners and ensure they align with our environmental, social and regulations standards. The questionnaire covers various ESG related topics and requirements including:

## ■ **Health and Safety**

Defined health and safety policies, procedures and certifications

## ■ **Workforce management**

Ensuring adequate working conditions, maintaining a strict policy against child labor, and complying with wage and working hours regulations.

## ■ **Environment**

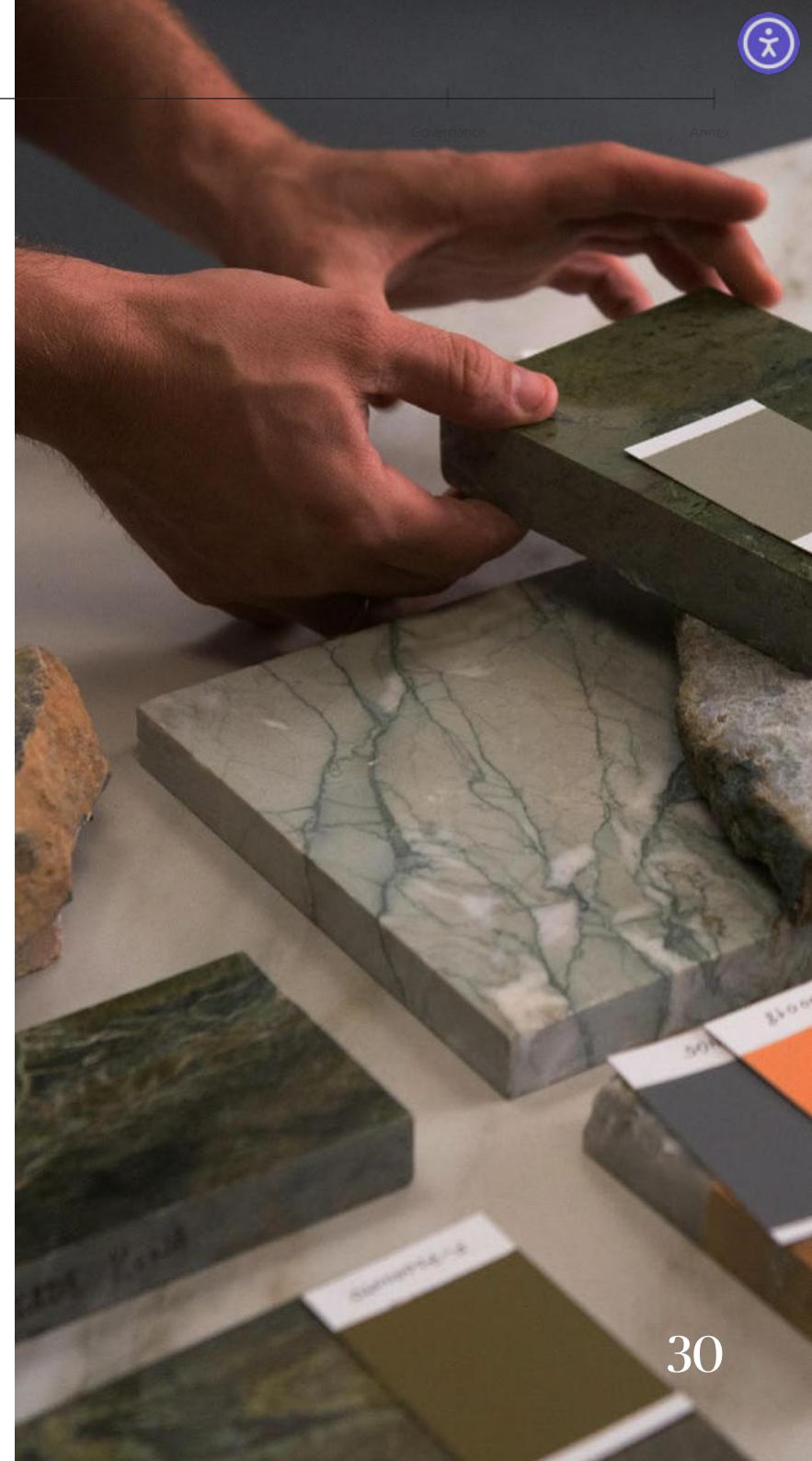
Following local regulations and implementing environmental improvement strategies.

## ■ **Quality and certifications**

Align with Caesarstone quality standards and certifications. For example, conducting quality inspections, performing internal audits, and addressing customer issues. These certifications include quality management systems such as ISO 9001:2015, National Sanitation Foundation (NSF) Safety certification, GREENGUARD low chemical emissions certifications, and Global Recycled Standard (GRS) certifications for environmental, social, and chemical compliance throughout the value chain.

## ■ **Compliance**

Meeting required regulatory and statutory standards.





# Improving Strategic Business Partners ESG Performance

To ensure the ongoing improvement, we have implemented several initiatives:

- A full-time strategic business partner manager in Israel is tasked with managing our relationships and ensuring compliance.
- Regular audits at the strategic business partner's sites are conducted to ensure that our standards are maintained.
- We make sure the strategic business partners are adopting any essential standards or processes in case they are required and ensure they possess all necessary certifications.

In 2024, we performed social and environmental audits on all our strategic business partners according to the global SMETA standard, to further evaluate and enhance their sustainability practices. The findings from the SMETA audit were carefully reviewed and analyzed. Identified violations were incorporated into an action plan for the strategic business partners to ensure corrective measures. Of particular importance are topics related to forced-or-child labor, where Caesarstone does not tolerate violations of any kind.

This year, we placed an increased focus on monitoring different aspects of ESG performance throughout our extended value chain. This process is laying the groundwork for close collaboration with our strategic partners in the hopes of tracking and improving ESG metrics as part of our overall sustainability journey. We currently have processes and systems to monitor environmental metrics such as electricity, fuel, and water

We work closely with our business partners within the supply chain, to ensure they meet any required standards and to support their continuous improvement.

consumption, as well as waste disposal and raw material usage. This commitment allows us to hold our strategic partners to the high environmental standard we hold ourselves to, as well as the environmental standards of our stakeholders.

As we expand our ESG management and work toward achieving our goals, we recognize that extending our supply chain comes with a responsibility to ensure environmental performance, safety standards, and governance processes are monitored and improved continuously..



# Environment





# Managing Our Environmental Impact

Our Global EHSQ Director is responsible for aligning our actions with the policies and objectives outlined in our EHS management system, and for revising the protocols as necessary, in line with our operational strategy and growth. This role ensures that our environmental protection procedures and operating systems meet stakeholders' expectations, comply with regulations that go beyond compliance, and align with ISO 14001 standards. To further ensure adherence to our environmentally related processes, we have appointed a dedicated local EHS manager at each of our manufacturing sites. These managers are responsible for maintaining continued environmental compliance.

Official representatives of the health and safety and environment authorities in Israel, and Gujarat visit our facilities from time to time, to inspect issues such as workplace safety, industrial hygiene, monitoring lockout tag out programs, exposure and emissions, water treatment, noise and others. Finally, Caesarstone's board of directors oversees ESG performance metrics reported to them on an annual basis, as well as taking part in the review and approval process for the annual ESG report.

Our manufacturing facility and operations in Israel, and our manufacturing facility in Gujarat, India are subject to numerous Israeli and Indian environmental and workers' health and safety laws and regulations. To support our sustainability objectives, we have implemented a comprehensive set of environmental protocols and procedures, as part of our holistic EHS (Environment, health and safety) management system addressing the environmental impacts of our operations.

We employ the following processes to achieve our sustainability goals:

## ■ Performance Measurement

We track and report our monthly environmental performance using Key Performance Indicators (KPIs), focusing on critical areas such as energy usage, water consumption, and waste management.

## ■ Projects and initiatives

Based on the mapping of our key environmental impacts and the KPIs we set, we develop a comprehensive list of environmental projects and initiatives which are promoted across the organization.

## ■ Monthly Review Meetings

We hold monthly status meetings to assess the environmental performance of our Bar Lev facility, ensuring it meets our high standards of sustainability and environmental responsibility.

The management of our environmental impact extends beyond our operations to those of our Strategic Business Partners. We are committed to monitoring the environmental performance of each strategic business partner to ensure alignment with our ESG goals. Caesarstone tracks energy usage, water consumption, and waste output metrics for each SPBP, setting the foundation for year-over-year monitoring. The information we track from our SPBPs allows us to calculate their GHG emissions, a key component of our own environmental strategy. These partners must also report on possession of relevant certifications for the production of our products, such as the Global Recycled Standard (GRS) or their adherence to ISO 14001 for environmental management systems.

We are committed to on-going monitoring and assessing our procedures to maintain environmental compliance. In 2024, we had zero incidents of non-compliance with environmental laws and regulations requiring monetary fines, non-monetary sanctions, or dispute resolution mechanisms.



# Climate Risk Assessment

Accordingly, an assessment of such impact becomes a necessity for risk management. Climate risks refer to the potential impacts of climate change on businesses, posing significant challenges that organizations must address to ensure resilience and sustainability. The risk identification and management process involves categorizing climate risks into two main types:

## ■ **Physical Risks**

Physical risks resulting from climate change can be event-driven or longer-term shifts in climate patterns. 9 physical risks were assessed throughout this process.

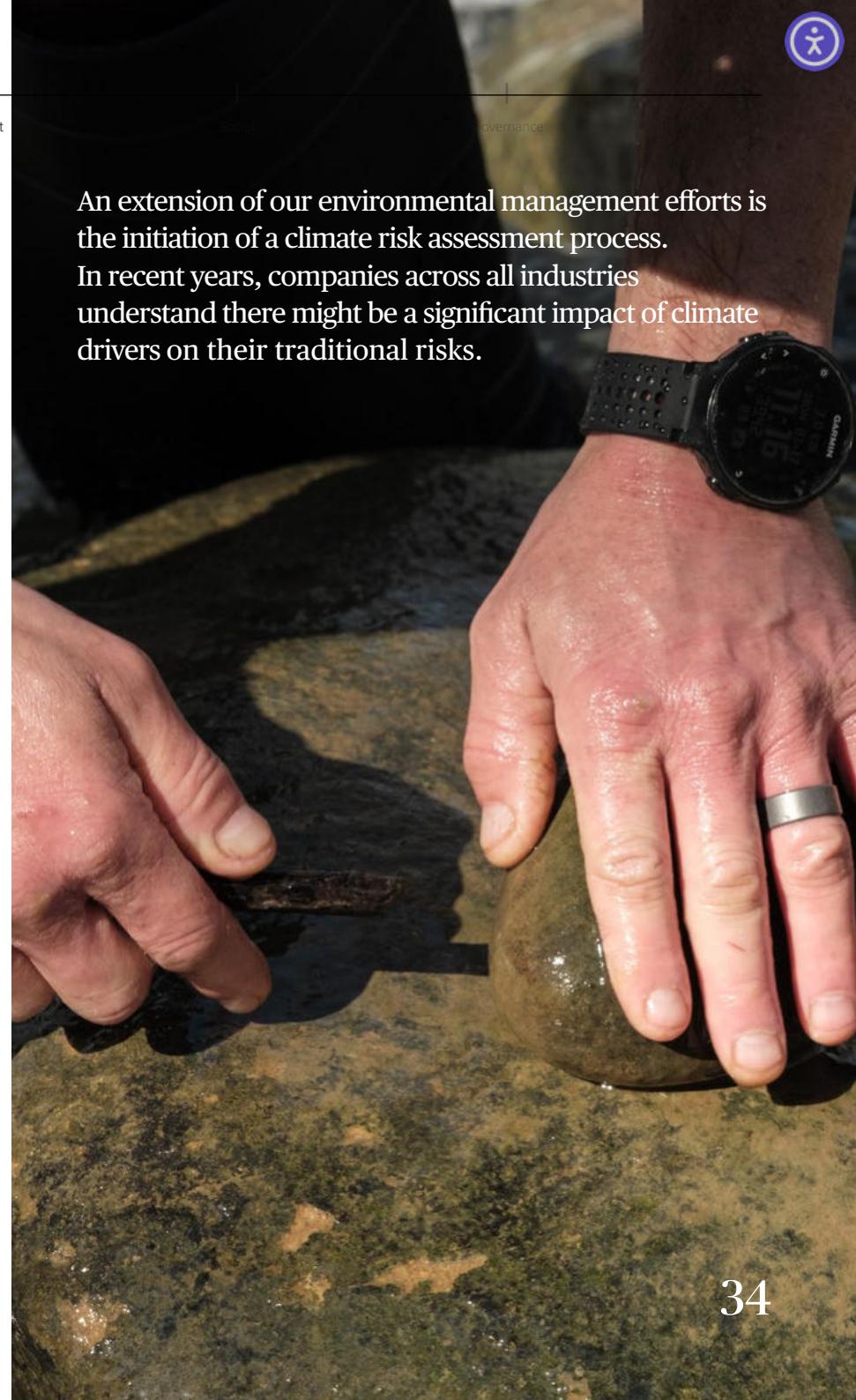
## ■ **Transition Risks**

Transitioning to a lower-carbon economy may entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. 9 transition risks were assessed for this risk assessment.

The climate risk assessment process was conducted based on established methodologies and best practices. This comprehensive approach involved continuous engagement with relevant stakeholders within the company, including document reviews and conversations with key personnel. We assessed our operations across

the whole value chain, including raw material sourcing, production, and market & distribution segments. Climate risks were evaluated based on their potential impact to Caesarstone's operations and the timeframe of risk realization, which was divided between short, medium, and long-term.

An extension of our environmental management efforts is the initiation of a climate risk assessment process. In recent years, companies across all industries understand there might be a significant impact of climate drivers on their traditional risks.





# Key Insights on Our Climate Risks



The most material physical risks to Caesarstone's operations are climate-related disruptions such as extreme weather events, floods, fires, and heatwaves. These risks can disrupt production processes by causing raw material shortages, operational delays, and damage to infrastructure.

Our sites most affected by physical climate risks include production facilities in India and Vietnam due to high temperatures, precipitation, and flood risks, as well as distribution sites in the USA and Australia due to increased wildfire, heatwave, and tropical storm risks. These disruptions may lead to increased production costs, reduced output, and challenges in maintaining consistent product quality.

Transition risks were found to threaten production, distribution, and sales in a variety of ways. The transition to net-zero can increase compliance requirements and raise operational costs as utility prices go up in some countries (such as Canada and China). Stricter regulations and evolving customer expectations may necessitate changes in materials, processes, and reporting, requiring

investment and operational adjustments. Additionally, evolving expectations for transparency, low-carbon materials, and circularity may push for significant changes in product offerings and supply chain management.

The climate risk assessment process is another addition to our environmental management strategy. By measuring and understanding the variety of climate risks throughout our value chain, we're able to adapt and ensure continuity of our operations without compromising on quality, consistency, and the expectations of our stakeholders.



# Energy & Greenhouse Gas Emissions

Key Projects and Achievements in 2024:

## ■ Transition to Natural Gas

As part of the transition to natural gas at the Bar Lev site, a new connection was installed along with a central distribution station. New thermal oil boilers and systems such as RTOs, RCO were purchased, enabling a safer use of both natural gas and alternative fuel.

## ■ Electric Forklift Fleet

We're proud to report that the electrification of our forklift fleet has been completed. The Bar Lev manufacturing site operates 29 electric forklifts alongside a single 45-ton diesel forklift that remains in use for specific purposes only. To support the operation of the electric forklifts, dedicated charging stations have been installed on site. This change has led to a significant 46% reduction in diesel consumption between 2022 and 2024.

Among the most substantial environmental impacts of our operations is the consumption of energy and subsequent greenhouse gas (GHG) emissions. We carefully monitor energy consumption in our factories and offices worldwide, setting goals and work plans to meet our energy reduction and carbon footprint commitments, with energy KPIs tracked monthly. All our efforts in this field exceed compliance level and requirements.

The following table highlights our ongoing transition to natural gas at the Bar Lev site, as well as the expansion of data collection and reporting from our facilities and distribution centers. Strengthened collaborations with strategic partners in Vietnam, India, and China have contributed to an overall reduction in the volume of products we manufacture by ourselves, which has, in turn, resulted in a partial increase in energy consumption intensity per unit. By broadening the scope of our measured and reported data across the value chain, we reinforce our commitment to transparency, one we are dedicated to deepening as we move forward.



# Energy Consumption by Sources<sup>5</sup>

**-9.3%**

Gasoline consumption

**-7.3%**

Diesel fuel consumption

	Unit	2018 (Base Year)	2022 (All self-own Production Sites)	2023 <sup>6</sup> (Entire Own Operation)	2024 (Entire Own Operations)	2024 (Strategic Partners) <sup>7</sup>
Electricity consumption	MWh	71,123	70,485	54,895	35,779 <sup>8</sup>	27,524
Natural Gas	M3	Not detected	Not detected	213,688	593,877 <sup>9</sup>	0
Diesel Fuel	Liter	361,023	297,674	899,156	833,712	125,364
Gasoline	Gallons	Not detected	Not detected	488,331	442,958	0
LPG	Ton	1,081	1,204	4,187	4,401	473
Coal	Ton	NA	7,134	5,309	5,699	0
Total Energy	Gj	270,874	479,639	659,513	625,756	127,666
Product Produced	Ton	196,472	185,943	134,584	76,241	105,545
Electricity Intensity	MWh/Ton	0.36	0.38	0.41	0.47	0.261
Energy Intensity	Gj/Ton	1.40	2.55	4.90	8.21	1.21

<sup>5</sup> 2018 and 2022 represent manufacturing sites only

<sup>6</sup> The 2018-2023 figures were reviewed and updated

<sup>7</sup> All data and related calculations are based on submissions from strategic partners

<sup>8</sup> The decrease in electricity consumption is primarily attributable to the closure of Sdot Yam and Richmond Hill manufacturing sites

<sup>9</sup> The increase in natural gas consumption is attributed to the transition to natural gas in Bar Lev.



# Our Carbon Footprint

Most of our Scope 1, or direct emissions, are primarily from liquified petroleum gas (LPG) and NG (Natural Gas) used to operate the RTO (Regenerative Thermal Oxidizer) in our facility and coal used in our porcelain facility. As described above, we continuously work to reduce our emissions by electrification and transitioning to less carbon-intensive energy sources.

This year, for the first time, we have undertaken a full evaluation of our Scope 3 emissions. This critical component of our carbon footprint allows us to view our environmental impact from a wide lens and will serve as an important waypoint for comparison for our future operations. The measurement of our full value chain's emissions is not just proof of our responsibility to environmental throughout our operations, but an important business tool for decision-making and risk mitigation. By collecting more granular levels of data, we stand to make decisions that align with best practices to comply with evolving regulations.

We remain strongly committed to understanding our footprint in order to better manage our environmental responsibility initiatives.



	Unit	2022 (All self-owned Quartz Production Sites)	2023 <sup>10</sup> (Entire Own Operations)	2024 (Entire Own Operations)	2024 Strategic Partners <sup>11</sup>
Scope 1	Ton CO2e	5,721	33,480	30,172	1,825
Scope 2	Ton CO2e	29,335	27,396	17,570	19,484
Scope 3 <sup>12</sup>	Ton CO2e	2,642 Partial) (Calculation	52,587 Partial) (Calculation	220,743	-
Total 1+2	Ton CO2e	35,056	60,876	47,465	21,309
Product Produced	Ton	185,943	134,584	76,241	105,545
Emissions Intensity (1+2)	Ton CO2e/ Ton Product produced	0.189	0.452	0.623	0.202
Emissions Intensity (All scopes)	Ton CO2e/ Ton Product produced	0.2027	0.843	3.52	-

<sup>10</sup> The 2023 figures were reviewed and updated

<sup>11</sup> All data and related calculations are based on submissions from strategic partners

<sup>12</sup> In 2024, a full Scope 3 emissions calculation was conducted for the first time, in accordance with the GHG Protocol. The 2022 calculation included Category 5 (waste), while the 2023 calculation expanded to include both Category 5 (waste) and emissions associated with the consumption of our critical raw materials (Category 1).



# Other Air Emissions

We invest significant resources in implementing measures to monitor and reduce the amount of air pollutants emitted throughout our manufacturing processes. We have implemented several initiatives at our Bar Lev facility, including:

- **Regenerative Thermal Oxidizer**

Our Bar Lev facility is equipped with a Regenerative Thermal Oxidizer (RTO), a combustion device that controls and converts VOC (volatile organic compounds), hazardous air pollutants (HAPs), and odors into CO<sub>2</sub> and water using heat. Production areas have additionally been sealed off to prevent diffuse emissions. In 2024, We have acquired a new RTO featuring a more efficient system.

- **Dust Collection System Improvements**

Our Bar Lev facility has an upgraded dust collection system in its Silos, as well as a recently replaced dust collection system in the facility's sand pit. This improves overall air quality and is one of the examples of our key investments in environmental responsibility and worker safety.

In our Israeli manufacturing facilities, we carefully monitor air pollutants as defined by local environmental regulations, ensuring we stay below legal thresholds and strive to go beyond compliance with internal reduction targets across our facilities. This is accomplished through our monitoring systems, allowing us to track pollutants both inside and outside our facilities.





# Water

Water is an essential resource for the manufacturing of our products as it ensures a smooth, safe production process. Its main use is in the polishing phase, where it helps reduce the amount of dust and particulate matter emitted into the atmosphere.

All our production sites have an extensive water recycling system in place in the polishing areas, which treats the water for reuse in the polishing process. This system allows reuse of the water used for polishing and significantly reduces water discharge. Our entire water supply comes from local municipal water infrastructure, which is sourced from local aquifer wells and desalinated sea water. At the Bar Lev facility in Israel, as well as the Lioli facility in India, we have already achieved zero water discharge by improving and maximizing the efficiency of our water recycling system in the polishing department. In 2024, the SPBPs successfully reused 100% of the water they consumed.

## Water consumption

Totals	Unit	2022 (All self-owned Production Sites)	2023 (All self-owned Production Sites)	2024 (All self-owned Production Sites and key distribution centers)	2024 Strategic Partners <sup>13</sup>
Fresh Water Consumption	M <sup>3</sup>	75,126	59,900	44,515.0	101,516
Product Produced	Ton	185,943	119,911	82,327	101,516
Water Intensity	M <sup>3</sup> /Ton	0.4	0.5	0.5	0.94

<sup>13</sup> All data and related calculations are based on submissions from strategic partners



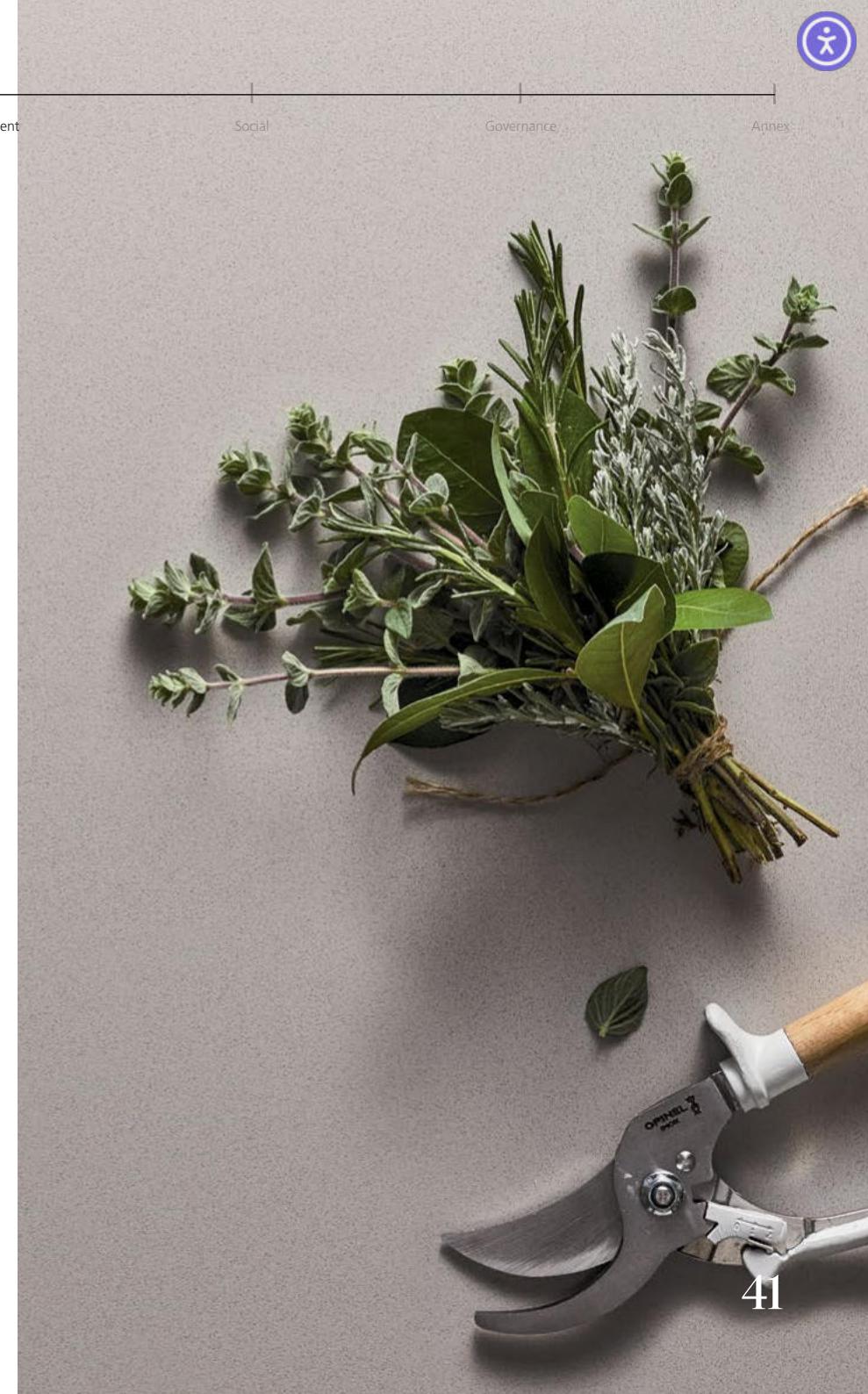
# Waste

As a company with large-scale production processes, we're aware of the effects unmanaged waste can have on the environment and on surrounding communities. We continue to engage proactively in efforts to reduce, reuse, and recycle waste.

We manage both hazardous and non-hazardous waste at our production facilities, complying with all local and national regulations regarding proper waste disposal, and striving to go beyond compliance, prioritizing recycling and reuse of waste when possible. We continuously evaluate innovative recycling alternatives and circular economy options at our operational facilities and corporate offices, when allowed by regulations.

We have a wide range of waste streams at our sites, including packaging waste such as plastics, cardboard, timber and metals; industrial waste such as sludge and chemical waste; and office waste (including electronic and mechanical waste). In terms of weight, the sludge is our most significant waste stream (about 80% of the waste generated in Bar Lev).

Our sludge, a non-hazardous byproduct of the polishing and wastewater treatment process, is currently disposed of as industrial waste due to its silica content. In the meantime, we are proactively investigating opportunities for the reduction or reuse of sludge that are efficient, economical, and sustainable. Among other things, changes in the production process, including adjustments to slab thickness, have contributed to waste reduction. Additionally, we continue to explore options to reuse sludge internally at our production facilities and externally through partnerships with other companies and organizations.





# Waste

Waste Generated By Type of Treatment  
in Ton

Non-Hazardous waste					
Treatment Method	Unit	2022	2023	2024	
		(All self-owned Production Sites)	(Entire Own Operations)	Caesarstone's Operation	Strategic Partners
Recycled	ton	1,033	1,795	601	17,763
Landfilled	ton	119,001	80,624	28,392	49,925
Total	ton	120,034	82,419	28,994	67,688
Product Produced	ton	185,943	134,584	76,241	105,545

Hazardous waste					
Treatment Method	Unit	2022	2023	2024	
		(All self-owned Production Sites)	(Entire Own Operations)	(Entire Own Operations)	
Recycled	Unit	199	101	33	
Incineration	Unit	147	165	141	
Landfilled	ton	0	0	0	
Total	ton	346	266	174	
Product Produced	ton	185,943	134,584	76,241	

Waste Generated Intensity, by Type of treatment  
per Ton of Product Produced

Non-Hazardous waste					
Treatment Method	Unit	2022	2023	2024	
		(All self-owned Production Sites)	(Entire Own Operations)	Caesarstone's Operation	Strategic Partners
Recycled	Ton/ton	0.0056	0.0326	0.0079	0.1683
Landfilled	ton	0.6400	0.5991	0.3724	0.4730
Total	ton	0.6455	0.6316	0.3803	0.6413

Hazardous waste					
Treatment Method	Unit	2022	2023	2024	
		(All self-owned Production Sites)	(Entire Own Operations)	(Entire Own Operations)	
Recycled	Unit	0.0011	0.0008	0.0004	
Incineration	Unit	0.0008	0.0012	0.0018	
Landfilled	ton	0	0	0	
Total	ton	0.0019	0.0020	0.0023	



# Social





# Employees

Our employees form the backbone of our success, driving innovation and growth across global markets. We are committed to providing a workplace that is safe, supportive, and empowering, where all team members are encouraged to succeed. As a global organization, we are dedicated to engaging with employees through prioritizing regular, transparent engagement. We strive to foster open channels for feedback, ensuring our workforce feels valued and inspired to reach their full potential.

**351**

New hires  
in 2024

**1,395**

Total employees  
in 2024

## Our Employees (2022-2024)

	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-Time	540	1,420	1,960	490	1,190	1,680	425	946	1,371
Part-Time	12	7	19	12	0	12	20	4	24
Total	552	1,427	1,979	502	1,190	1,692	445	950	1,395

Type of Employment	Women	Men	Total
Permanent	445	946	1,391
Temporary	0	4	4
Number of Non-Employee Workers	19	126	145

## Employee Turnover

	2022			2023			2024		
	Men	New Hires	Attrition	Men	New Hires	Attrition	Men	New Hires	Attrition
Men	Ages 30-50	246	324	Men	183	286	Men	125	168
	Over Age 50	57	106		43	114		38	75
	Under Age 30	254	250		135	180		93	62
	Total	557	680		361	580		256	305
Women	Ages 30-50	90	129	Women	60	110	Women	53	77
	Over Age 50	29	45		21	41		16	33
	Under Age 30	25	33		14	24		26	21
	Total	144	207		95	175		95	131
Total		701	887		456	755		351	436



# Employee Well-Being

At Caesarstone, we are committed to creating a supportive and equitable work environment, ensuring that each employee feels valued, respected and can thrive professionally. Part of our strategy includes various well-being initiatives and programs to support the overall health of our employees. We are committed to supporting employee wellness as we provide comprehensive social benefits that offer peace of mind beyond those required by law. Our benefits include:

## ■ Retirement provision

Our employees are entitled to a retirement provision, in line with local regulation or beyond, dependent on the country.

## ■ Life Insurance

Our employees are entitled to company-funded life insurance. 65% of eligible employees are receiving this benefit.

## ■ Health care

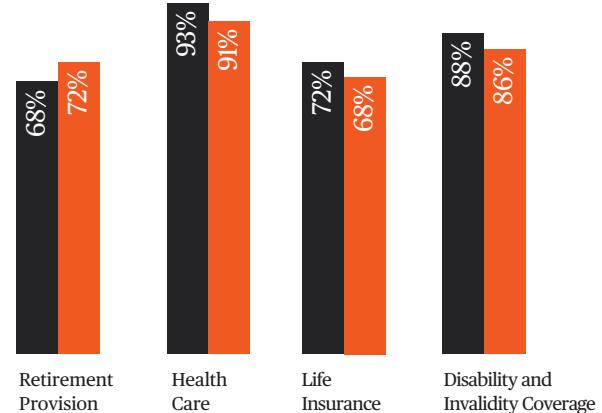
Our employees are entitled to a company-funded health care plan as part of our ongoing efforts to ensure the health and well-being of our employees and their families. 65% of eligible employees are receiving this benefit.

## ■ Disability and Invalidity Coverage

Recognizing the importance of comprehensive protection, Our employees are covered under disability and invalidity insurance. Of these, 31% are receiving this benefit.

### Percentage of employees eligible for benefits

■ 2023 ■ 2024



We championed mental health initiatives for our workforce. Caesarstone partnered with a new employee assistance program provider offering confidential mental health support. Our “R U OK? Day” was held nationally across all sites and focused on encouraging meaningful conversations about mental health and how to check in with colleagues. We also raised awareness of men’s physical and mental health through a mix of fundraising initiatives and educational content as part of Men’s Health Awareness Month in November. These initiatives underscore our commitment to taking care of our employees’ well-being both physical and mental.



# Diversity and Inclusion

This commitment is codified within our organization's structure through our anti-discrimination policy, which states that we do not discriminate based on characteristics protected by applicable law. We treat all employees and candidates fairly, without regard to age, race, nationality, origin, religion, gender, color, place of residence, marital status, parental status, disability, veteran status, sexual orientation, political preference, and military reserve service. Any variance in employee conditions is attributed only to relevant characteristics such as performance, role, responsibilities and seniority.

We believe that embracing a wide range of backgrounds, perspectives, and experiences strengthens our organization and drives creative thinking. Caesarstone is committed to cultivating an inclusive and diverse environment where equality of opportunity is provided to all employees, regardless of who they are.

	Gender	2022				2023				2024			
		Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total
Executives	Men	0	12	8	20	0	6	6	12	-	4	9	13
	Women	0	2	2	4	0	1	2	3	-	-	2	2
Senior managers	Men	8	20	17	45	9	24	19	52	-	22	15	37
	Women	10	9	6	25	8	9	6	23	-	11	9	20
Junior and mid-level managers	Men	77	99	42	218	56	80	24	160	15	102	31	148
	Women	21	21	12	54	21	33	11	65	1	53	20	74
Non-managers	Men	477	45	197	1,13	410	33	224	964	196	368	191	755
	Women	190	21	74	483	169	16	79	414	41	194	111	346
Total	Men	562	58	264	1,41	475	44	273	1,18	211	49	24	953
	Women	221	25	94	566	198	20	98	505	42	25	14	442



# Learning & Development

Caesarstone's dynamic environment is an ideal setting for fostering continuous learning and innovation among our employees. Our commitment to continuously evolving our product offering and pushing technological innovation requires our employees to be at the cutting-edge of their fields and operate with creativity.

We prioritize the professional growth of our employees in order to meet this demand. By offering a diverse training and development program covering a wide range of topics, including professional training and certifications for positions at our production facilities, as well as skills training in areas such as communication, negotiations, sales, and management. These growth

opportunities additionally allow our employees to mature in their careers and advance within the company.

We ensure that all our employees comply with mandatory legal training requirements, particularly in safety, while also providing them with a broader range of training opportunities to enhance their knowledge and safety practices.

## Levels and Total Professional Training and Development Training hours

Executive	172	Hours	Senior (VP)	184	Hours	Total	8,380	Hours
Junior & Middle Management	1,297	Hours	Non-managers	6,728	Hours			



# Local Training Programs

As a global company with a wide range of business units and roles, we tailor our tools and resources to the specific local requirements that will most serve each site's teams. Employee learning and development trainings were carried out at various sites around the world, and included:

## ■ Operational Upskilling

Operations and Customer Service team members were given trainings to improve operational safety, enhance technical skills, and promote efficiency.

## ■ Sales and Customer Excellence

Sales representatives, showroom staff, and customer support teams participated in sessions to enhance product knowledge and customer engagement.

## ■ Leadership Development

management training sessions for the leadership teams at each site, aimed at strengthening managerial skills and establishing effective work processes and healthy interfaces among team members.

In addition to organized training sessions and workshops, we provide employees with various opportunities to enhance their professional skills and knowledge. We actively encourage our employees to pursue learning that goes beyond the established knowledge within the organization, inspiring curiosity and a deeper understanding that fosters both personal and professional growth.

Caesarstone's US employees have access to an independent learning content library through which they can sharpen their skills in various fields such as HR, sales, negotiation, and more. In Caesarstone's Israeli site, there is a dedicated budget for supporting the academic studies of employees whose field of study relates to their role. This allows us to invest into employees we identify as having great potential and helps us produce top talent to further innovate in our industry.

We update our training programs annually, tailoring them to the employees roles, locations, and specific needs.





# ESG Training

To ensure that our employees fully grasp the significance of ESG principles and incorporate them in their day-to-day operations, we have a comprehensive ESG training program for all our marketing teams across the globe.

Additionally, all new employees for our sales department receive mandatory ESG training as part of their onboarding process. This program was designed to clarify ESG-related terminology, illuminate our unique approach and strategic planning around ESG, and provided an update on our current standing in relation to ESG goals. Employees are additionally assigned time to review published ESG reports and familiarize themselves with the content, enhancing knowledge and engagement with ESG initiatives within the organization. This is critical for our employees' understanding of the importance of our ESG performance.





# Career Management in Caesarstone

We care about our employees' ability to grow within our company and seek to reward exceptional employees through promotions. When hiring for a new role, we prioritize promoting our own employees rather than hiring external candidates when possible. Providing our employees with career development paths and opportunities not only enhances our own performance but helps retain top talent through enhancing commitment to our organization.

	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees promoted to managerial positions	22	32	54	25	55	80	13	17	30
Number of employees promoted to managerial positions	26	74	100	17	79	96	10	21	31
Total	48	106	154	42	134	176	23	38	61



# Career Paths for Production Employees

Understanding the distinct requirements of our production staff, we have implemented a customized career development program, composed of variety of opportunities:

## 1 Managerial Pathways

We provide a pathway for machine operators to develop into managerial roles, such as line managers or department managers, offering them a chance to develop crucial leadership skills and take on additional responsibilities.

## 2 Professional Development

There are career paths for roles that require specific advanced technical skills. This path includes opportunities aiming to deepen employees' expertise with certifications, courses and gradual advancement to more complex roles.

## 3 Upskilling and Role Expansion

After a year in their role, production employees are given opportunities to expand their roles and responsibilities within their position. Opportunities include becoming a Safety Trustee, joining the Emergency Response Team, or serving as a Tutor.





# Employee Engagement and Performance Reviews

To ensure a uniform approach to evaluations across our organization, we have developed a structured performance review process, overseen by our global HR department, comprised of three stages:

## 1 Self-Evaluation

Employees conduct a thorough self-assessment, reflecting on their achievements and evaluating their skills against predefined criteria.

**Oral Feedback** - A constructive discussion between the employee and manager, summarizing the individual's objectives, performance, and goals. The aim of this dialogue is to jointly assess performance, celebrate successes, and identify areas of improvement for the future. By integrating these three stages, our performance review approach delivers a more comprehensive view of each employee's performance, ensuring that evaluations are balanced and reflect diverse perspectives. A culture of continuous feedback has gained significant focus in 2024. As part of this, formal feedback processes have been defined to occur twice a year:

- Managers meet for the annual evaluation process once a year, in November. The mid-year evaluation process takes place in June.
- Many managers choose to conduct more frequent quarterly feedback sessions, which provide an opportunity for discussions focused on the employee's personal development and skillset.
- All feedback processes are documented in the HR system, accessible to both employees and managers.

## 2 Manager Evaluation

Managers review the self-evaluations submitted by employees and write a performance review from their perspective on the employee.

We consider ongoing dialogue between managers and employees to be a critical tool both to measure performance and encourage personal growth and development.

## Employee Performance Review

	2022	2023	2024
Number of Employees That Received a Performance Review	1,748	1,188	950
Percentage of the total workforce excluding Lioli	89%	95%	85%
Percentage of the total workforce	89%	76%	68%



# Parental Leave



We care deeply about celebrating important family milestones, encouraging new parents to take time off to build their newfound family. We support all parents, men and women, in taking parental leave to raise their families, abiding by local labor regulations to ensure employees receive full parental leave benefits.

In addition, we support working parents by allowing them to work flexible work hours and providing extra assistance as needed.

## Parental Leave, by Gender<sup>4</sup>

	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
employees who took parental leave	28	1	29	30	3	33	13	6	19
employees who returned from parental leave during the reporting period	14	2	16	21	3	24	16	4	20
Total number of employees returning from parental leave in the year previous to this reporting period, and were still employed at least 12 months thereafter	21	2	23	13	1	14	15	2	17

<sup>14</sup> Numbers for 2023 include our Sdot Yam and Richmond Hill facilities which were shut down in 2024



# Health and Safety Management

We recognize that providing a safe and healthy work environment is fundamental to our responsibility as a global business. Our Health and Safety program is designed to embed best practices across all facilities and operations, reflecting our commitment to protecting people, while supporting long-term operational excellence. Adherence to applicable health and safety laws, regulations, and global standards forms the foundation of our approach.

Our Environment, Health, and Safety (EHS) management system is aligned with the global ISO45001 standard, reinforcing our systematic and proactive efforts to prevent harm, improve performance, and strengthen resilience. Oversight is provided by our Global Director of Risk Management & Compliance, reporting directly to the Vice President of Operations, with dedicated safety managers strategically placed to

ensure effective implementation and local accountability. Promoting a culture of safety is central to our core values. We work closely with employees to raise awareness, deliver training, and embed procedures that reduce risks and drive safe behaviors.

We actively track and report health and safety performance metrics, including incident rates and injuries, to provide transparency and accountability. This data informs continuous improvement initiatives and targeted control measures.

Our focus extends beyond our own operations to our supply chain and strategic business partners (SPPPs). As part of our supplier engagement process, we require adherence to recognized standards, including SMETA audits and certifications such as ISO 45001 to ensure safe, hygienic, and compliant working conditions. Where

non-conformances are identified, corrective action plans are established and closely monitored to ensure resolution.

As an industrial manufacturer, we recognize our facilities present inherent risks, including heavy machinery, electrical hazards, dust, chemicals, transportation hazards, noise, heat, and others. To mitigate these, we enforce strict safety protocols, mandate hierarchical controls to mitigate risk.

Through these and many more measures, we continue to prioritize the wellbeing of our employees and partners, while fostering a resilient and responsible value chain that aligns with our broader ESG commitments.





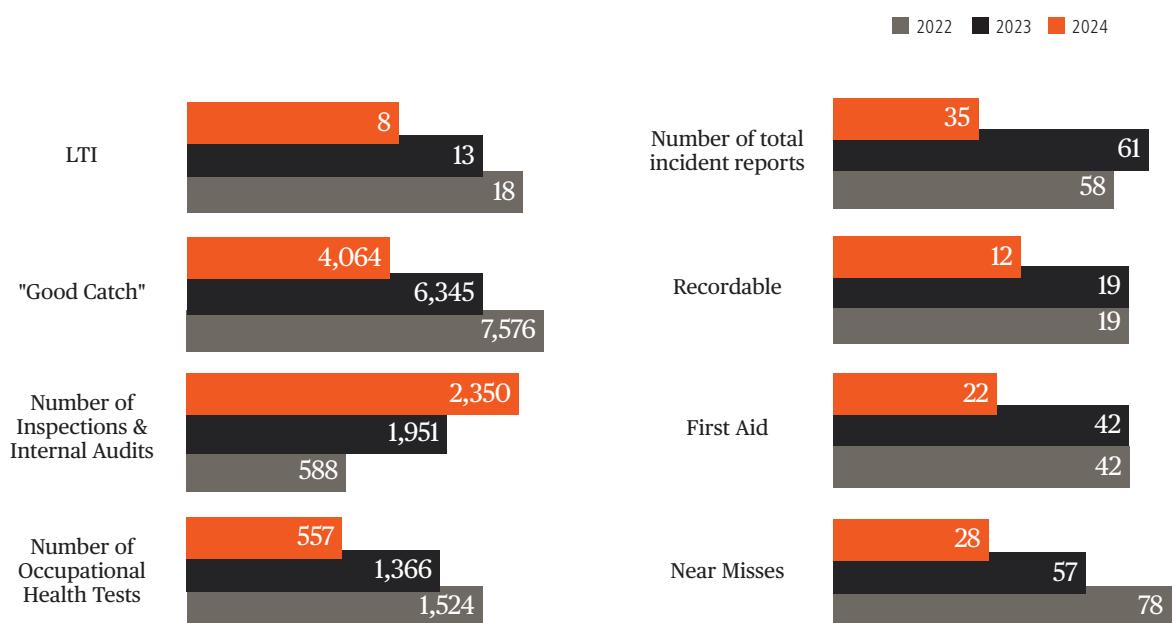
# Safety Monitoring System

We use a global EHS managing system to track, manage and improve our safety performance across global locations in a centralized manner, including manufacturing and warehouse facilities.

The system covers four key data categories:

- **Incident reports**
- **Inspections & Internal audits**
- **Good catches**
- **Occupational health tests**

Official representatives of the health and safety and environment authorities in Israel, and Gujarat visit our facilities from time to time, to inspect issues such as workplace safety, industrial hygiene, monitoring lockout tag out programs, exposure and emissions, water treatment, noise and others.





# Work Related Health and Safety Incidents

We are committed to fostering a safe and healthy work environment for all employees. In support of this commitment, we actively monitor the types of incidents and associated hazards across our operations. This approach enables us to maintain awareness and guide improvements where needed. Commonly observed hazards include equipment-related risks, slips and falls and ergonomic injuries.

## Number of Recorded Work Related Injuries and Illnesses

	2022	2023	2024
<b>Work Related Injuries</b>			
Fatalities	0	1	0
LTI	18	12	8
Work Hours	4,608,240	4,164,888	3,046,680
LTIR	0.78	0.58	0.53
<b>Work Related Illnesses</b>			
Fatalities	0	0	0
Recordable incidents	0	1	1
Work Hours	4,608,240	4,164,888	3,046,680
Rate of recordable work-related ill health	0	0.05	0.07

Health and Safety at our Strategic Business Partners 2024

Work Related Injuries	13
Work Related Illnesses	16
Fatalities	0
Total Recordable Incident Rate	1.0
Total Working Hours Incident Rate	2,477,760



# Safety Engagement Initiatives

These recurring efforts are designed to keep safety at the forefront of every employee's mind and foster a proactive approach to risk management:

## ■ Annual safety training

every employee is required to complete a safety refreshment training course including but not limited to risk identification, emergency preparations and safety awareness.

## ■ Safety week

This year we continued our dedication to safety engagement with our employees through our annual Safety Week, a whole week dedicated to safety training and awareness activities. This ongoing reminder of best practices for safety raises safety awareness among our employees and contributes to a culture of proactive prevention.

## ■ Ergonomics Initiatives

We conduct an annual ergonomic survey in our production sites and headquarters.

## ■ Safety Trustees Team

Our Safety Trustees Team is tasked with serving as the local safety representative, performing audits, ensuring safety KPIs are met and much more.

## ■ Continuous communication

regular updates to employees regarding safety incidents and near misses.

## ■ Ongoing Safety Training

In 2024, our employees participated in a total of over 870 safety training hours.

A strong culture of safety is built on ongoing education and active participation at all levels of the organization. To reinforce this commitment, we organize a comprehensive array of safety awareness and training initiatives year-round.





# Educating Towards a Safer Industry – Master of Stone Program

Caesarstone's vision through the Master of Stone program is clear: to inspire and empower fabricators everywhere to achieve top-tier craftsmanship while maintaining a culture of safety and professionalism.

Master of Stone is Caesarstone's global initiative dedicated to raising the standards of professionalism and maintaining safety across the stone fabrication industry. Launched in 2019, the program was developed to support fabricators with the knowledge, tools and training they need to create high-quality work while promoting a safe and healthy working environment for all.

The program aims to assist fabricators in creating an industry safe from crystalline silica dust hazards. It provides crucial health and safety knowledge with a special emphasis on safety measures to mitigate the risks associated with silica dust exposure. Rooted in Caesarstone's longstanding commitment to our stone fabrication partners' wellbeing, Master of Stone focuses on two main pillars: the Master of

Stone Websites and the Master of Stone Training Center. Together, they form a comprehensive global resource hub available in over 12 languages, and they are completely free to use.

The Master of Stone website is a digital platform offering expert fabrication and installation guidelines, health and safety measures, detailed video tutorials, brochures, and downloadable resources. It's designed to support both stone fabrication workers and managers in elevating craftsmanship, improving efficiency, and applying best practices throughout the stone surfaces fabrication and installation process.

The Master of Stone Training Center reflects Caesarstone's foremost interest in empowering fabricators to be on top of their game – professional, knowledgeable and skilled. This user-friendly training platform provides a variety of short and easy courses on relevant topics for both fabrication workers and managers.

Click to See [Master of Stone](#)

All the courses focus on actual issues that fabricators deal with every day, such as working methods, tools and equipment, with a special emphasis on health and safety measures to mitigate the risks associated with silica dust exposure.

Over 6,100 fabricators worldwide have completed the Master of Stone Health & Safety training, which has received widespread recognition and praise from fabricators and global professional organizations working in the industry.

**+6,100**  
participants certified

**14**  
countries  
participated in the Master of Stone Health & Safety training

**6**  
websites  
for stone professionals in Australia, Canada, Israel, US, UK, and global locations

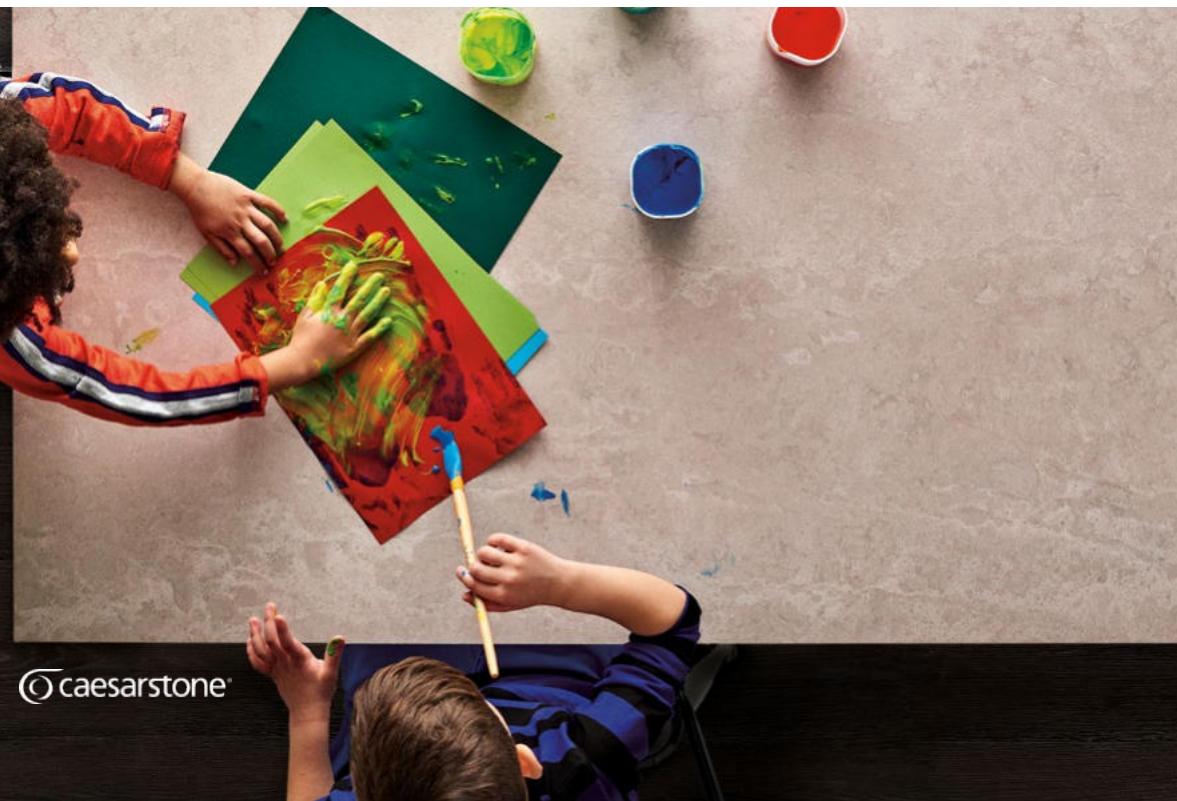
**12**  
languages  
available in the Master of Stone Training Center

**+1,000**  
professional educational health & safety seminars in 2024



# Giving Back to the Community

We continue our programs and activities to support the communities in which we operate. This year, our team dedicated over 1,700 hours to volunteering, with 97% of these hours contributed during work hours, showcasing our commitment to giving back to the communities around us.



Among our many community initiatives during 2024, Caesarstone US organized volunteer activities such as a blood donation campaign, food packaging for those in need, and an event for preparation of holiday packages for low-income families. In addition to that, our site in Canada organized food collections and toy distribution campaigns in collaboration with local law enforcement agencies.

We are also proud to sustain long-term partnerships with NGOs such as Camp Quality, a charity dedicated to supporting children aged 0–15 who are facing their own cancer diagnosis or that of a parent or sibling. Camp Quality brings laughter, resilience, and practical support for families during their most challenging times through a range of uplifting programs. These can include camps, fun experiences, counselling, and educational resources.

Caesarstone employees across multiple regions participated in the Camp Quality Walkathon, raising funds and increasing awareness for their meaningful cause. The walkathon brought teams together in a shared mission to give back to their community and created a sense of connection and purpose among staff. In addition to the walkathon, our team members hosted a range of creative fundraising activities such as golf days, silent auctions, and race days.



# Providing Support During the Iron Swords War

In October 2023, a war broke out in Israel that profoundly impacted our business and stakeholders, notably our local communities, Israeli clients, and our employees. The war continued to affect and devastate local communities throughout 2024, and much of Caesarstone's social activities revolved significantly around this context.

We were inspired to witness the spirit of dedication to supporting local communities throughout Israel, and several employee volunteer activities were initiated throughout the year to support agricultural activities throughout the country, which were severely affected by the war.

Additionally, our employees helped build a fence at a farm where therapy animals are kept and trained as a show of support for emotional resilience. Finally, over 45 employees participated in a rehabilitation program for buildings damaged during the events of October 7th in the Gaza envelope.





# Customer Satisfaction

Our client base is diverse, ranging from architectural firms, construction offices, to fabricators who install our surfaces, and to individual clients, each with unique needs and communication preferences.

Our customer service includes two forms of services:

- Maintenance, repair and technical support services for the end users and the fabricators who distribute our products.
- Direct sale services to consumers at our sites worldwide.

We are dedicated to ensuring that all client inquiries receive thorough and effective responses. Our customer satisfaction strategy prioritizes providing our customers with high levels of attention, and we encourage our clients to contact us in case they face any issue or difficulty.





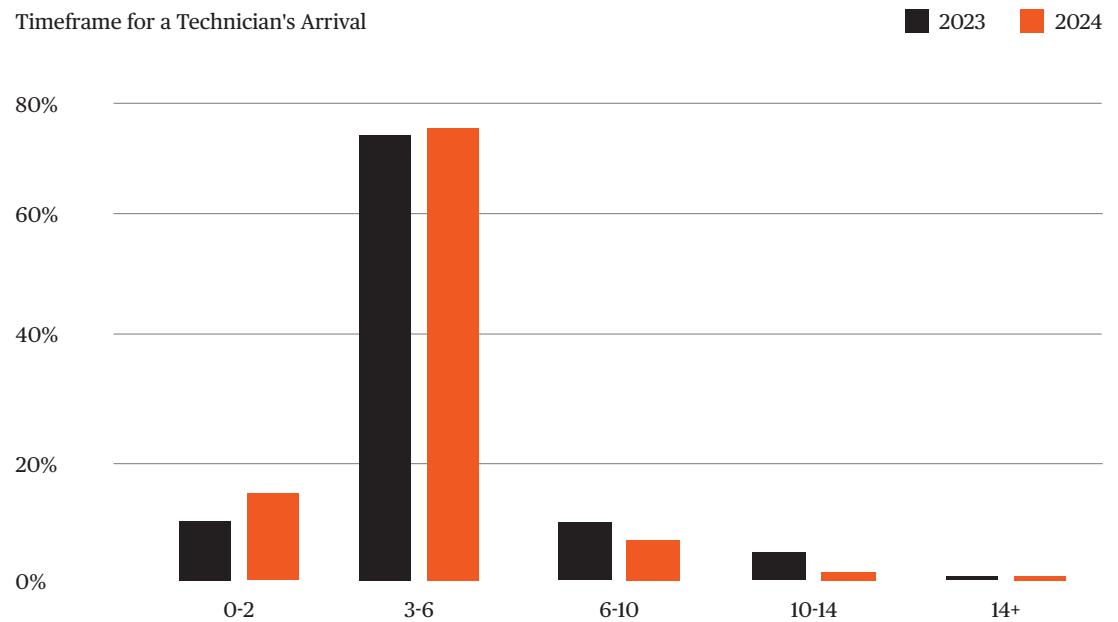
# Maintenance Services

This practice not only ensures efficient service but also aligns with our sustainability efforts to reduce resource usage by repairing instead of replacing slabs whenever feasible. We are committed to fast service and problem solving, aiming for much less than 14 business-days from opening an inquiry to resolution.

To monitor our performance and improve our customer service in Israel, we monitor service quality KPIs, including number of resolved inquiries, time to resolution and others.

As part of our warranty, we offer a comprehensive repair service for our products. Customers experiencing any problems are encouraged to get in touch with us through one of our communications channels like email, telephone, or website. For issues that cannot be resolved remotely, we send a technician to the customer's home to evaluate and, if possible, repair the slabs on-site.

Timeframe for a Technician's Arrival





# Direct to Client Sales Service

Our products interact with home life at a foundational level. We take seriously the responsibility of enabling our clients to make the right choices when picking from our broad range of products. With this in mind, we have established the flagship "Concept House" in Israel, a venue that invites visitors to explore and interact with all of our materials, allowing them to use their senses to design the home they've always imagined.

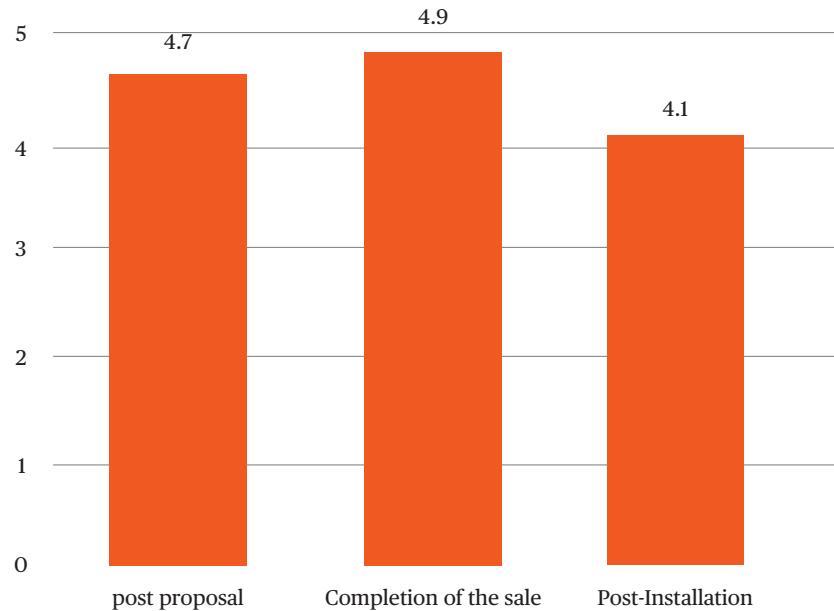
We go above and beyond in helping visitors design their space. Professional designers are available at the Concept House to provide expert guidance, assisting customers throughout the design process—from initial concept to final installation—and even offering support for any subsequent inquiries after the purchase. Visitors can also use smart scanner systems and 3D visualization software to further enhance their experience. Our gallery includes every Caesarstone slab under one roof, leaving no room for what-if's.

To guarantee exceptional service at every step of the purchasing process, we have introduced a feedback system for Concept House customers, featuring surveys at 3 district milestones: one following the proposal, one upon completion of the sale, and a final survey post-installation. This sequence of touchpoints enables us to gather detailed feedback and ensure our dedication to excellence is reflected in every aspect of the customer experience.

To ensure that our team is well-equipped with the most up-to-date information, we invest significantly in employee training. In 2024, the staff at the Concept House completed a total of 649 training hours, which includes weekly sessions and additional training that enhance their knowledge in sales, customer service, product details, and more. We are currently in the planning stages of opening a second Concept House to further improve our direct sales offering and customer experience.

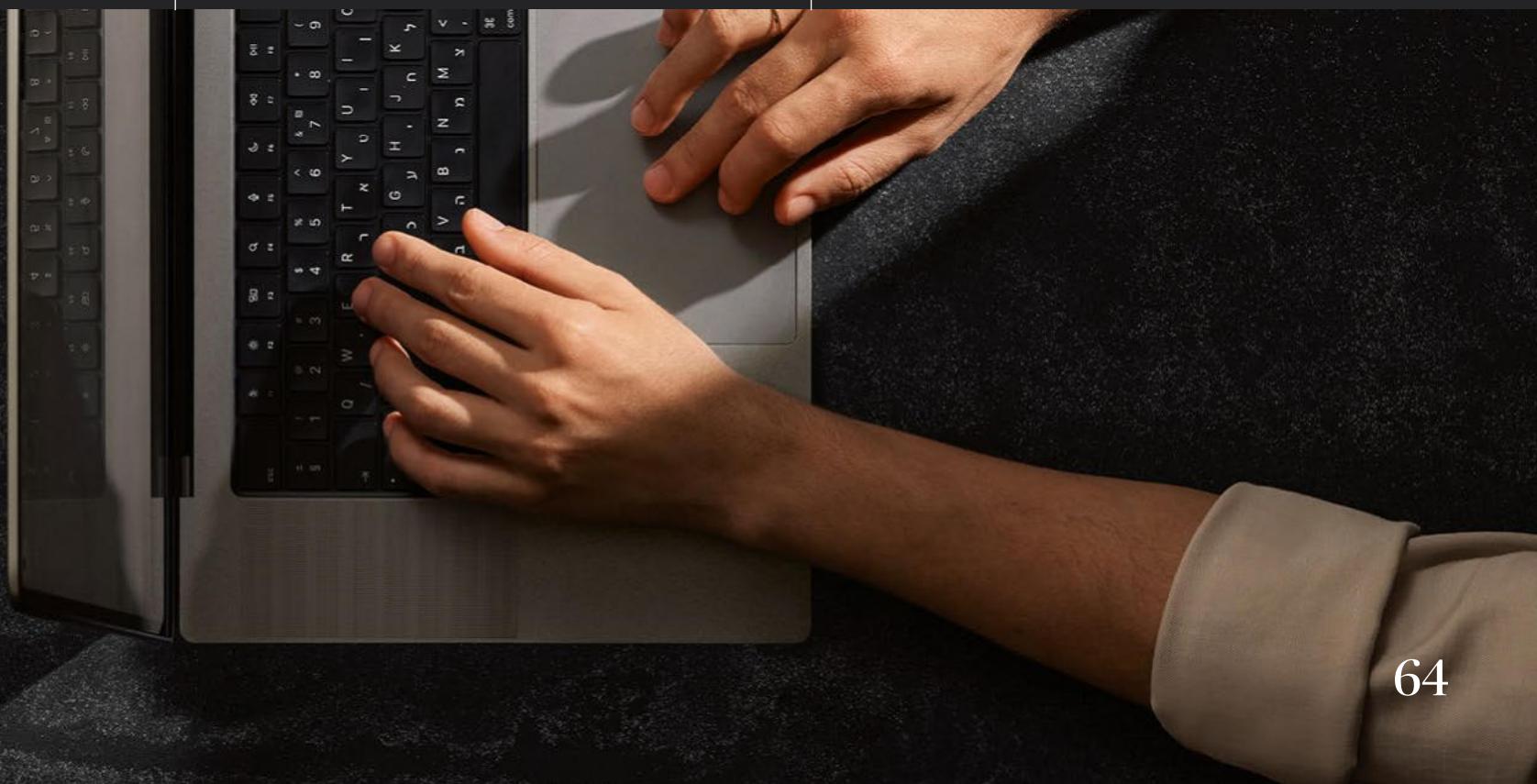
In 2024, 650 customers participated in our surveys, resulting in an impressive average satisfaction score of 4.6/5.

Customer's Satisfaction Surveys Scores





# Governance





# Corporate Governance

Our board of directors as of December 31, 2024 are:

## Dr. Ariel Halperin

Chairman

Joined in 2016 | Israel | Male

## Nurit Benjamini

External &

Independent director

Joined in 2020 | Israel | Female  
Audit Committee,  
Compensation Committee,  
Nominating Committee

## Lily Ayalon

External &

Independent director

Joined in 2020 | Israel | Female  
Audit Committee,  
Compensation Committee,  
Nominating Committee

## Yuval Beeri

Independent Director

Joined in 2024 | Israel | Male

## Maxim Ohana

Director

Joined in 2023 | Israel | Male

## Ronald Kaplan\*

Independent Director

Joined in 2015 | USA | Male  
Nominating Committee

## Dr. Ornit Raz\*

Independent Director

Joined in 2023 | Israel | Female  
Audit Committee,  
Compensation Committee,  
Nominating Committee

## Giora Wegman\*

Director

Joined in 2023 | Israel | Male

## Tom Pardo Izhaki\*

Director

Joined in 2017 | Israel | Female

\*Their term as board members expired during 2025.

Our Board of Directors is a diverse and experienced governance body, committed to setting our strategy, advising and guiding our management. The board oversees the company's execution of its strategy. The current composition of our board maintains a majority of independent directors, complying with Israeli law and NASDAQ's requirements.

In 2024, the board considered various ESG-related topics during its meetings. All members of the board of directors participate in an annual review of related party transactions and policies designed to effectively manage conflicts of interest if such arise. Additionally, the board receives annual training pertinent to its responsibilities. For further details on the board's roles and activities, please refer to the governance section on our website or financial reports. To support effective oversight, the Board has established the following committees:

- The Audit committee
- The Compensation committee
- The Nomination committee

Click to See

[our website](#)

[financial reports](#)

Governance Organ	Number of Meetings/ Written Resolutions in 2024	Average Attendance Percentage
Board of Directors	9	99%
Audit Committee	6	100%
Compensation Committee	6	100%
Nomination Committee	1	100%



# Our Executive Management Team

Our executive management team (as of December 31, 2024) consists of 14 individuals including the managing directors of our regional business units, as well as executives responsible for various corporate functions and segments. The executive management regularly convenes to discuss performance, project status, forward-looking planning, and make strategic joint decisions.

## **Yos Shiran**

Chief Executive Officer  
Joined in 2022 | 63 Years Old | Male

## **Nahum Trost**

Chief Executive Officer  
Joined in 2014 | 47 Years Old | Male

## **David Cullen**

Managing Director, APAC  
Joined in 2010 | 66 Years Old | Male

## **Amihai Seider**

Vice President, Global Operations  
Joined in 2019 | 57 Years Old | Male

## **Erez Margalit**

Vice President, Global Research and Development  
Joined in 2010 | 57 Years Old | Male

## **Gilad Frenkel**

Managing Director, ROW  
Joined in 2024 | 55 Years Old | Male

## **Erik Christensen\***

President Caesarstone US  
Joined in 2024 | 59 Years Old | Male

## **Ken Williams**

President Caesarstone Canada  
Joined in 2016 | 64 Years Old | Male

## **Edward Smith**

Managing Director, UK  
Joined in 2023 | 52 Years Old | Male

## **Ron Mosberg**

General Counsel  
Joined in 2018 | 45 Years Old | Male

## **Lilach Gilboa**

Vice President, Global Human Resources  
Joined in 2023 | 53 Years Old | Female

## **José Luis Ramón\***

Vice President, Global Human Resources  
Joined in 2024 | 50 Years Old | Male

\* Ended their employment during 2025



# Business Ethics, Compliance, and Privacy

Click to See [Code Of Conduct](#)

The Code of Business Conduct is publicly accessible online and serves as a foundational element in our daily operations. During onboarding, every new employee is required to review the code and adhere to its principles. The document outlines expectations for all Caesarstone personnel, specifying appropriate and inappropriate behaviors. To facilitate its implementation, it also offers practical tips and illustrative examples for navigating various ethical dilemmas and scenarios.

A Whistleblower policy is also included within the Code of Conduct and contains detailed information on procedures for dealing with complaints, as well as protection for reporting any incidents. The whistleblower policy includes a statement on non-retaliation for employees who raise concerns in good faith, offering further protection and underscoring our deeply-rooted commitment to positive conduct. Contact details are provided to report any suspected violations of the Code of Conduct.

In addition to the obligations under the Corporate Code of Conduct applicable to all directors, officers and employees, the Chief Executive Officer and all senior financial officers, including the Chief Financial Officer, the Controller and persons performing similar are expected to know and abide by the rules of Code of Ethics. During 2024 there were no reports on ethics incidents. As part of our commitment to fostering a culture of ethical behavior, in 2024 we conducted training sessions relating to the Code of Conduct, Sexual Harassment Prevention, Discrimination, and other Ethics and Compliance matters. This totaled over 14,209 hours of training. Training was delivered through online modules that feature questions and case studies specifically relevant company operations and employee's roles.

As an organization, we believe that the manner in which we interact with each other, with the environment, and with our customers and employees is a fundamental component of our operations. Our actions are deeply rooted in our value and are established by our ethical framework, detailed in our code of conduct.



# Board Transparency and Accessibility

Caesarstone is committed to maintaining a high level of transparency and fostering open communication with all stakeholders. As part of this commitment, the Board of Directors welcomes direct contact from shareholders, customers, suppliers, and other interested parties.



Stakeholders are encouraged to reach out to the Board with questions, comments, or concerns, and may do so confidentially or anonymously if they wish. All communications are handled with discretion and are directed to the appropriate members of the Board, based on the nature and content of the inquiry. This approach reflects Caesarstone's dedication to responsible corporate governance, accountability, and ongoing dialogue with its stakeholders.



# Privacy and Cyber Security

We recognize the critical importance of data protection in today's digital landscape. We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information.

Our program's design is based on the National Institute of Standards and Technology (NIST) framework, which acts as a guide to help identify cybersecurity risks to our operations. Our risk management program encompasses regular risk assessments, a dedicated security team, and the strategic use of external experts to strengthen security controls. The program also features ongoing cybersecurity awareness training for employees and leadership, a formal incident response plan to address potential threats, and a robust third-party risk management process for suppliers and vendors. This multidimensional approach ensures the protection of critical systems and information across the organization. Our privacy and information security management system complies with all regulations applicable to the company, including the comprehensive GDPR and CCPA regulations, as well as the Israeli privacy laws. Caesarstone's cybersecurity governance is headed by our CISO and driven by oversight from our Board of Directors and Audit Committee, who receive regular

reports and briefings on cybersecurity risks and incidents to ensure effective risk management. A dedicated Cybersecurity Steering Committee, comprised of senior executives and IT leaders, meets quarterly to assess and manage material threats, supervise internal and external cybersecurity experts, and leverage cross-functional expertise. This integrated approach enables us to proactively prevent, detect, and respond to cybersecurity risks, reinforcing the company's commitment to robust information security and operational resilience.





# Annex

## SASB Reporting Index

Sector: Consumer Goods  
Industry: Building Products & Furnishings

Table 1. Sustainability Disclosure Topics & Metrics

Topic Metric	Accounting	Category	Unit of Measure	Page
Energy Management in Manufacturing	(1) Total energy consumed, (2) Percentage grid electricity and (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	38
Management of Chemicals in Products	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion and Analysis	N/A	54
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Quantitative	Percentage (%) by revenue	N/A
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion and Analysis	N/A	25-26
	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	Quantitative	Metric tons (t), Percentage (%) by weight	42-43, 27
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) Percentage from third- party certified forestlands, (3) Percentage by standard, and (4) Percentage certified to other wood fiber standards, (5) Percentage by standard	Quantitative	Metric tons (t), Percentage (%) by weight	N/A, our products do not require wood or fiber as a raw material

Table 2. Activity Metrics

Activity Metrics	Category	Unit of Measure	Amount
Annual production	Tons	76,241	Quantitative
Area of manufacturing facilities	M <sup>2</sup>	78,025	Quantitative



# Forward-looking Statements

This report contains certain forward-looking statements with respect to Caesarstone's sustainability goals and its plans, intentions, expectations, assumptions, goals and beliefs regarding its business. These statements include all matters that are not historical fact and may be identified by the use of words such as "believes", "expects", "will", "targets", "goals", "KPI" or similar expressions, including variations and the negatives thereof or comparable terminology. These forward-looking statements include, among other things, statements about expectations in connection with the Company's environmental, social and governance ("ESG") initiatives, including the targets and goals set forth in this report.

Caesarstone (the "Company") cautions that its forward-looking statements are subject to risks and uncertainties that could cause actual results to differ from those expressed in, or implied or projected by, the forward-looking information and statements in this report. Important factors that could cause actual results to differ from those anticipated in these forward-looking statements include, among other things: the extent of the Company's ability to meet its ESG goals and targets and the specified KPIs set forth in this report, including with respect to the reduction in water usage and electricity consumption; the extent of the Company's ability to meet the Company's waste management targets; the extent of the Company's

ability to maintain a healthy and safe environment for its employees; management of GHG and silica emissions; the degree of the Company's ability to develop, produce and deliver high quality and sustainable products; the Company's ability to effectively manage changes in its production and supply chain; the extent of the Company's ability to build-out and expand into certain markets; the Company's ability to effectively manage its relationship with suppliers; and those additional factors referred to under "Risk Factors" in Item 3.D of the Company's Annual Report on Form 20-F for the year ended December 31, 2024, filed with the U.S. Securities and Exchange Commission, or the SEC, on March 5th, 2025, as supplemented from time to time. In light of these and other risks, uncertainties and assumptions, the forward-looking events described in this report may not occur.

The forward-looking statements speak only as of the date of this report. The Company undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. All subsequent written and oral forward-looking statements attributable to the Company or to persons acting on its behalf are expressly qualified in their entirety by the cautionary statements referred to above and contained elsewhere in this report.

