

Recognition of its diversity, equity and inclusion strategy
**EROSKI Group earns the Top Diversity Company 2026
certification**

- **The recognition honours organisations' good practice in diversity, equity and inclusion.**
- **The Group formalised a DEI Plan in 2026 that brings together training, inclusive leadership, communication and access to employment.**
- **The certificate was presented at the DEI Summit 2026 in Madrid.**

Madrid, 21 October 2026. [EROSKI](#) Group has obtained the Top Diversity Company 2026 certification, awarded by INTRAMA, which recognises good business practice in diversity, equity and inclusion. The certification highlights the Group's corporate strategy to build equal opportunities and inclusion into its culture, its processes and the way it manages people. The certificate was presented during the DEI Summit 2026, held at Kinépolis Ciudad de la Imagen in Madrid.

The recognition coincides with the formalisation of EROSKI Group's Diversity, Equity and Inclusion Plan in 2026. Rooted in its cooperative values, the framework brings together initiatives the organisation was already developing and adds a common model of governance, objectives and indicators to advance their application across the different businesses and companies.

José María Cabanillas Prado, Head of Wellbeing and DEI at EROSKI Group, said: *"This certification encourages us to keep moving forward with a commitment that's part of our cooperative identity. We want inclusion to translate into real opportunities to take part, develop and contribute talent. To that end, we're working to build this perspective into day-to-day management, from recruitment and training to leadership and communication."*

Training, participation and job opportunities

The DEI Plan includes specific training for governing bodies, management teams and professionals in people, communication and recruitment. Online content for the whole organisation sits alongside it, with the aim of reaching more than 16,000 people through training activities.

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The Group has also set up a DEI Collaborators Network, made up of people from different businesses, territories and companies, to bring the initiatives closer to day-to-day reality in its workplaces. It has also developed an Inclusive Communication Guide and has tools and training in equal-opportunity recruitment to reduce bias and promote equality of opportunity in access to employment.

Workplace inclusion is another of the plan's lines of work. EROSKI works with specialist organisations to make it easier for people with disabilities or socially vulnerable people to find work. Up to September 2026, the Group had taken on 252 people from vulnerable groups.

One of these collaborations is the Inserta Agreement with Fundación ONCE, renewed in September to promote the hiring of 86 more people with disabilities up to January 2030 and continuing a relationship of 25 years. EROSKI has also signed an agreement with EINA to improve the employability of people who face particular difficulties in accessing the labour market in Navarre, through adapted training and support.

The strategy extends to the shopping experience too. Working with Fundación ONCE, EROSKI has developed a protocol for assisting people with a visual disability, combining communication and support guidelines with training for store teams. Launched as a pilot project in the Duranguesado (the Durango area) in late 2025, the initiative has gradually been extended during 2026 to the Group's own stores in the North zone.

Through these actions, the Group continues its commitment to equal opportunities, reinforced by joining the Carta de la Diversidad, a step formalised in July 2026.

About EROSKI

EROSKI is one of northern Spain's — from Galicia to the Balearic Islands — leading retailers with a 12.32% market share in the region. The cooperative is the market leader in the Basque Country, Navarre and Galicia, and co-leader in the Balearic Islands. At the end of 2025, EROSKI's omnichannel network comprised 1,508 outlets, including supermarkets, hypermarkets, cash-and-carry stores and online supermarkets, as well as optical centres, sports stores and other non-food businesses. EROSKI has more than 6 million customer members and employs over 28,200 people, of whom over 8,300 are cooperative members.

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