



2024

Impact Report:
**Surfaces
with Purpose**



A Message from Our President, Matt Kahny

At Dal-Tile, innovation and sustainability are at the heart of everything we do. We constantly push ourselves to raise the bar, embracing responsible business practices and environmental stewardship.

OUR PROMISE platform reflects our commitment to three key areas: protecting the planet, fostering employee well-being, and maintaining transparency in how we operate. Every day, we strive to create beautiful, high-quality tile and XL slab surfaces with responsibility and integrity.

Our Planet

Sustainability isn't just an ideal—it's a responsibility we bring to life daily through our innovative manufacturing and eco-conscious product designs. We take an active role in minimizing our environmental impact, continuously seeking ways to reduce waste, conserve resources and develop sustainable product solutions. In our U.S. and Mexico-based facilities, we recycle and reuse 84% of all process wastewater. Additionally, we've cut our carbon footprint by 17% since 2018.

Our People

Sustainability goes beyond our products—it's also about investing in our team. With more than 10,000 employees across North America, we work to foster a culture that values collaboration, respect and professional growth.

We are committed to attracting and retaining top talent by maintaining high standards in employee wellness and safety while facilitating opportunities for professional growth. Our employees have access to comprehensive health and wellness programs, workplace safety initiatives and career development opportunities.

To recognize our employees' hard work, we offer programs like the Presidential Awards and Celebration platform. Additionally, we support mentorship and leadership development, including initiatives such as the Dal-Tile LeadHer program, which empowers female employees. We also invest in professional growth through our HR Mentorship Program, further reinforcing our commitment to employee development.

Beyond our workforce, we are dedicated to making a positive impact in the communities we serve. Through long-standing partnerships with organizations like the Gary Sinise Foundation, Habitat for Humanity, the Salvation Army and local schools, we actively contribute to building stronger communities.

Our Commitment

Operating with integrity, accountability and transparency is at the core of our business philosophy. We set high ethical standards, regularly evaluating our practices to ensure we meet them.

Dal-Tile North America's Environmental, Social and Governance (ESG) strategy is built around three guiding principles: investing in our people, protecting the planet and maintaining responsible governance. Through these efforts, we are shaping a better future for both our industry and the world.

A handwritten signature in black ink, appearing to read 'Matt Kahny'.

MATT KAHNY
President of Dal-Tile, LLC



AMERICAN OLEAN®

DAL-TILE



2024 Highlights

- Overall, we recover and reuse **84%** of all process wastewater in our U.S. and Mexico-based facilities.
- We've prevented over **125 million** gallons of wastewater from entering local municipal water treatment facilities.
- **Over 99%** of our tile collections contain recycled materials.
- We have sent **millions of pounds** of materials to state-approved beneficial reuse programs.
- Since 2018, we've reduced our overall energy consumption by **11%** at all sales service centers and distribution facilities.



2024 At-a-Glance

- **100% Green Squared Certified** – All North American plants achieved certification.
- **Renewed Transparency** – Declare Labels and Certifications successfully renewed.
- **EcoVadis Recognition** – Earned the EcoVadis Committed Badge for sustainability efforts.
- **Higher Mindclick™ MSAP Ratings** – Two of four hospitality product families now at Leader Level.
- **SampleBar Program Upgrade** – Now featuring fully recyclable packaging and sample return bins in all showrooms.



Our Brands



AMERICAN OLEAN®



At Dal-Tile, our mission is to craft beautiful tiles responsibly, every single day. We bring sustainability to life through our products and responsible manufacturing processes. As dedicated stewards of our global impact, we leverage resources to shrink our environmental footprint, reduce waste and reinvigorate our industry with sustainable inspiration."

MATT KAHNY
President of Dal-Tile, LLC

Our Promise

Award-Winning OUR PROMISE Sustainability Platform

Dal-Tile’s comprehensive OUR PROMISE campaign is a robust communication and education endeavor aimed at showcasing the environmentally friendly and sustainable aspects of the brand’s products and processes to all customer segments. This extensive messaging program is seamlessly integrated into every stage of the customer’s shopping journey, from the initial digital interaction to the in-store experience.

Launched in 2022, Dal-Tile has actively led this campaign, maintaining a strong presence at trade shows and events through 2025. The campaign has earned widespread recognition, winning the Best of Sustainability/Disruption award at The International Surface Event 2023, the GreenStep Award in the Product category and the Wellness Trailblazer honor at the Kitchen and Bath Industry Show 2024.

Dal-Tile also served as a headline sponsor for the inaugural Flooring Sustainability Summit in July 2024 organized by the Tile Council of North America, reinforcing its commitment to sustainability. This first-of-its-kind event united industry leaders, architects and designers to advance sustainable practices in flooring.

OUR VALUES



1.

Zero compromises on ethical standards



2.

Policies that prioritize health, safety and respect



3.

Robust education and training to provide opportunities to everyone



MENTORSHIP PROGRAMS

LEAD^{her}

The LeadHER Initiative fosters a community for women in leadership, enhancing connections and promoting professional growth.

In 2024, we expanded the program with quarterly speakers and panels, achieving a record year for mentorship participation. The Women of Dal-Tile also came together for a special LeadHER event on International Women’s Day to connect and share best practices.

“We launched the program three years ago at Corporate Headquarters,” said Hilary Frank, Vice President of Commercial Sales and program co-founder. “This year, we hosted an in-person keynote and workshop for our 2024 mentorship cohort, focusing on Leadership Presence and the seven hurdles that can prevent women from advancing into leadership. We partnered with Linkage, a SHRM company, to provide research on these challenges.”

Frank emphasized the value of cross-organization collaboration, saying, “We don’t all work together daily, but we have plenty of ideas and best practices to share that can strengthen our business.” Commercial Sales Manager Willow Dicker added, “I can’t express how amazing it feels to work for a company that truly celebrates, supports, and promotes women.”

LeadHER continues to drive mentorship, training, and development, reinforcing Dal-Tile’s commitment to cultivating future women leaders. “This initiative strengthens our organization by fostering engagement and inspiring professional growth,” Frank said.



Corporate Mentorship Program

In 2024, our internal HR Mentorship Program provided 66 mentees with a structured opportunity to grow their careers through

personalized guidance from experienced mentors. Designed to foster professional development, the program paired participants with senior leaders who offered insights into career progression, leadership skills, and industry best practices. Over the course of the year, mentees engaged in one-on-one meetings, networking events, and skill-building workshops, ensuring they received comprehensive support tailored to their goals.

By connecting employees across different departments and experience levels, the program not only enhanced individual career paths but also strengthened our company culture. Mentees gained valuable exposure to new perspectives and leadership strategies, while mentors found fulfillment in shaping the next generation of talent. The success of the 2024 cohort highlights our commitment to investing in employee growth, and the program will continue evolving to provide even more impactful opportunities in the future.

