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# SUSTAINABILITY REPORT ESSENTIAL VERSION

CEBI INDUSTRIAS MEXICO  
**2023**

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# Introduction

This document is an important milestone in Cebi Industrias México's commitment to sustainability.

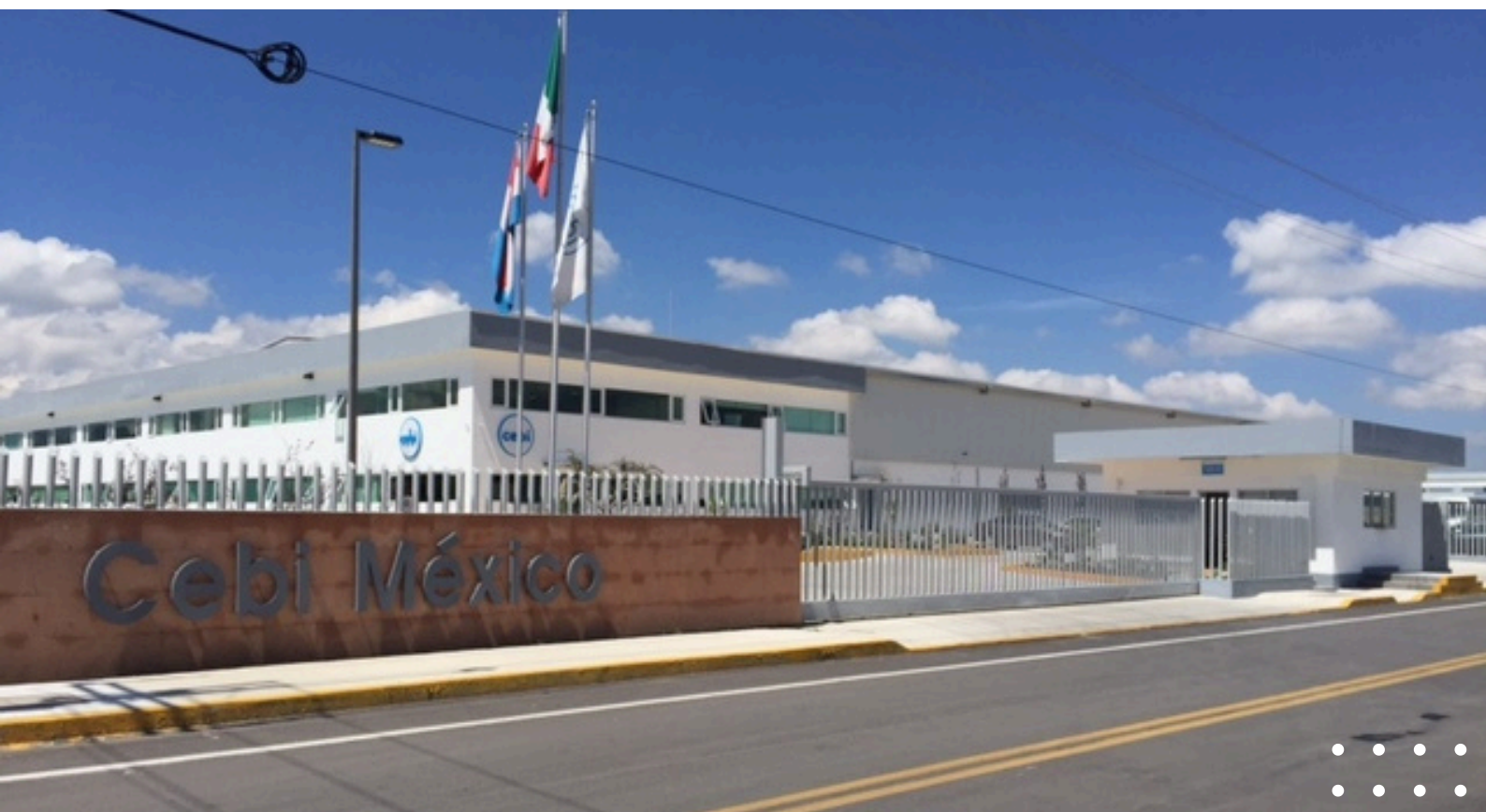
Cebi Industrias México is a key production entity within the Cebi Group, playing a significant role in the Mexican economic landscape.

The decision to introduce the Cebi Group to the forthcoming sustainability reporting in compliance with the new European Sustainability Reporting Directive (CSRD) was made in recognition of the strategic importance of sustainability and the need for a comprehensive approach.

This inaugural sustainability report has been prepared with the Cebi Group's sustainability vision and key performance indicators (KPIs) as a foundation.

This document has been prepared using the GRI Universal Standards 2021.

The document is divided into two sections. The first is dedicated to the Group, while the second focuses on Cebi Industrias México.



## 2. Cebi Group

Founded in 1976, Cebi designs and manufactures electromechanical solutions for the automotive, household appliances, and ventilation sectors

The know-how and expertise of Cebi, such as its pioneering experience, move towards customizable, competitive and energy efficient solutions in all its business sectors: automotive and e-Mobility, household appliances and ventilation.

In addition, Cebi was also one of the first actors on the e-vehicle market.

Despite the long and diverse history of each entity, the Cebi Group was established as a group in 2011 by unifying all Cebi entities. Nowadays, it represents 17 companies, with 3300 employees worldwide, present in 13 different countries:

- Production plants located in Luxembourg, Switzerland, Italy, Spain, Brazil, Poland, China, Mexico;
- Sales divisions located in Germany, France, UK, Italy, Czech Republic and USA;
- 7 Research and Development Centers in charge of design and development.

The headquarters are located in Luxembourg.

## 3. Highlights

Cebi Group wants to emphasize the work of its people by sharing its highlights of last year:

- 1 Million of finished parts produced everyday
- 505 Million € of turnover in 2023
- 3300 employees
- more than 40 product families
- 16 locations for production, R&D and sales
- 7 R&D centers in charge of design, research and development
- 300 people dedicated in R&D
- 42% of women in the total workforce



# 3.300

Employees



# 505

Millions € of  
turnover 2023



## 4. Vision

The company vision is well testified by the **substantial investments in the future**, which are rewarded with a large range of next-generation products. Cebi promotes a **forward-thinking mindset**, which aspires to set benchmarks in the field and inspire people. For this reason, the Group collaborates with strategic stakeholders that follow the same perspective of open innovation. The partnership network of Cebi (consisting of both public and private partners, research institutions and industrial consortia) is essential to the entire system.

## 5. Mission

The company's fundamental aim is to **prioritize sustainable innovation** by designing and manufacturing creative electromechanical solutions but also to **make a positive difference** in the area. With **Industry 4.0 concepts** becoming a standard, Cebi Group is moving towards the key drivers of digitalization and integration of electronics by maintaining a high-level of in-house expertise across the entire value chain.

Since Cebi's customer portfolio ranges from high volume producers all the way to niche high-value and prestige markets, the Group deals with a wide scale of needs and requests. For this reason, Cebi focuses on promoting safety and comfort through its products, making a positive impact on people's lives. The primary working fields of Cebi are product innovation, system integration, industrialization competence.

### Vision

Our vision is to be the smartest organization in our industry, inspiring future generations.

### Mission

Our mission is to deliver creative solutions that make people's lives easier and safer by empowering our employees to excel.

# 6. Values

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

## Cebi's Core values: PACT



### Passion

Feel the passion to excel at what we do.



### Accountability

Accept full responsibility for our decisions, actions and results.



### Creativity

Challenge. Propose. Improve. Innovate. At all times.



### Trust

Build a relationship of trust within our teams, with our customers and partners.

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

Its mission takes into consideration **Passion, Accountability, Creativity and Trust** ("PACT" being the core value of Cebi), with the aim of reflecting smart systems, encouraging a mindset of going above and beyond in achieving objectives, fostering **integrity, transparency and commitment to excellence**, questioning the status quo, reducing environmental impacts and **driving responsible choices**, by creating an open network of communication both inside and outside the company.



Feel the passion to excel at what we do.



Accept full responsibility for our decisions, actions and results.



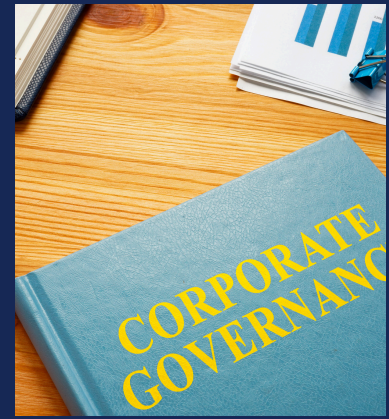
Challenge. Propose. Improve. Innovate. At all times.



Build a relationship of trust within our teams, with our customers and partners.

# 7. Governance

Since its inner dynamic and inter-functional environment, the governance of Cebi Group is deeply characterized by a common vision regarding market assets, improvement and development goals, sustainability systems in the entire value chain. From the top to internal organization, the company aims at creating a strong engagement by establishing key pillars for the governance.



## ◆ Risk Management

Through constant analysis and monitoring activities, the company assures an efficient risk management. Risk analysis systems take into consideration both business needs and evidence pertaining to environmental, social and governance (ESG) issues to ensure the implementation of Cebi's development strategies.

## ◆ Total Quality

Understood as process, service and product quality, Total Quality is one of the greatest focuses of Cebi. The Integrated Management System Quality Safety and Environment defines and guarantees this vision.

## ◆ Health and Safety

On the safety management front, there is a system in place which guarantees the application of the legal requirements. The function of RSPP (Risk Prevention and Protection Service Manager) is internal to each company of the group and reports directly to the General manager. The Safety Management Committee (the RSPP together with other Prevention and Protection Service staff) organizes regular meetings to evaluate progress and improvements.

## ◆ Attention to environmental impacts

The monitoring of environmental impacts is a strategic issue for Cebi. The role of HSE manager (manager for health, safety and environmental issues) is strategic in this regard.

## ◆ Innovation

The company focuses resources and investments, also through Industry 4.0 and collaboration with university, to develop innovative projects for internal process, product and service fronts, by also referring special awareness to environmental impacts.

## ◆ Business Ethics and Integrity

Integrity, honesty and rigorous ethical conduct are the solid foundations of Cebi' business activities. They characterize a guide for company's actions towards its stakeholders, starting from the internal perimeter (made up of employees to the more external one (represented by suppliers). Internal Regulations are devoted to principles of trust, honesty, transparency, centrality of human resources, protection of minorities.



The following figures illustrate the composition of Cebi Group's governance and management team, with a particular focus on diversity within the governing bodies.

### Diversity of Governance Bodies

	2023					
TYPOLOGY	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
<b>GOVERNANCE BODIES</b>	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
<b>MANAGERS</b>	0	6	5	0	1	1
% from the total of managers	0%	46%	38%	0%	8%	8%

	2022					
TYPOLOGY	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
<b>GOVERNANCE BODIES</b>	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
<b>MANAGERS</b>	1	5	5	0	1	0
% from the total of managers	8%	42%	42%	0%	8%	0%

	2021					
TYPOLOGY	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
<b>GOVERNANCE BODIES</b>	0	2	1	0	1	0
% from the total of people in the body governance	0%	50%	25%	0%	25%	0%
<b>MANAGERS</b>	0	4	4	0	1	0
% from the total of managers	0%	44%	44%	0%	1%	0%

# 8. Agenda 2030: Goals

Cebi Group recognizes the importance of growing a sustainable approach within its value chain. For this reason, the company mission and goals are aligned with the Agenda 2030 document. In so doing, Cebi makes sure to observe:

- environmental impacts within the entire value chain;
- R&D activities to foster a sustainable innovation;
- reduction of energy waste in the process of production;
- circular economy systems;
- risk management (regarding the product, the market or the financial approach).

**As mentioned, the Group values several goals from the Agenda 2030. In particular:**



## Goal 3 - Good Health and Well-being

The company ensures healthy lives and promotes well-being for all at all ages.



## Goal 5 - Gender Equality

The company endorses actions to eliminate the many root causes of discrimination that curtail women's rights



## Goal 8 - Decent Work and Economic Growth

The company promotes inclusive and sustainable economic growth, employment and decent work.



## Goal 9 - Industry, Innovation and Infrastructure

Since innovation places itself at the core of Cebi's business, the company is dedicated to build resilient infrastructure, promote sustainable industrialization and foster responsible progress



## Goal 12 - Responsible Consumption and Production

The key factor to sustain the livelihoods of current and future generations is for the company to ensure sustainable consumption and production patterns.



## Goal 16 - Peace, Justice and Strong Institutions

The environment within the company is aimed at promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels. Cebi Group and its subsidiaries must comply with all applicable laws and regulations, including those concerning environment, competition and employment. For this reason, Cebi has produced a Code of Ethics to ensure development in accordance with ethical standards. The document constitutes a driving force of sustainable business performance by covering a wide range of business practices and procedures.







## 9. Sustainability: the vision of the Group

Cebi Group relies on sustainable techniques to guarantee a positive impact for the entire planet and the community. Sustainability stands as a critical success factor for the company, **a driver element to innovation**. Cebi's CSR strategy focuses on the creation of a common future made of responsible solutions and practices towards the environment, the economy and the society.

By actively promoting improvements in several fields, Cebi makes sure to embody a representative role in the community. From energy efficiency to gender equality, from inclusion to security, education and CSR activities: the vision of the Group embraces all the facets of sustainability.

### 9.1 The attention to the Planet

In order to produce positive impacts in environmental terms, Cebi prioritizes efforts regarding **decarbonization, energy efficiency, sustainable energy and waste management**.

The establishment of an active internal community, focused on sharing and promoting best practices across all plants, is the ultimate added value to the process.

- Driven by the importance of decarbonization, Cebi has significantly reduced the carbon footprint across all plants by replacing outdated equipment with cutting-edge installations and introducing the **ISO 14001 certification** for environmental management and certifying Cebi Motors plant with **ISO 50001**. Within the working process, between 2022 and 2024, CO<sub>2</sub>eq emissions of over 1700 tons were avoided. Moreover, 80% of the plants were equipped with rooftop photovoltaic panels.



- **Energy efficiency** entails the adoption of innovative technologies and practices aimed at minimizing energy consumption, such as the Industry 4.0 program, which Cebi started in order to collect precise machine performance data and to follow a data-driven approach to optimize energy usage. Different actions have been done in the different plants such as heat recovery systems and energy-efficient LED lights, leading to energy consumption reduction.
- To minimize the carbon footprint, Cebi also makes sure to utilize sustainable energy sources. Moreover, Cebi Brasil has transitioned to 100% renewable energy sources, including wind and biomass.
- Cebi is also actively committed to **recycling practices** by endorsing the following processes: gradual incorporation of recycled materials into the manufacturing process of selected Cebi products, diligent monitoring and management of recycled items (such as compacting plastic packaging materials and regular sorting for recycling) and several awareness campaigns.



## 9.2 The attention to the People

The greatest asset of Cebi Group lives in the human capital. Working in an inclusive environment and having the experience of embracing an **international atmosphere** (with workers from 39 different countries), allow Cebi's employees to develop fundamental skills, primarily through the basis of open communication.

Managing thousands of people under the same "roof" becomes a challenging mission for a company, but **personal development and general well-being** will always remain essential elements of Cebi's agenda.

The company makes sure to support and protect its employees by prioritizing the needs of the vital, core capital of its business: people.

For this reason, specific benefits and different training programs have been activated in Cebi's plants to promote a **healthy and progressive work environment**.



## 9.3 The attention to the Community

When it comes to the social environment, the main focus of Cebi Group is the community. Making a positive local impact represents an essential working-point of the company. For this reason, Cebi fosters a holistic approach to create a more environmentally responsible and socially conscious future, in which healthcare and education characterize a priority.

The Group takes part in charitable activities, fundraising campaigns, as well as internship programs, plant tours for students and Job shadow days.

Being socially involved in the community, Cebi supports amongst others, GRAAC hospital in Brazil, the Cancer Foundation, Voiles de l'Espoir, and Relais pour la Vie in Luxembourg, Feira da Bondade - APAE Bauru in Brazil.

Alongside with that, Cebi aims at creating a positive impact on healthcare by also supporting organisations like Fundación Niños de Cristal in Mexico (providing adapted vehicles, ensuring support for disabled individuals and their specific needs).

**Education** plays also a prominent role in the social interests of Cebi: the company actively engages in partnership with universities worldwide (such as the University of Luxembourg and programs like Job Shadow days). Moreover, Cebi also collaborates in educational-related projects (such as the Farmer in Mozambique) empowering individuals with agricultural knowledge and skills for sustainable livelihoods around the world.

In order to create virtuous circles within its community, Cebi is also engaged with different green practices, to sensitize its employees and to contribute to the restoration of the natural environment. For example, Cebi is dedicated to waste recycling, creation and maintenance of eco-friendly offices and plants, regular awareness campaigns and a specific reforestation campaign in Mexico.

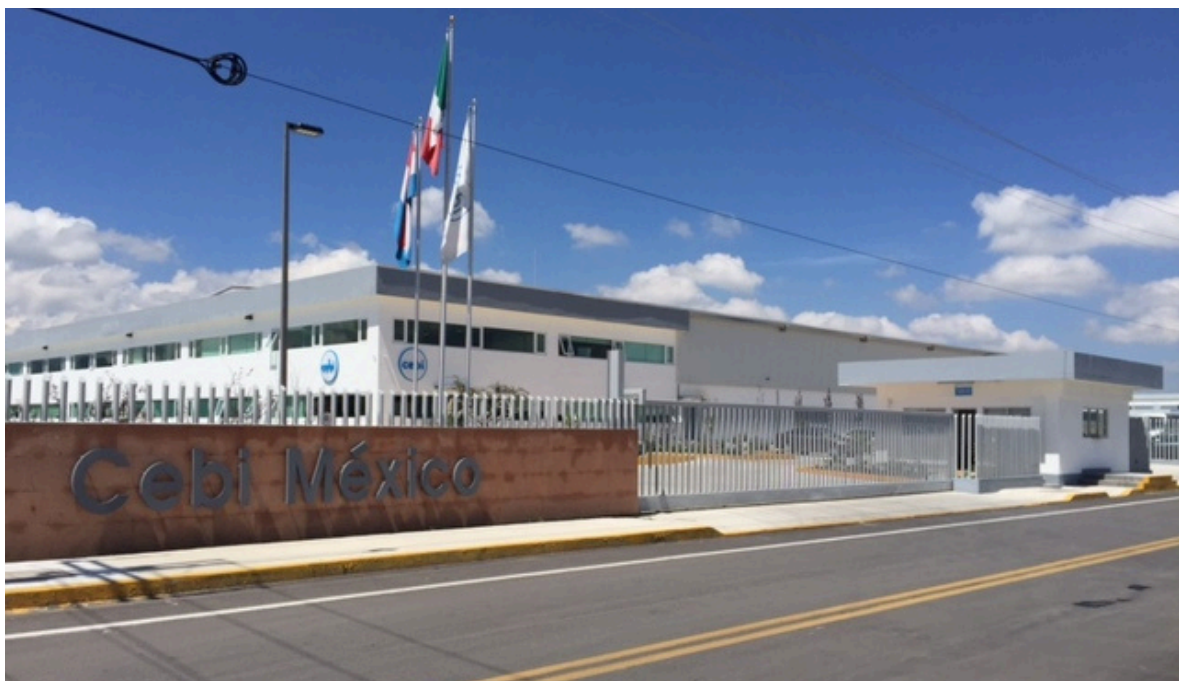




# Cebi Industrias México

## 1. Introduction to the Plant

Cebi Industrias Mexico S.A. de C.V was founded in 2014 to support the Latin-American market. The company has grown and developed as a supplier of components, both for the other production plants of the Group according to intercompany logic and for automotive market. To date, Cebi also assembles thermostats for the white goods sector.



### Certifications

**ISO 9001** - Quality Management System (QMS)

**ISO 14001** - Environmental Management Systems (EMS)

**IATF 16949** - International Automotive Task Force

**CCC**- China Compulsory Certificate

**CQC**- China Quality Certification Centre (voluntary)

**TISAX** - Trusted Information Security Assessment Exchange

## 2. The product: research, innovation and supply chain

The company's products are designed by the Group's various competence centers, in Europe or Brazil. The company's primary activity is the coordination of the industrialization and production phase of the products.

For a couple of years, Cebi México has begun to develop a direct market for automotive customers.

The governance strategy is therefore focused on optimizing the technical-production processes required by large automotive customer groups. In line with the drivers of sustainability and in compliance with customer requests, the company is becoming active in the electric car market and is studying the possibility of using materials with recycled plastic content.



In terms of materials, the products are composed of raw materials and semi-finished products. Cebi Industrias México uses:

- different types of metals;
- plastic polymers;
- lubricants;
- electronic components;
- semi-finished products;
- packaging materials.

The materials used in production all come from non-renewable sources. Furthermore, only virgin resin is used, not recycled. Packaging materials come from renewable sources (cardboard boxes) for approximately 43%. The remaining 57% is made up of metal and plastic boxes.

To date, no materials with recycled content are used.

The table below summarizes the data for the three-year reference period on the use of materials.

### Materials used in production process

	UoM	2023	2022	2021
<b>Raw materials (non renewable)</b>	kg	403.957,12	278.654,18	214.128,86
<b>% of recycled materials</b>	%	0%	0%	0%
<b>Packaging materials</b>				
<b>Packaging materials (renewable)</b>	kg	185.136,00	148.108,80	114.979,20
<b>Packaging materials (non-renewable)</b>	kg	241.338,00	187.707,50	157.601,25
<b>% of recycled materials</b>	%	0%	0%	0%
<b>% of renewable and recycled materials</b>				
<b>% of renewable materials</b>	%	22%	24%	24%
<b>% of recycled materials</b>	%	0%	0%	0%

The other plants of the Group are part of Cebi Mexico's suppliers. More recently, the company has begun to collaborate with local suppliers. There is no formalized procedure for their management yet, but the company plans to define it next year.

To date, supplier evaluation is based only on technical and quality issues, not on environmental criteria.

Given the growing importance of sustainability in operations, the company will aim to include them in the supplier evaluation.

Cebi Mexico's Supply Chain is undergoing a reorganization not only to optimize processes and shipment planning, but also to better respond to customers' sustainability needs and make it compliant with national and international standards.





### 3. Valuing human capital

The enhancement of human capital represents a strategic asset for Cebi Industrias México to manage and innovate its business model while pursuing excellence. The protection of people's rights as well as the health and integrity of employees are indispensable and priority objectives. The company has adopted the Group's Code of Ethics to guarantee respect for human rights and aims to disseminate and share its contents with the staff.



In addition, the company has organized talks with professionals to discuss topics such as diversity, inclusion and other social issues. A policy has been implemented to prevent sexual harassment, according to Mexican law. Given the participation of women in the company, Cebi Industrias México pays great attention to gender equality.

Currently, **208 employees** (46 men and 162 women) work in the plant, 131 of them are workers (6 men and 125 women).

The employees are equally distributed, 32 men and 35 women. There are then 2 women managers compared to 8 men with management roles.

Compared to the previous two years, the workforce increased significantly in 2023. 2 women took parental leave in 2023, 1 returned to work.

Cebi México doesn't work with outsourcing or work agencies, but all employees are hired by the company directly. Employees are covered by a collective agreement, the minimum wage is provided by law, and the salary is paid weekly.





As for the benefits, the company has formalized smart working (1 day per week) and flexible hours of entry and exit with a work-life balance policy for white collars. Extra vacation days are recognized for some traditional holidays (Good Friday, the patron saint, Dia de Muertos, Our Lady of Guadalupe). A transportation service has been organized for employees in the production area that takes workers from home to the company. There is also an

initiative that promotes carpooling, with the aim of reducing the company's emission profile. Moreover for all workers there are food allowances, canteen subsidy covering 20% (UMA) of the meal cost and a Christmas Bonus.

The following data describes the workforce of Cebi Industrias México, broken down by gender and role and type of contract, and the hiring and terminations.

## Workforce

	2023		2022		2021	
	men	women	men	women	men	women
<b>Managers</b>	8	2	7	2	7	2
<b>Employees</b>	32	35	30	34	28	34
<b>Workers</b>	6	125	2	111	1	103
<b>Total of the year</b>	<b>208</b>		<b>186</b>		<b>175</b>	
<b>Permanent contract</b>	46	162	39	147	36	139
<b>Temporary contract</b>	0	0	0	0	0	0



## 3.2 The value of training

Training represents a key factor in fostering sustainable innovation and maintaining a proficient level of competitiveness within the market. Furthermore, training programs can accelerate the diffusion of social values, as they can help combat any form of discrimination in the workplace.

In Cebi Industrias México, the HR Department collects training needs and schedule an annual training plan, according to the procedures defined by the Quality Management System. For new hires, on-boarding training is provided, in accordance with the role that the employee will occupy.

During the year, in Cebi México **9,561 hours** of training were provided, for an average of approximately **46 hours per employee**.

The main area of training is Safety, alongside engineering, general, managerial. The company also organizes training courses on Quality, languages, logistics, production, maintenance, IT. In 2023, an online English platform was contracted to enhance language skills for some employees, fostering better communication with other sites, customers, and suppliers. Additionally, this year included preparation for the TISAX information security certification. Managers and key personnel were trained in TISAX fundamentals and ISO 27001.

In 2023, 27% of employees received a performance review (100% of managers, 69% of employees, and no workers).

### Total of training hours

		2023	2022	2021
Total training hours	Total	9.561,18	4.510,79	3.597,84
	h/employee	45,97	24,25	20,56
Training hours MEN	Total	7.342,67	2.877,59	1.944,17
	h/man employee	159,62	73,78	54,00
Training hours WOMEN	Total	2.218,51	1.633,20	1.653,70
	h/woman employee	13,69	11,11	11,90
Training hours WORKERS	Total	4.457,81	1.978,40	979,05
	h/workers	21,54	10,75	5,63
Training hours EMPLOYEES	Total	4.539,91	2.121,49	2.227,35
	h/employee	2.269,96	2.121,49	2.227,35
Training hours MANAGERS	Total	563,46	410,90	391,44
	h/manager	4,30	3,64	3,76



## Training fields

TRAINING FIELDS	2023	
	h	%
Environment	483	5%
Safety	3874,4	41%
Quality	556,84	6%
Language	590,88	6%
Production	198,62	2%
Managerial	971,14	10%
General	928	10%
Engineering	1387,21	15%
It	142,1	1%
Logistics	308,1	3%
Maintenance	120,98	1%

46  
hours

average hours  
of training per  
employee

> 9500  
hours

of training hours  
in 2023

41 %

of training hours  
dedicated to  
Safety

## 3.2 Health and Safety

The Occupational Health and Safety Management System includes all employees and is defined in compliance with Mexican legislation, according to the guidelines of the NOM (Normas Oficiales Mexicanas) 030-STPS-2018 standard which establishes the safety and hygiene conditions at work for the identification, analysis and prevention of ergonomic risks.

Using the different NOMs, a diagnosis was made regarding occupational safety and health. The diagnosis includes compliance with:

The diagnosis includes compliance with:

- 12 safety standards (safe working environment, fire prevention, safety systems devices in machinery, use of hazardous substances, material handling and storage, electrical risk, work at heights, pressure vessels and boilers, safety in cutting and welding work, confined spaces, access and development of activities for workers with disabilities);

- 11 occupational health standards (chemical agents, noise, ionizing and non-ionizing radiation, environmental pressures, thermal conditions, vibrations, lighting, psychosocial risk, ergonomic risks, teleworking).

A health and safety commission has been set up in the company which carries out monthly visits to the different work areas to evaluate the progress of the safety system and define improvement objectives.

The company doctor analyses the health impacts generated by the various risks and the possible incidence of occupational diseases. Employee health is monitored monthly, also in relation to health problems not directly related to work. The company also takes care of purchasing any necessary medicines. The company also works hard on health prevention campaigns (vaccination campaigns, AIDS prevention, cardiovascular disease prevention, eye care, nutrition) and women's health (diagnostic screening, female tumors), given the high presence of women in the company.



For new mothers there is a breastfeeding room. The company also works hard on a social level, for example with campaigns to reduce the number of young mothers, to prevent alcoholism, to promote mental health. These programs are open to all staff and their families freely and free of charge.

In addition to the mandatory training, an annual health and safety training plan is defined. Specific training courses are provided for new projects, on their potential associated risks. For new hires in the on-boarding program, general safety training is provided on the first day of work.

In 2023, Cebi México recorded 2 recordable injuries and 0 accidents with serious consequences. There is a positive trend in the decrease in accidents (-80%).

## Work related injuries

	2023	2022	2021
Number of hours worked	463.344	412.944	387.744
Accidents at work with serious consequences	0	0	0
Recordable injuries	2	5	11
<i>rate</i>	0,9	2,4	5,7





## 4. The importance of environment

The great attention that Cebi dedicates to environmental issues has been demonstrated by several actions undertaken towards a better impact on the planet. All its plants work to improve their environmental assets. In particular, Cebi Industrias México has reported the following data in the fields of energy, emissions, water consumption and waste.

### 4.1 Energy

Today, cautiously monitoring energy consumption and defining purchase agreements, which are specifically oriented to link economic advantages and environmental sustainability, becomes a necessary activity. The final aim is to protect the company against potential supply risks. For that reason, Cebi Industrias México works against energy waste. In 2023, the company replaced fluorescent lamps with LED lamps, which saved about 70% of energy. In addition, the change in lighting also improved the overall visibility of production. Furthermore, by 2024, the installation of solar panels will be carried out at the plant with a maximum load of 208 kWh. At full capacity, the plant will cover approximately 60% of the needs.

The energy sources used are electricity, diesel and fuel oil. In 2023, **5219.46 GJ** were consumed in Cebi México.



#### Fuel consumption

	2023		2022		2021	
	UoM	GJ	UoM	GJ	UoM	GJ
Diesel (Litre)	20,00	0,72	100,00	3,59	0,00	0,00
Fuel oil (Kg)	400,00	16,36	800,00	32,73	200,00	8,18



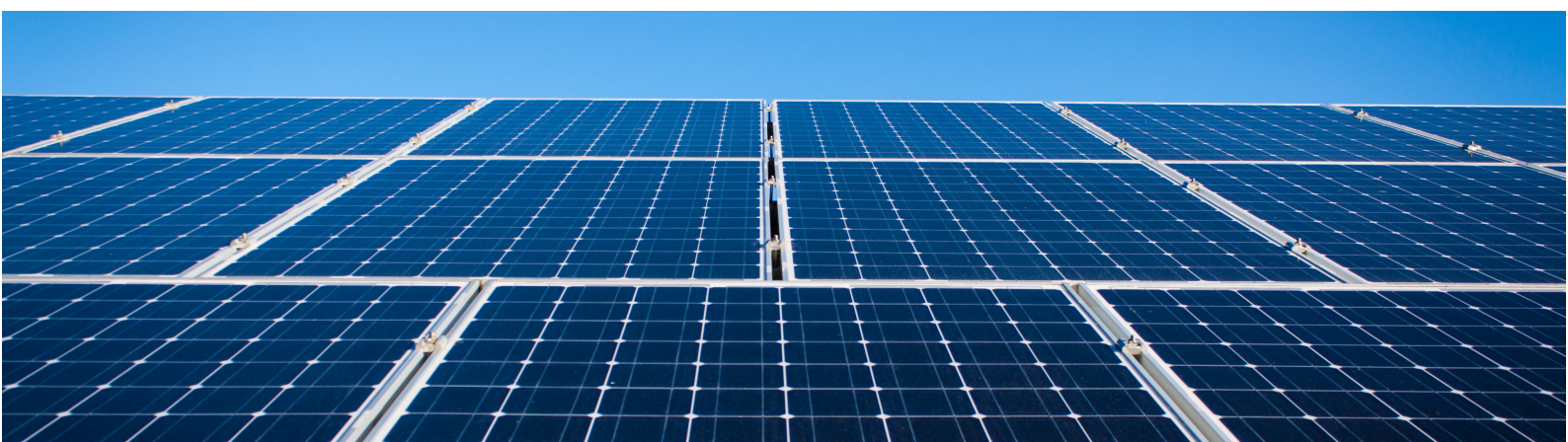
## Electricity consumption

	2023		2022		2021	
UoM	kWh	GJ	kWh	GJ	kWh	GJ
Electricity purchased from the grid	963.403,00	3648,25	851.516,00	3065,46	769.376,00	2769,75
Energy purchased from the grid with certificate from renewable sources	481.701,50	1734,13	425.728,00	1532,62	269.281,60	969,41

TOTAL	UoM	2023	2022	2021
Total energy consum. within the organization	GJ	5219,46	4634,40	3747,35

## Energy intensity

	UoM	2023	2022	2021
Annual turnover	(€)	24.731.070,00	20.281.183,00	18.454.311,00
Total of energy consumption	MJ	5.219.458,97	4.634.400,24	3.747.349,36
Total of energy consumpt/turnover	MJ/€	0,21	0,23	0,20





## 4.2 Emissions

### Emissions - Scope 1

	2023		2022		2021	
	UoM	tCO <sub>2</sub> eq	UoM	tCO <sub>2</sub> eq	UoM	tCO <sub>2</sub> eq
Diesel (Litre)	20,00	0,05	100,00	0,27	0,00	0,00
Fuel Oil (Kg)	400,00	1.257,20	800,00	2.514,40	200,00	628,60
R 410 (kg)	2,20	4.232,80	2,20	4.232,80	0,00	0,00
<b>Total (tCO<sub>2</sub>eq)</b>	5.490,05		6.747,47		628,60	

### Emissions - Scope 2

	UoM	2023	2022	2021
Electricity purchased from the grid	kWh	963.403,00	851.516,00	769.376,00
Energy purchased from the grid with certificate from renewable sources	kWh	481.701,50	425.728,00	269.281,60

	2023		2022		2021	
		Market based		Market based		Market based
<b>Total (tCO<sub>2</sub>eq)</b>		417,15		368,71		333,14



## 4.3 Water

Water management is strategic for Cebi México, as the company is located in a water stress area. Water is provided by the municipality through the drinking water network of the industrial park. The drinking water is provided by the “drinking water and sewerage Commission” of the CIX-II industrial park (CAPACIX), supplied to a cistern at the foot of the company and extracted from a deep well that is located inside the industrial park. Every year Cebi México signs a contract for drinking water consumption.

Water is mainly used for sanitary facilities and for washing dishes and kitchen utensils. The average daily consumption per person is 33 liters. The water resource is also used in production processes for cooling thermostats and rinse pumps in an average daily volume of 171 liters, while for green areas are used around 100 liters a day.

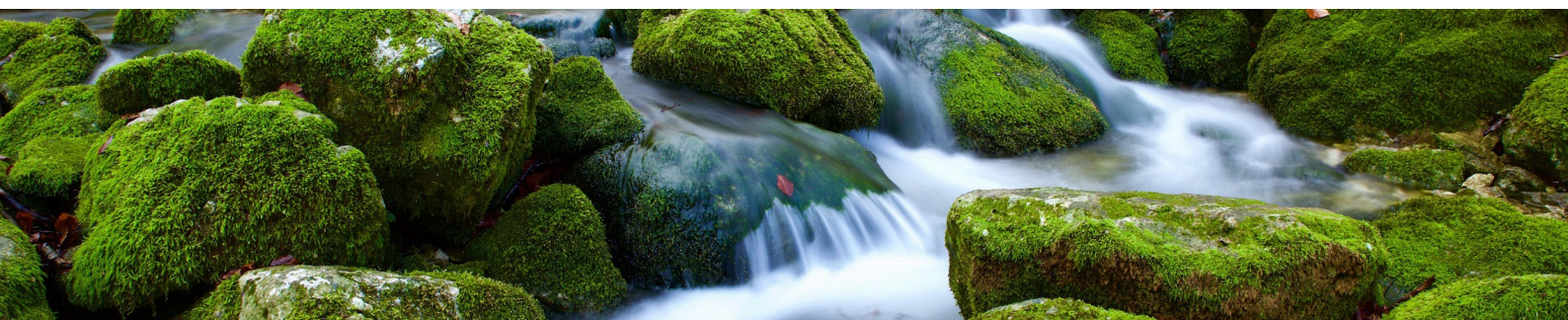
Water discharge is carried out according to Mexican regulatory standards. The final treatment of wastewater discharges is carried out by the biological treatment plant of the CIX II industrial park.

The company has committed to reducing water use in its processes, for example by reducing water consumption on the thermostat assembly line by 25%. Furthermore, although the number of personnel increased by approximately 30% between 2021 and 2023, water consumption was kept below the 1689m<sup>3</sup> agreed with the authority.

The data collected on water resource management reports the withdrawal and discharge of water.

### Water consumption

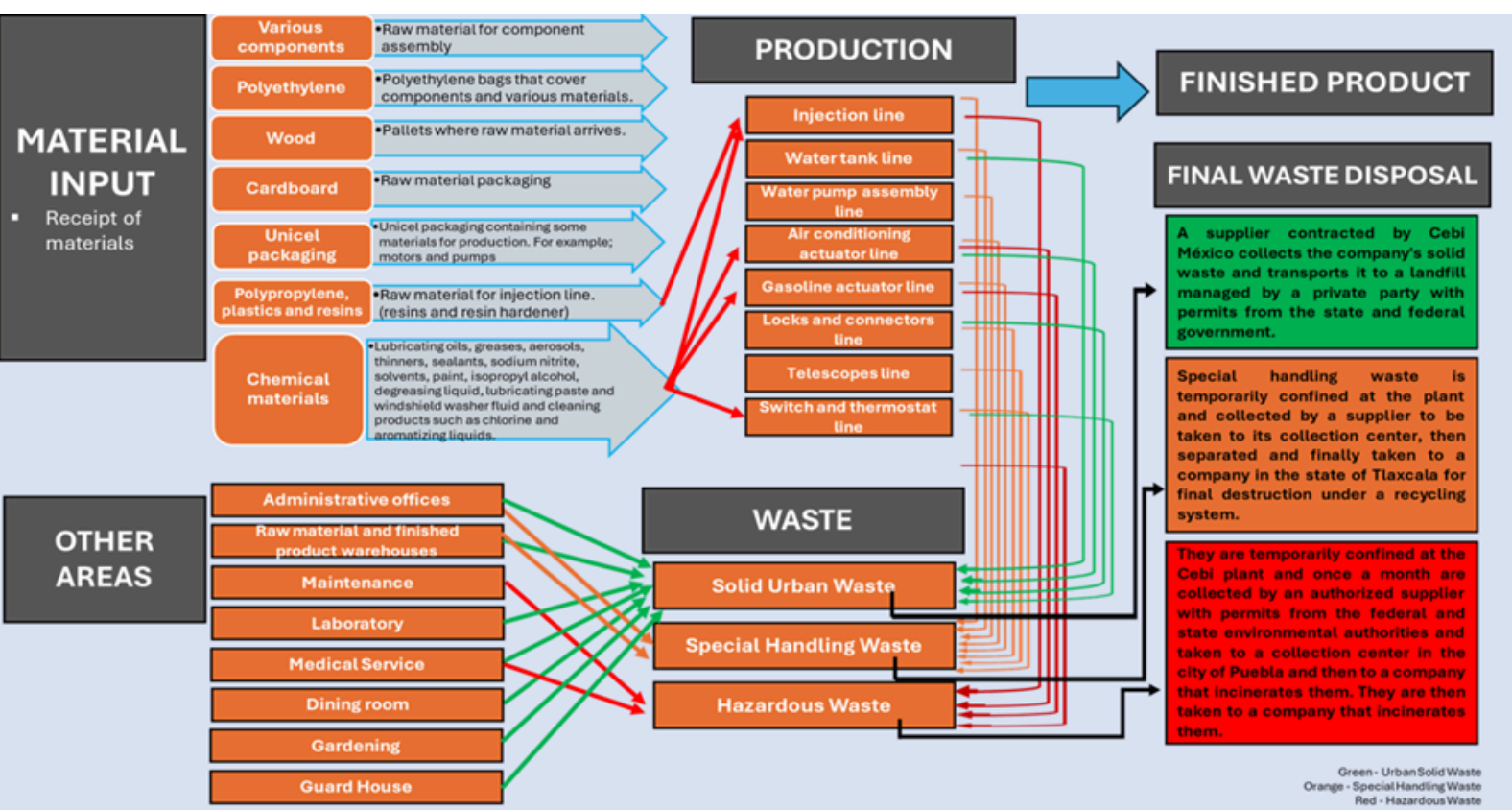
	UoM	2023	2022	2021
Total water withdrawal	m <sup>3</sup>	1.393, 00	1.299,00	1.352,00
Total water discharge	m <sup>3</sup>	1.393, 00	1.299,00	1.352,00
Total water consumption	m <sup>3</sup>	0	0	0



## 4.4 Wastes

Cebi takes great care of waste disposal systems making sure to encourage circular economy projects.

Cebi Industrias México manages the disposal of wastes in the working processes, starting from raw materials, according to the following scheme:



Cebi Industrias México pays attention to limiting the environmental impacts that come from waste management. The company refers to different suppliers depending on the type of waste. The safety and environment area checks the documentation sent by suppliers and prepares a monthly report to measure waste production. The report includes a target for each type of waste.

Municipal solid waste, paper waste generated in the bathrooms and organic and inorganic waste generated in the cafeteria, kitchen and offices, are collected weekly and transported to a sanitary landfill managed by a third-party private company with permits from the state and federal government.

Special handling waste is temporarily confined at the plant and then collected by a supplier to be taken to its collection center, separated and finally taken to a company for final destruction under a recycling system. This waste consists of wood, cardboard, polyethylene, polypropylene, unicell, purge, and scrap. The plant earns income from the sale of this waste. In the perspective of waste reduction and circular economy, the plant is equipped with a mill for recycling non-compliant material (plastic) and for purging the injection line, in order to reduce the generation of waste to be destroyed that is reused in the injection process.

For the disposal of hazardous waste and final treatment, Cebi México works with a supplier duly accredited by SEMARNAT (Ministry of Environment and Natural Resources). Hazardous waste is transported and then incinerated at the waste collection center located in the city of Puebla.

## Waste generated

In 2023, Cebi México generated approximately 125 tons of waste, broken down as shown in the following table:

Type		2023		
	UoM	Generated waste	Waste not intended for disposal	Waste intended for disposal
Non-hazardous waste	t	118,78	59,02	59,76
Hazardous waste	t	6,50	0,00	6,50
<b>Total waste</b>	<b>t</b>	<b>125,28</b>	<b>59,02</b>	<b>66,26</b>
		2022		
Non-hazardous waste	t	146,07	71,18	74,90
Hazardous waste	t	6,90	0,00	6,90
<b>Total waste</b>	<b>t</b>	<b>152,97</b>	<b>71,18</b>	<b>81,79</b>
		2021		
Non-hazardous waste	t	113,77	42,63	71,14
Hazardous waste	t	12,77	0,00	12,77
<b>Total waste</b>	<b>t</b>	<b>126,55</b>	<b>42,63</b>	<b>83,92</b>



# 5. Methodological note

This document represents a step towards the Corporate Sustainability Reporting Directive (CSRD), which will be applied by Cebi Group for sustainability reporting from 2025.

From 2024, Cebi Industrias México will be subject to the sustainability reporting requirements of Cebi Group as a subsidiary.

This document covers the financial year 2023 (1 January 2023 to 31 December 2023). In order to comply with the principle of comparability, the time axis taken into account is for the three-year period 2021-2023. The scope of the document includes the production plant located in Calle Huamantla No 15, Ciudad Industrial Xicohténcatl II - CP-90500 Huamantla, Tlaxcala Mexico.

The document reports on Cebi Industrias México's activities in relation to the environment and social issues. For its drafting, the methodological reference was the GRI Sustainability Reporting Standards - GRI-Standards 2021, according to the option 'With reference to the GRI Standards', as required by GRI Standard 1: 2021 Fundamental Principles, chapter 3. The contents of this document have been identified and reported according to the principles of accuracy, balance, clarity, comparability, completeness, timeliness and verifiability, taking into consideration the respective and broader context of the sustainability framework.

For this 2023 edition, the company has prioritised a quantitative analysis of the data collected, through a sustainability assessment activity involving the company's internal stakeholders.

This document has been approved by the Plant Management on the 30th of November 2024.

For further information or clarification, please send an e-mail to: [Christian.Mosele@cebi.com](mailto:Christian.Mosele@cebi.com)

## Conversion factors:

**Scope 1 emissions:** emission factors published by DEFRA were applied to calculate emissions for fuels (e.g. petrol, diesel and natural gas), Conversion factors - Full set 2023

**Scope 2 emissions - Market-based:** source Average Mexico Grid Mix (approx.) based on national inventories and IEA estimates



# 6. GRI Content Index

**Declaration of use:** Cebi Industrias México has submitted a document with reference to the GRI Standards for the period 1 January 2023-31 December 2023.

**GRI 1 used:** GRI 1 - Foundation – 2021 version.

Specifically, the following indicators have been used:

STANDARD GRI	DISCLOSURE	PAGE/NOTES
<b>GRI 2 - GENERAL DISCLOSURES</b>	2-1 Organizational details	3 - 19
	2-2 Entities included in the organization's sustainability reporting	19-20
	2-3 Reporting period, frequency and contact point	19-20
	2-4 - Restatements of information	19-20
	2-5 - External assurance	Not considered
	2-7 Employees	12
	2-8 Workers are not-employees	12
<b>GRI 301 - MATERIALS</b>	301-1 Materials used by weight or volume	14
	301-2 Recycled input materials used	15
<b>GRI 302 - ENERGY</b>	302-1 Energy consumption within the organization	22
	302-3 Energy intensity	23
<b>GRI 303 - WATER AND EFFLUENTS</b>	303-1 Interactions with water as a shared resource	25
	303-3 Water withdrawal	25
	303-4 Water discharge	25
	303-5 Water consumption	25
<b>GRI 305 - EMISSIONS</b>	305-1 Direct (Scope 1) GHG emissions	24
	305-2 Energy indirect (Scope 2) GHG emissions	24
<b>GRI 306 - WASTE</b>	306-1 Waste generation and significant waste-related impacts	26
	306-2 Management of significant waste related impacts	26
	306-3 Waste generated	27
	306-4 Waste diverted from disposal	27
	306-5 Waste directed to disposal	27
<b>GRI 401 - EMPLOYMENT</b>		
	401-3 Parental leave	16
<b>GRI 403 - OCCUPATIONAL HEALTH AND SAFETY</b>	403-1 Occupational health and safety management system	20
	403-9 Work-related injuries	21
<b>GRI 404 - TRAINING AND EDUCATION</b>	404-1 Average hours of training per year per employee	19
	404-2 Programs for upgrading employee skills and transition assistance programs	19
	404-3 Percentage of employees receiving regular performance and career development reviews	18
<b>GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY</b>	405-1 Diversity of governance bodies and employees	5



This document was drafted by the Cebi Group Sustainability Team, coordinated by Group CSR manager Christian Mosele, with the advice of ICDLAB (SUSTAINABILITY AND COMMUNICATION).



COMMUNITY MEMBER

2025

We would like to thank the entire Cebi staff for their contribution to the report.

