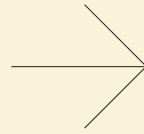


Equality Report 2025



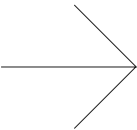
Equality Plan 2023 - 2027



The 2023–2027 Equality Plan, registered in the national register in December 2023, aims to guarantee the real and effective equality of men and women within EROSKI Group and to prevent any form of employment discrimination between them. For this purpose, the resulting measures aim to:

- Promote the principle of equal treatment and opportunities for men and women.
- Achieve a balanced representation of men and women within the company.
- Guarantee the absence of direct or indirect discrimination within the company on grounds of sex, sexual orientation and gender identity, gender expression and sex characteristics and, in particular, discrimination arising from maternity, paternity, family responsibilities, marital status and working conditions.
- Guarantee equal access to company training for men and women.
- Prevent sexual harassment and harassment on grounds of sex, sexual orientation and gender identity, gender expression and sex characteristics, and implement a code of conduct with preventive measures and corrective actions.
- Guarantee a pay equity policy for men and women and the absence of gender pay gaps across all job categories.
- Promote cultural change through communication and equality training at all organisational levels.
- Strengthen the work-life balance of all employees' personal, family and working lives.
- Mainstream the gender perspective across services and in all areas of company management.
- Act as a driving force for equality across all stakeholder groups.

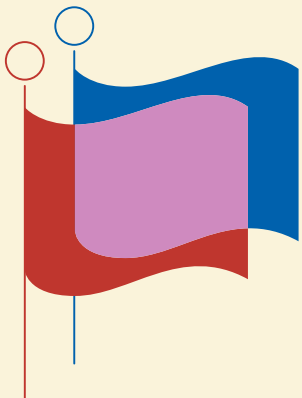
Areas of Work



This plan covers the following areas of work:

- Monitoring and compliance actions.
- Actions relating to access to employment, recruitment and hiring.
- Training and development actions.
- Promotion actions.
- Actions relating to job classification.
- Actions relating to pay policy.
- Actions to promote shared responsibility.
- Actions to address female under-representation.
- Actions to prevent sexual violence in the workplace.
- Actions relating to occupational health.
- Actions against gender-based violence and in support of victims.
- Actions relating to inclusive language and communication.

Monitoring of the Equality Plan and Internal Reporting Channel



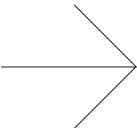
EROSKI Group Equality Commission

Body responsible for conducting and periodically updating the equality diagnosis and Equality Plan at EROSKI.

The Commission, established in 2023, is made up of the same parties involved in negotiating the current Equality Plan: 9 on the employer side and 9 on the workers' side. It is responsible for monitoring and evaluating the Equality Plan at EROSKI Group.

This Commission held its meeting in July.

Equality Observatory of Eroski S. Coop



Eroski S. Coop has an Equality Observatory, a tool established in 2005 to ensure compliance with this principle throughout the organisation, with the aim of:

A

Understanding the actual situation of women within EROSKI.

B

Working towards eliminating employment inequalities on the grounds of sex

C

Creating a professional environment more in keeping with their aspirations, talents and needs

cómplices
Cada persona, cuenta

It is a voluntary group with no hierarchical reporting line, led by the Equality Officer.

Internal reporting channel

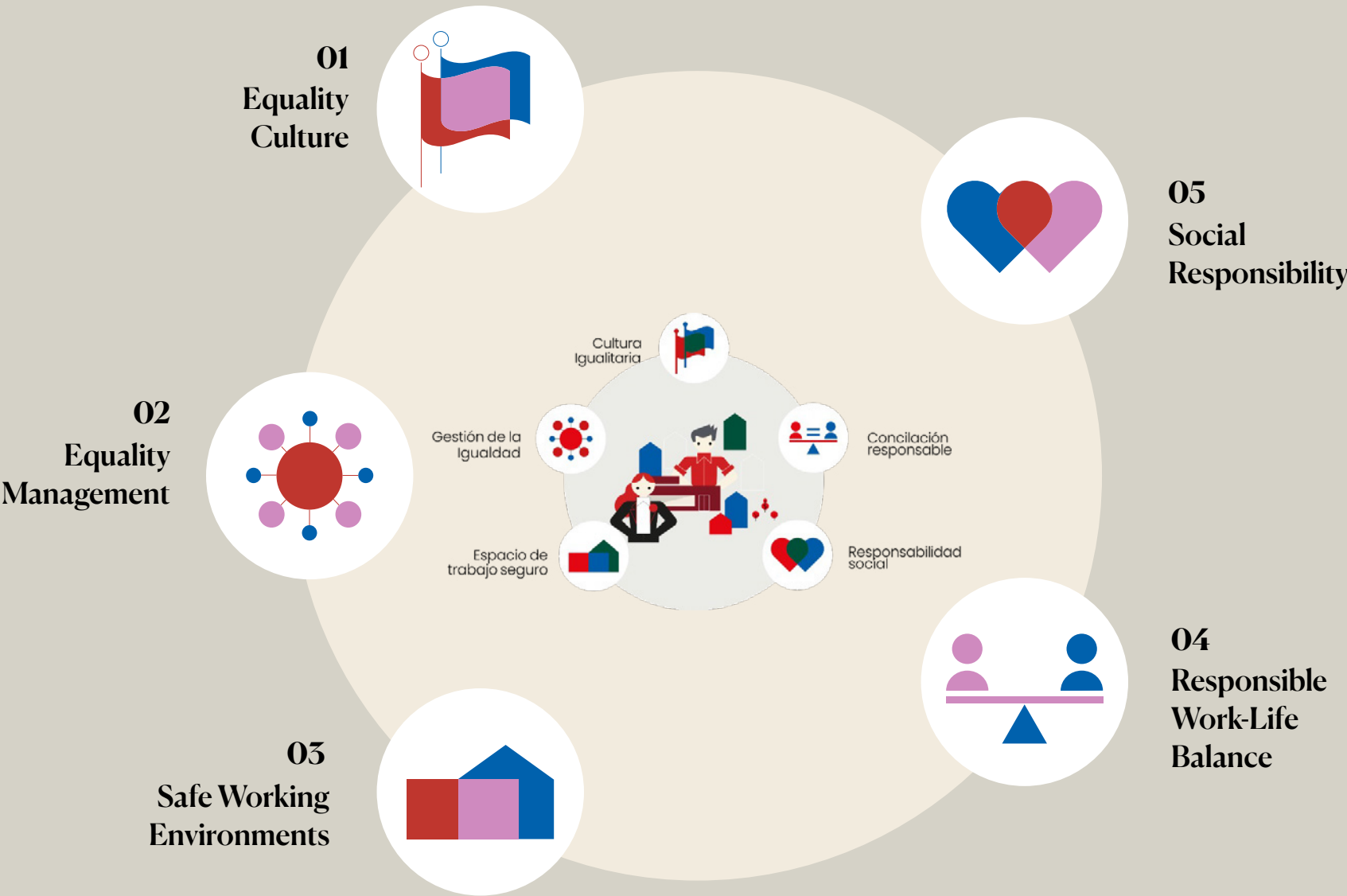
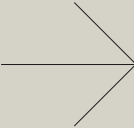
We also have an internal reporting channel, with two protocols addressing sexual harassment in the workplace, which offers a confidential advisory service to prevent potential cases and manage any incidents.

Eroski Group in Figures 2025

		% Women	% Men
Workforce	Total no. of persons	75.58%	24.42%
Occupational group	No. of persons in Management Posts (Director, Manager, Line Manager, Supervisor Groups)	74.80%	25.20%
Work-life balance leave	No. of persons on reduced working hours or leave of absence for statutory care responsibilities	94.65%	5.35%
	No. of persons on reduced working hours or on leave of absence for care for relatives	94.48%	5.52%
	No. of persons on reduced working hours or voluntary leave of absence	80.29%	19.71%
	Total persons on reduced working hours or leave of absence	3,177	
Training	% Training hours	74.53%	25.47%
	% Persons trained	71.38%	28.62%
Promotion	Persons promoted	71.04%	28.96%

Report on Activities Carried Out in 2025

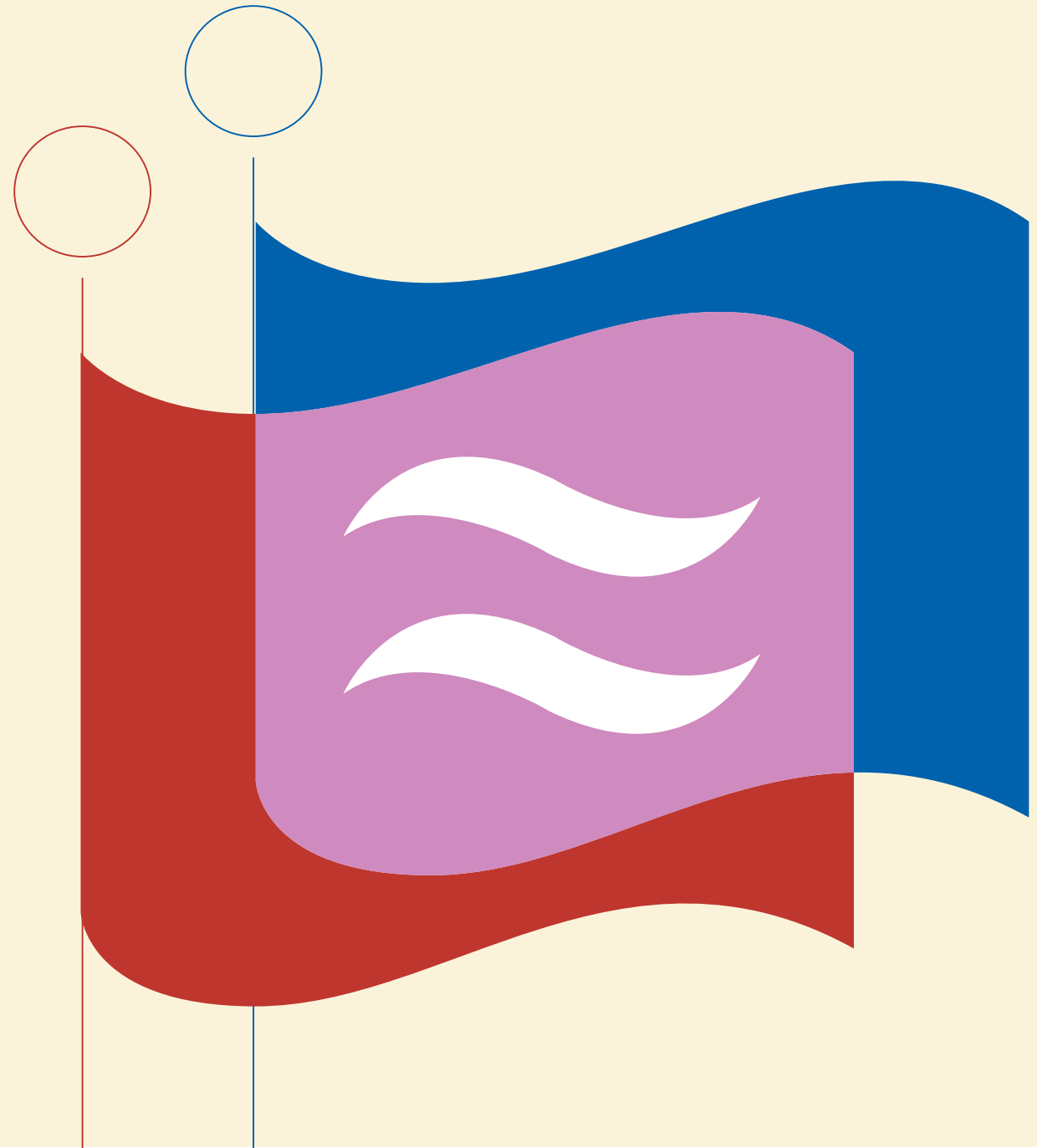
The actions undertaken in 2025 are set out below, grouped by the following areas of intervention:



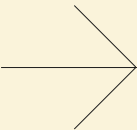
01

Equality Culture

cómplices
Cada persona, cuenta



Equality Culture



Compliance with the Equality Plan reviewed annually.

A

Meeting of the group’s Equality Commission on 2 July 2025, with monitoring and evaluation reports.

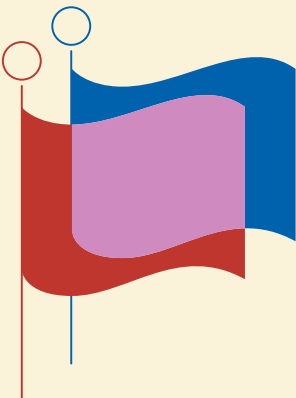
B

Meetings of the Equality Observatory of Eroski S. Coop on 5 March and 7 October 2025.

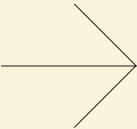
Access to the Equality Plan by the workforce.

A

Available on the intranet and included in the on-boarding programmes for new employees.



Equality Culture

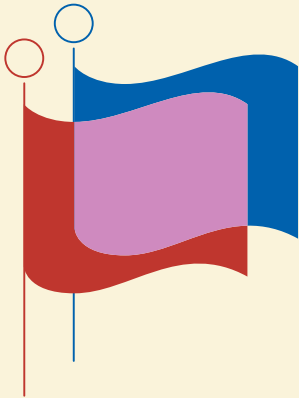


● WOMEN
● MEN



Governance leadership.

Monitoring continues with a view to ensuring balanced participation of men and women in the cooperative's governing bodies. Women currently account for 75% of worker representation.



GOVERNING BODIES / 2025

General Assembly



68% / 32%

Executive Committee



85% / 15%

Governing Board



75% / 25%

Social Council

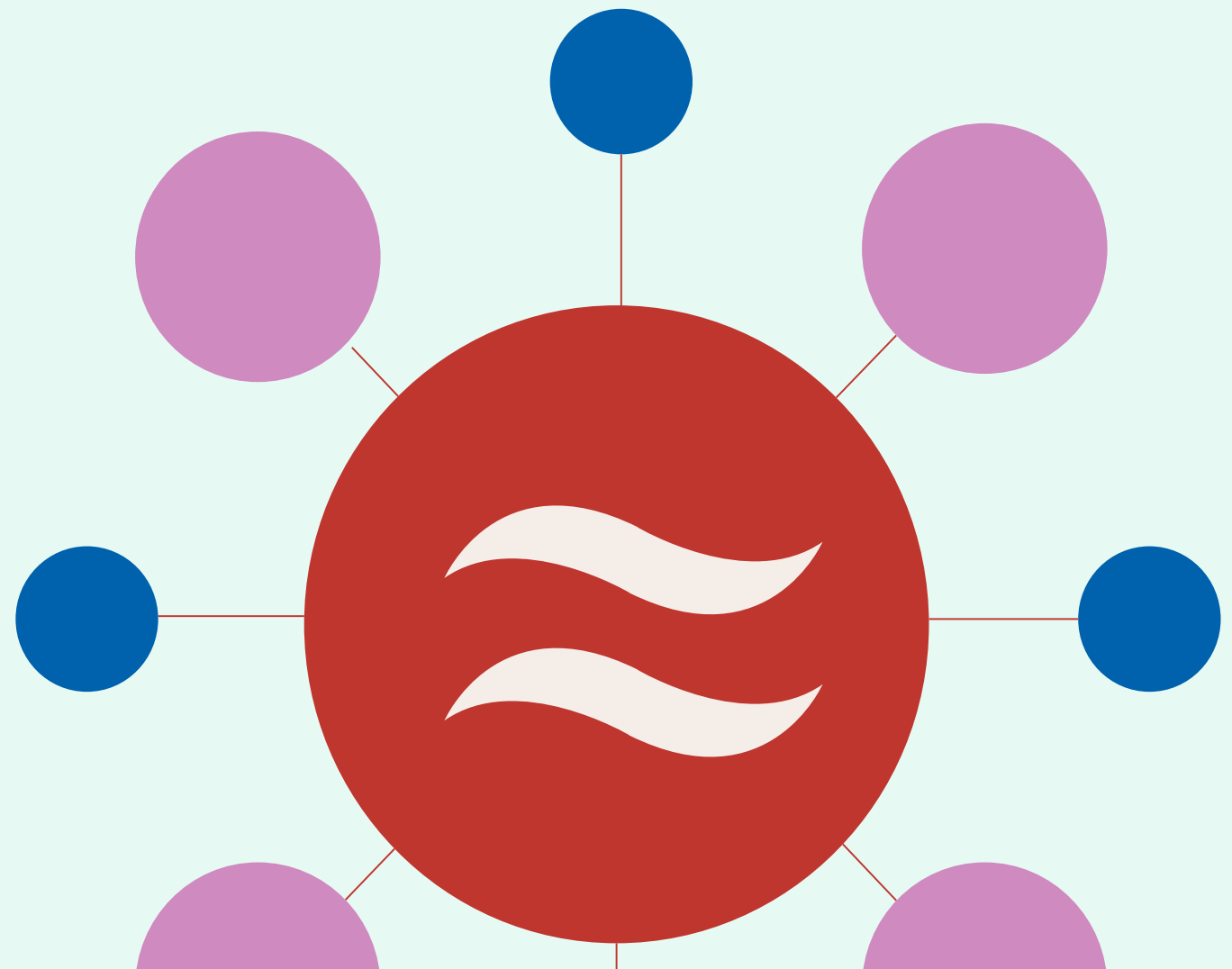


75% / 25%

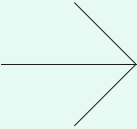
02

Equality Management

cómplices
Cada persona, cuenta

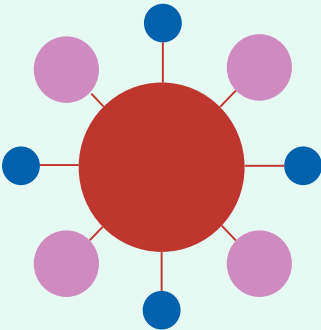


Job Creation

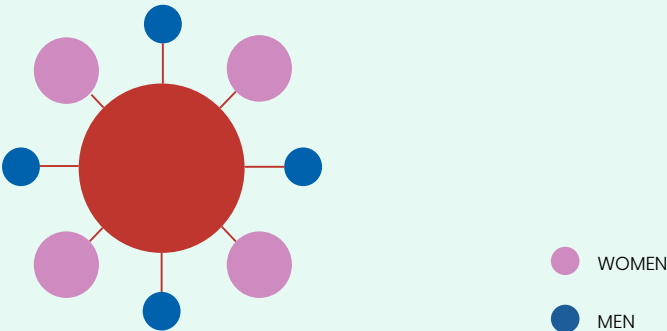
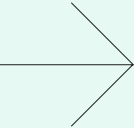


EROSKI Group continues its commitment to gender equity and to promoting employment opportunities for women.

In 2025, women account for 75.58% of EROSKI Group's total workforce.



Monitoring of Gender Pay Gap data



We apply the principle of pay solidarity throughout the organisation in accordance with our values, thereby aligning our corporate culture with our day-to-day conduct.

(Mean gross hourly pay of male employees - Mean gross hourly pay of female employees) / Mean gross hourly pay of male employees *100)

CELEBRATION OF INTERNATIONAL EQUAL PAY DAY.

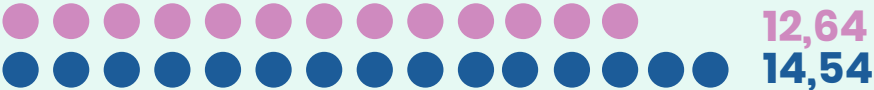
Internal awareness campaign on the importance of closely monitoring the gender pay gap and the actions arising from it.

GENDER PAY GAP

13,05%

IMPROVEMENT
COMPARED TO
2024

Mean gross hourly pay



The gender pay gap stands at 13.05%, representing a gradual improvement on previous years. In 2024 it stood at 13.20%.

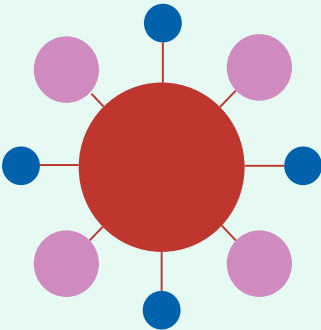
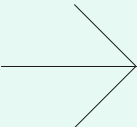
The difference is attributable to men being classified in occupational groups carrying greater responsibility (and therefore higher pay) than those occupied by women. We therefore continue to work **to eliminate the gender pay gap** by addressing vertical segregation through targeted training programmes and ensuring career advancement free from gender bias.

Combatir la brecha salarial, un paso más hacia la igualdad

El Día Internacional de la Igualdad Salarial nos recuerda la importancia de cerrar la brecha salarial entre hombres y mujeres. En la Unión Europea, las mujeres ganan de media un 16 % menos por hora que los hombres. En Grupo Eroski velamos por la reducción de esta brecha y para ello hacemos un registro retributivo anual y una auditoría cada cuatro años



Actions to achieve balanced female representation



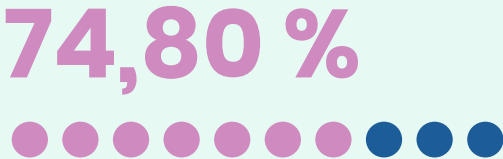
● WOMEN
● MEN

PERCENTAGE OF WOMEN IN POSITIONS OF RESPONSIBILITY

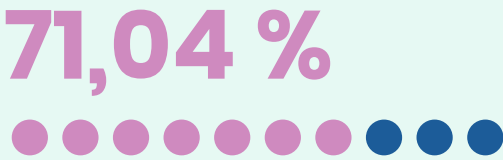
74.80% of positions of responsibility within EROSKI Group are currently held by women

In 2025, 71.04% of persons promoted were women.

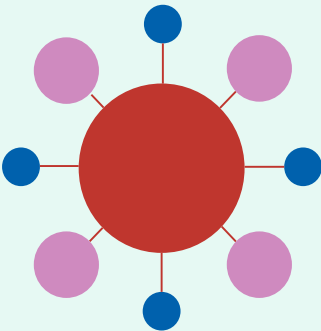
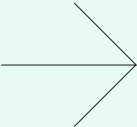
WOMEN IN POSITIONS OF RESPONSIBILITY AT GRUPO EROSKI



PROMOTION OF WOMEN IN 2025



Actions to achieve balanced female representation

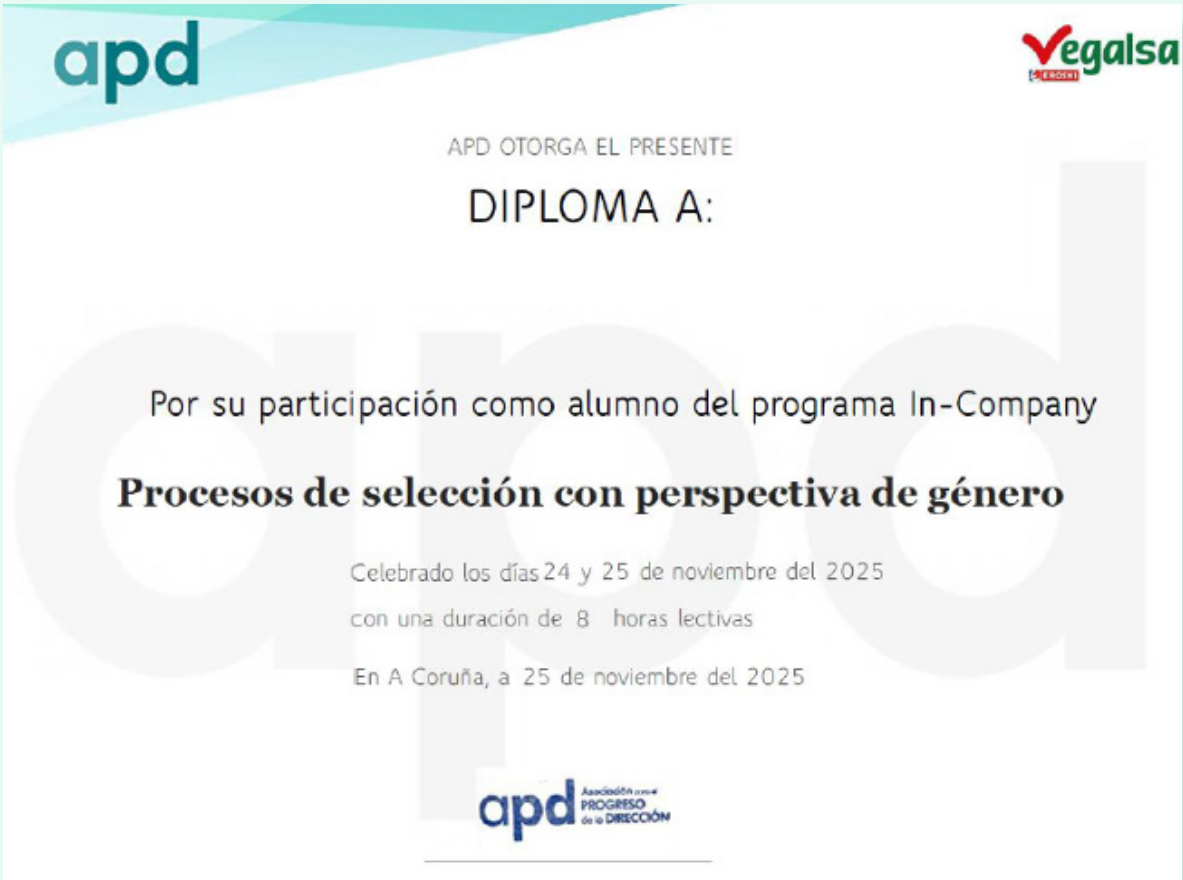


VACANCIES

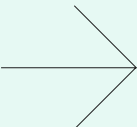
Vacancies are published through each company's usual communication channels within EROSKI Group.

EQUALITY-BASED RECRUITMENT

Equality-based recruitment training has been delivered to 20 persons at EROSKI Group.



Actions to achieve balanced female representation



WE PROVIDE TRAINING PROGRAMMES TO SUPPORT PROFESSIONAL GROWTH

We provide training programmes to support professional growth into management, pre-management and director-level posts. To this end, within the framework of the MBA programmes for Business Managers, Eroski SUMMA and Managers with Potential, we are currently working with a cohort of 80 people, 74% of whom are women.



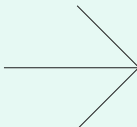
At Vegalsa, three refresher sessions were held as part of the women's empowerment programme launched in 2022, with the participation of 11 women.

Overall, of the total hours of professional and cooperative development training delivered, 75% were provided to women.

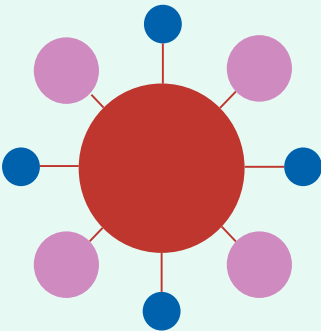
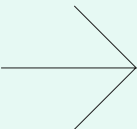
SELF-DIRECTED TRAINING

To help ensure more self-directed training, a new channel has been introduced to provide centralised access to free, open-access training content for all headquarters staff. This channel operates on a

voluntary basis, allowing each person to explore and engage with learning resources at their own pace.



Actions to achieve balanced female representation



VISIBILITY

Increased visibility for women advancing within EROSKI Group through internal communication channels, to create role models for the female workforce.

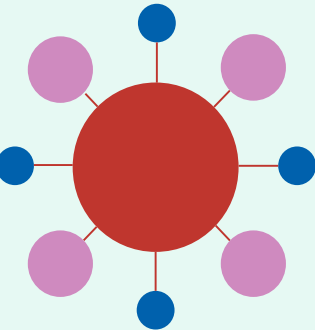
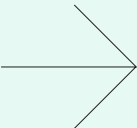


“It has been a privilege to take part in the programme: the training was outstanding. It is a great opportunity to step away from your post for six months and focus on learning, both in-store and through the courses and training sessions provided.”



“The idea of being able to progress within the company, in a job you enjoy, going on to do different things and even discover things you like and are good at, that was very appealing to me.”

Promoting Equality-Based Communication

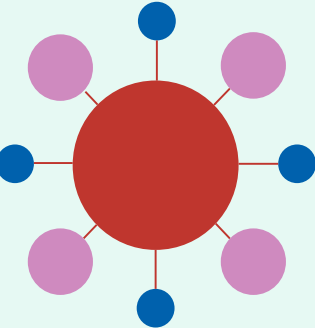
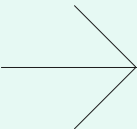


INCLUSIVE LANGUAGE

EROSKI Group promotes the use of inclusive language through new training programmes for the workforce. The training module 'The importance of language' aims to raise awareness of how language is used and to promote its inclusive use across all areas.



Communication and Awareness Actions



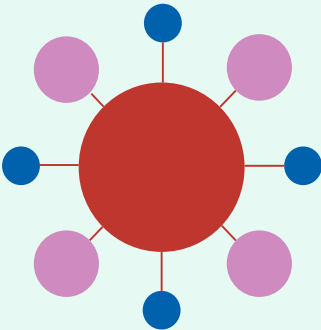
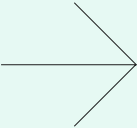
8TH MARCH CAMPAIGN

On 8th March, International Women's Day, EROSKI Group's firm commitment to gender equality is shared with all employees.

On this occasion, we launched an initiative on the Nexo intranet to encourage all store, platform and head office teams to join in supporting this day of celebration and activism. To this end, we invited them to send a photograph by email or WhatsApp in support of the 8M cause.



Communication and Awareness Actions



PRIDE DAY CAMPAIGN

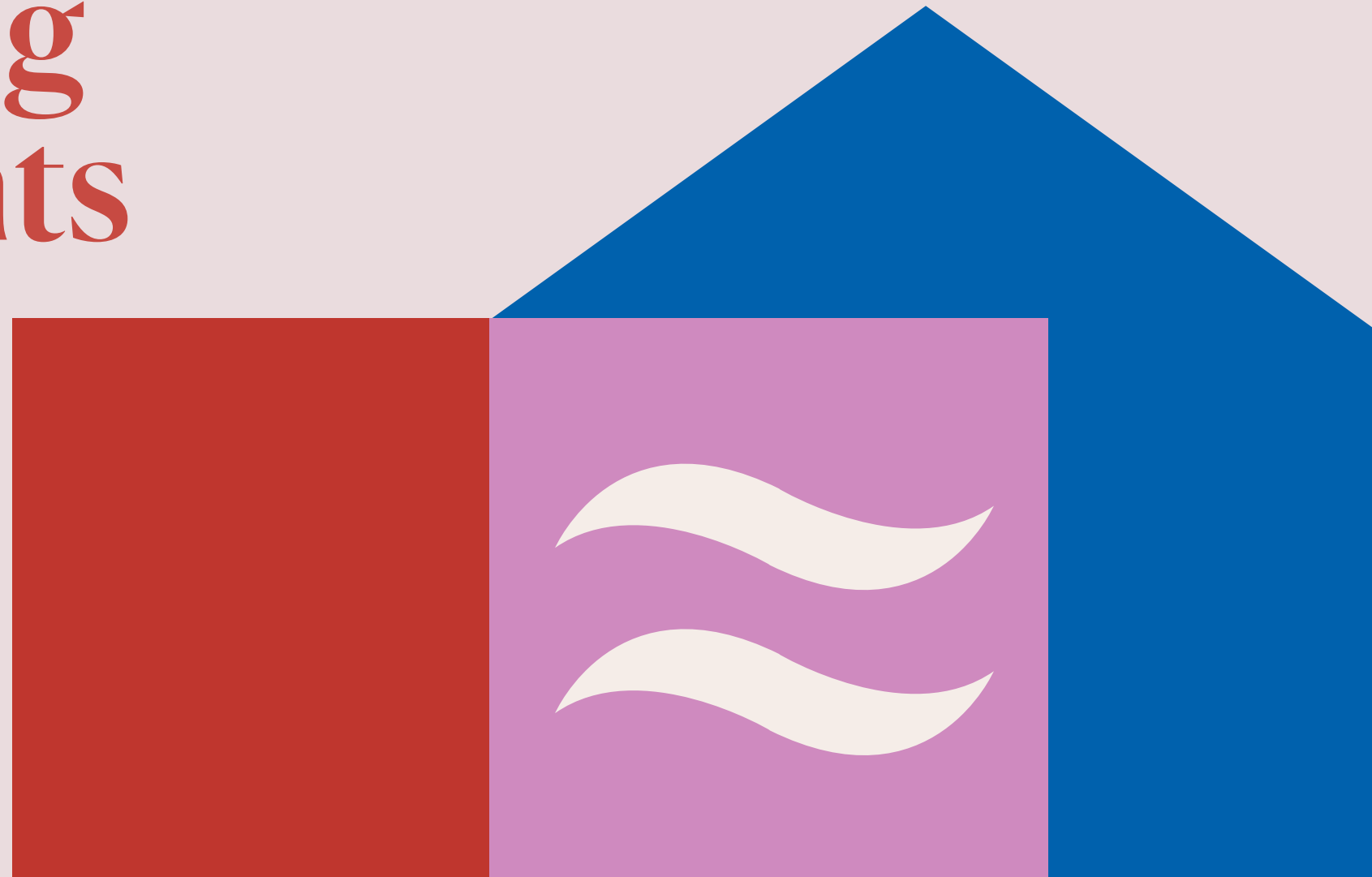
Under the motto 'Pride in being. Pride in sharing', we commemorated International LGBTQIA+ Pride Day at Eroski. A day of advocacy for the rights of the LGBTQIA+ community and for continued efforts to enhance the visibility of the diversity that enriches us.



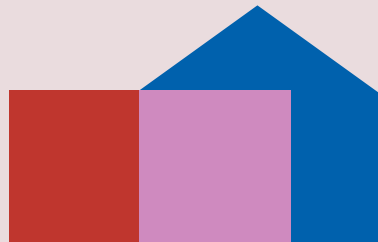
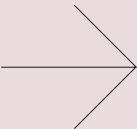
03

Safe Working Environments

cómplices
Cada persona, cuenta



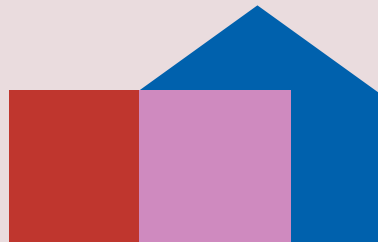
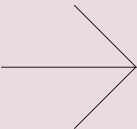
Actions relating to prevention and occupational health



From a preventive perspective, a breast cancer campaign has been launched, highlighting the online training module available to all employees to promote early detection of the disease.



Actions relating to prevention and occupational health



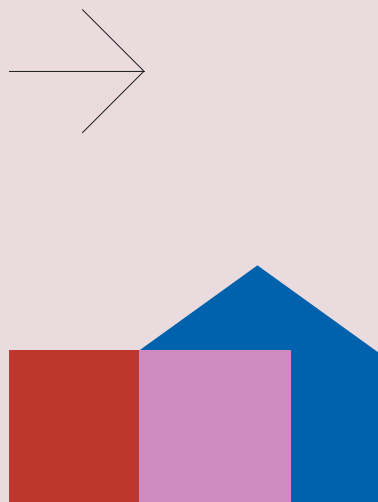
PREVENTIVE HEALTH PROGRAMMES DELIVERED

In recent years, we have introduced health programmes dedicated to employee well-being, such as the STIMULUS employee assistance programme.

We also highlight the digital healthcare provision offered through the LANKIT SALUD/FEM SENTIR SALUD application, as well as the digital physiotherapy programme FISIFY and the preventive physiotherapy programme using the Nordic DAVID methodology, among others. A total of 1,800 people took part in the latter, 57% (1,029) of whom were women.



Support for women victims of sexist violence



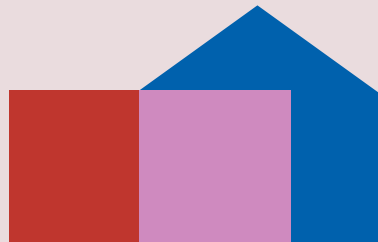
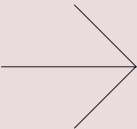
INTERNAL GENDER-BASED VIOLENCE CAMPAIGN

We launched the **internal gender-based violence campaign**, providing all employees with access to EROSKI Group’s protocol for victims of gender-based violence and its sexual harassment policy and procedure. (document available on the intranet).

This protocol provides guidance for raising awareness among internal staff on how to identify instances of violence against women, as well as some guidelines for recognising signs that female colleagues may be experiencing this kind of violence.



Reminder of sexual harassment policy and procedure



A reminder of EROSKI Group's sexual harassment policy and procedure, with training delivered to 344 persons from the line management, director and governing bodies group.

PROTOCOLO DE ACTUACIÓN FRENTE AL ACOSO SEXUAL

POR RAZÓN DE SEXO, ORIENTACIÓN E IDENTIDAD SEXUAL, EXPRESIÓN DE SEXO Y CARACTERÍSTICAS SEXUALES



Protocolo contra el acoso sexual

Eroski manifiesta su tolerancia cero ante la concurrencia en toda su organización de conductas constitutivas de acoso sexual o acoso por razón de sexo, así como por razón de su orientación e identificación de género, expresión de sexo y características sexuales. Con el fin de detectar y resolver este tipo de conductas, Eroski S. Coop y de Grupo Eroski ha establecido sendos protocolos contra el acoso sexual



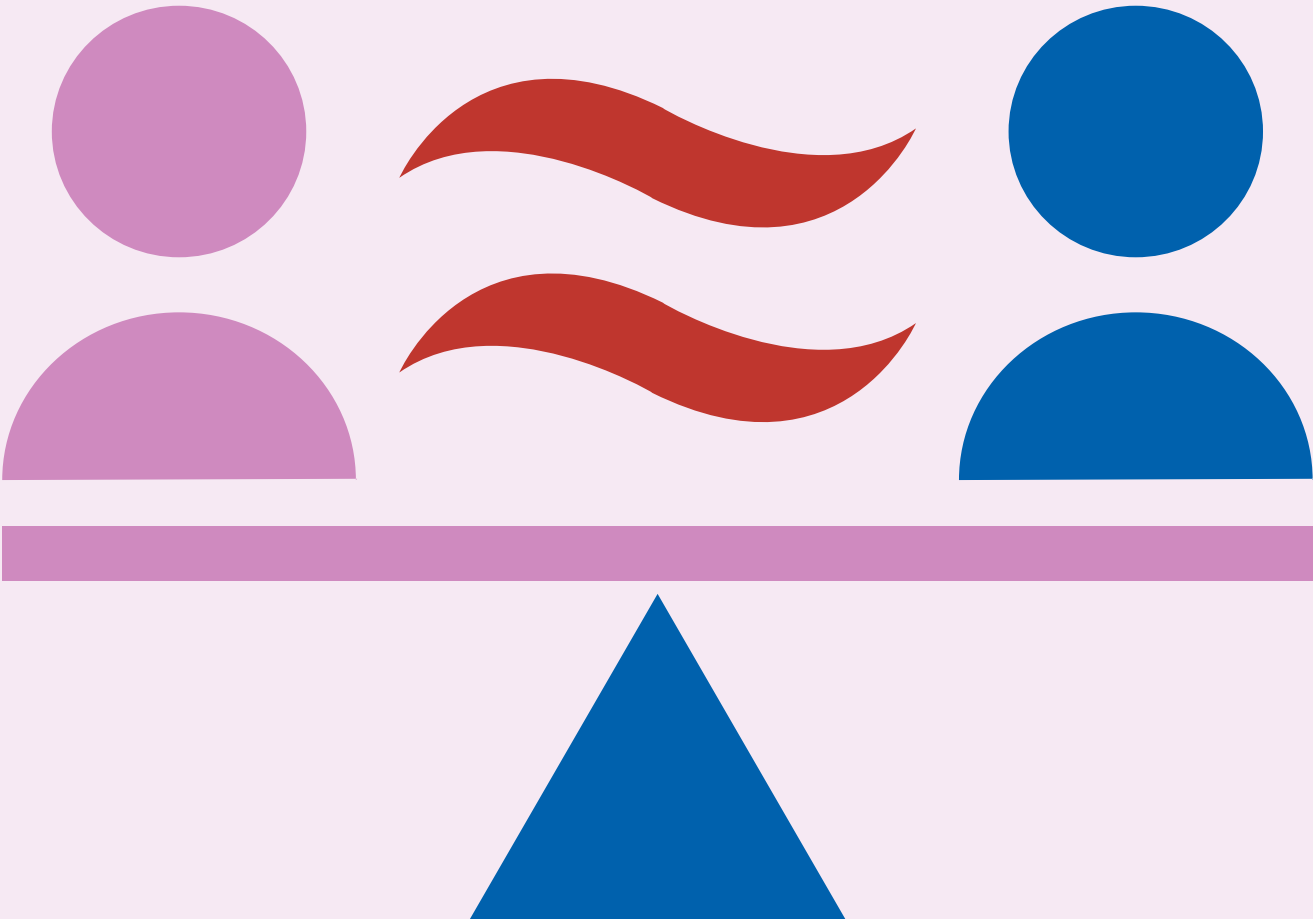
igualando

**La prevención y actuación ante el acoso sexual,
por razón de sexo, LGTBI y psicológico.**



04

Responsible
Work-Life
Balance



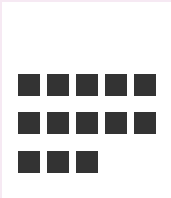
Analysis of use of work-life balance measures in 2025

ANALYSIS OF USE OF WORK-LIFE BALANCE MEASURES IN 2025

Continued attention is given to the use of work-life balance measures, again confirming the higher uptake of these measures by women.

Specifically, in 2025, 3,177 people made use of the measures. It continues to be the case that 92% of these leave arrangements are requested by women, and in the vast majority of cases they are used for caring for older adults and children.

The Observatory therefore reaffirms its commitment to strengthening its ongoing awareness-raising campaigns, with the aim of increasing the Eroski workforce's understanding of shared responsibility and its implications.

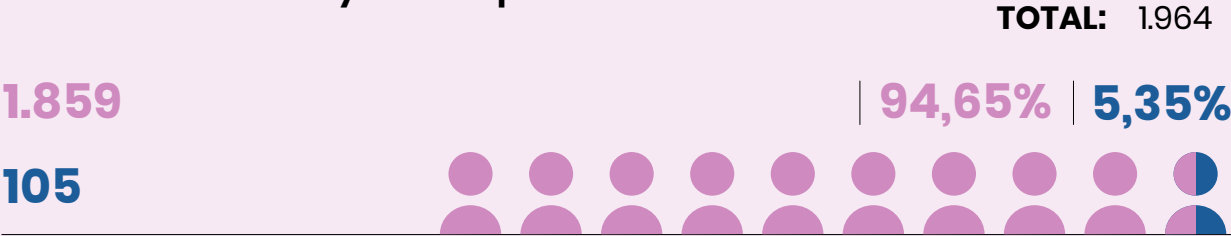


FIVE-DAY WORKING WEEK

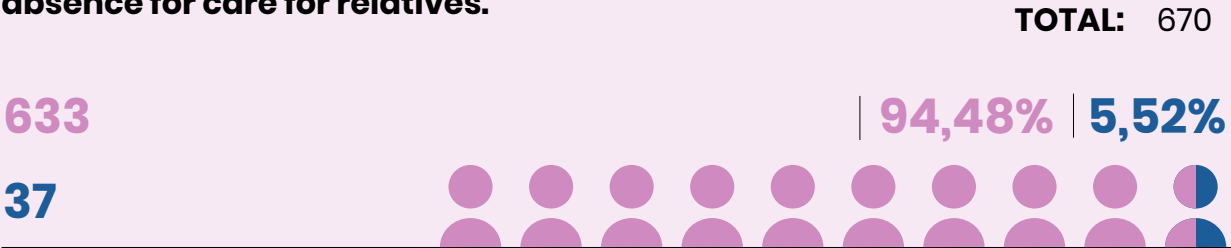
The five-day working week is implemented across all Eroski S. Coop supermarkets and hypermarkets (except for the summer months).



Reduced working hours or leave of absence for statutory care responsibilities.



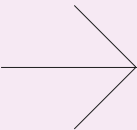
Reduced working hours or on leave of absence for care for relatives.



Reduced working hours or voluntary leave of absence



Guide to birth, adoption and childcare leave



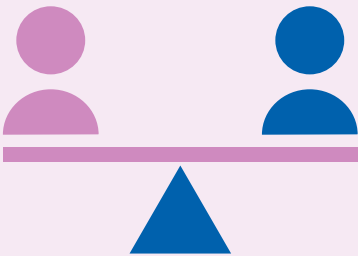
The **guide to birth, adoption and childcare leave** is published by Eroski S. Coop to raise awareness of the extension of this entitlement and to promote shared parenting, on the understanding that the equitable distribution of family responsibilities is key to progress towards a fairer and more equal society. This commitment extends also to single-parent families and LGBTI+ persons.



GUIA

NACIMIENTO, ADOPCIÓN Y
CUIDADO DEL MENOR

OCTUBRE 2025



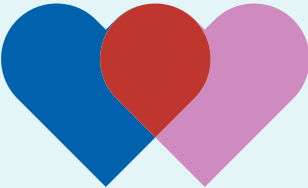
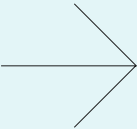
05

Social Responsibility

cómplices
Cada persona, cuenta



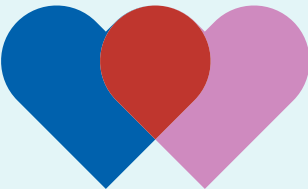
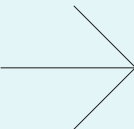
Labour market integration of women victims of gender-based violence



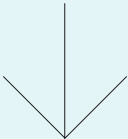
We remain committed to the **labour market integration of women victims of gender-based violence** through a national collaboration agreement with the Red Cross and, at territorial level, with the social consultancy Daiteke in Gipuzkoa.



Labour market integration of women victims of gender-based violence



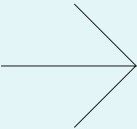
Charity campaign



CÉNTIMOS SOLIDARIOS DONATION PROGRAMME, IN SUPPORT OF WOMEN AND CHILDREN WHO ARE VICTIMS OF GENDER-BASED VIOLENCE

We carry out the charity campaign through the Céntimos Solidarios donation programme, in support of women and children who are victims of gender-based violence and their sons and daughters.

Charity campaign



WE COLLABORATE WITH THE ASOCIACIÓN CONTRA EL CÁNCER IN BIZKAIA

and Eroski employees are encouraged to take an active part in the charity walk.

Bilbao en marcha
contra el cáncer
martxan minbiziaren aurka

8 de junio, 11:00h.
Ekainak 8, 11:00.

I Marcha no competitiva de 4 km.
4 km.ko I. martxa ez-lehiakorra

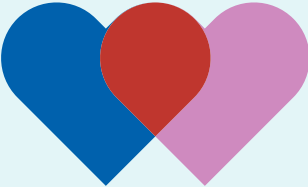
Precio · prezioa:

10 €

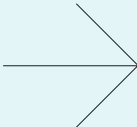
general · orokorra

8 €

infantil (hasta 12 años)
haurrak (12 urtera arte)



Generation Equality Initiative



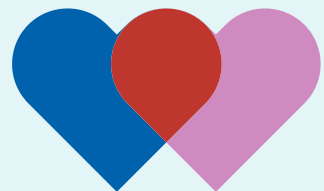
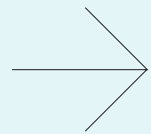
WE ARE A MEMBER OF THE PACTO PAÍS / HERRI ITUNA.

This is a Basque Government initiative that forms part of UN Women's Generation Equality initiative for equality and lives free of violence against women, Berdintasun Belaunaldia.

=ITUNA
PACTO

Herri Ituna berdintasunaren eta emakumeen aurkako indarkeriarik gabeko bizitzen alde.

We are a member of the Advisory Board of LEAD NETWORK EUROPE



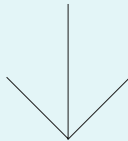
We are a member of the Advisory Board of LEAD NETWORK EUROPE.

Since 2023, Eroski has actively collaborated with LEAD Network Europe, an association uniting companies and industry leaders committed to promoting equality, inclusion and diversity in retail and consumer goods at European level, and in 2025, EROSKI Group strengthened its commitment by joining the Advisory Board of LEAD Network Europe. Its representative is Beatriz Santos, Commercial Director of EROSKI Group.

EROSKI Group has also taken part in the presentations delivered at the LEAD Network Europe Annual Conference in Milan. An industry event for the European consumer goods and retail sector that brings together leaders, experts and agents of change, inspiring, connecting, and reminding us that the present and future of organisations lie in becoming more diverse, more inclusive and more human.



I'm women initiative

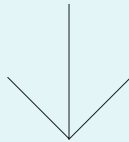


**THE I'M WOMEN.
CONSUMER GOODS
(I'MW) INITIATIVE IS
PRESENTED.**

Rosa Carabel, CEO of EROSKI Group, presented this initiative at the 40th AECOC Congress; an initiative with a strong collaborative spirit, created by a group of women in positions of responsibility in the FMCG sector. This initiative focuses on talent, women, visibility and generosity, and seeks to give voice to female talent in our sector.



Collaboration BILBOFEM

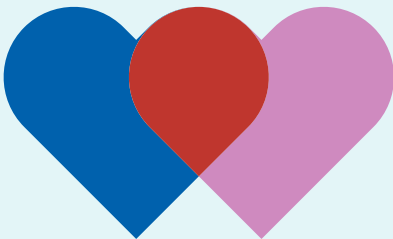
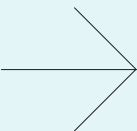


**WE COLLABORATE WITH
BILBOFEM 2025**

This is a cycling tour exclusively for women, aimed at encouraging more women to take up this sport. Eroski collaborates in this initiative, organised by the Vizcaya Cycling Federation and the Euskadi Foundation.



Collaboration with Bilbao Basketball



BILBAO BASKET WOMEN'S PROJECT

EROSKI Group collaborates with the Bilbao Basket Women's Project, which aims to support the development of female talent in this sport within the historical territory of Bizkaia.



2025

