Diversity, Equity and Inclusion

At El Puerto de Liverpool, we value talent for what it is. Diversity is a business opportunity that benefits both our employees and our customers.

Our internal processes are designed to promote equity, therefore:

- We believe diverse teams foster innovation and drive the growth of our business.
- We respect the human rights of our employees and customers and promote discrimination-free environments.
- We are an equal opportunity employer.
- We value the abilities and skills of our employees, regardless of their personal characteristics.
- Our workforce includes people of different generations, nationalities, genders, and disabilities, among other forms of diversity.

We are currently at a very important moment in our journey toward diversity and inclusion, as we create awareness spaces that help employees internalize core concepts and embrace a culture of equity. During 2025, 33,965 employees participated in the Diversity and Inclusion course.

Our program consists of 5 training modules, covering topics such as:

Diversity and Inclusion

Non-Discrimination

Unconscious Bias

Inclusive Recruitment

Inclusive Leadership

El Puerto de Liverpool®

We respect the human rights of our employees, customers, and suppliers. For this reason:

1. We have an Ethics Line that allows employees to report issues such as harassment and discrimination in an impartial and confidential manner.

2. We provide training to employees on customer service and how to prevent discriminatory behavior.

3. We have an Internal Policy on Equality, Diversity, and Non-Discrimination, applicable to all our business units.

4. We created a Protocol for Handling Discrimination Complaints, which establishes the immediate actions to be taken regarding potential cases of discrimination within El Puerto's business units, guaranteeing prompt attention in compliance with our Policy for Equality, Diversity, and Non-Discrimination and the Federal Law to Prevent and Eliminate Discrimination.

Pillars of Diversity and Inclusion

Gender Equity
(Positioning of women in middle and senior management)

Disability Inclusion

Sexual Diversity

People in Situations of Forced Migration

Gender equity

We are publicly committed to increasing the promotion of women into middle and senior management, contributing to their professional development in leadership positions across all our business units. In line with this purpose, in 2025 we achieved a 41.82% representation of women in such roles to continue promoting gender equity.

As part of our collaboration with the "Companies for Equity" Program in 2022 alongside the IFC, we implemented "Aliados que Inspiran" (Inspiring Allies), boosting the development of leadership skills for men and women. By 2025, 614 employees graduated from the program, with 81% of promotions going to women and 19% to men, reaffirming our commitment to leadership equity.

Disability

Through the Health Risk Assessment (HRA) in 2025, 505 employees identified as persons with disabilities. This tool helps provide a comprehensive view of the main perceptions of this population, allowing us to strengthen preventive decision-making and offer timely follow-ups to create more inclusive workplaces.

Through partnerships with civil society to attract diverse talent, we brought onboard 84 persons with disabilities during 2025. This allowed us to reach an active workforce of 127 employees with disabilities by the end of the year.

Additionally, we collaborate with prestigious higher education institutions that have labor inclusion programs for persons with disabilities to create employability models within our stores (Universidad Iberoamericana and Universidad Anáhuac).

Sexual Diversity

- We have implemented a gender transition guide to support transgender employees.

- We introduced an infotype in our SAP administrative system to allow the identification of non-binary gender.

People in Situations of Forced Migration

In 2025, we established a strategic partnership with TENT to promote the employability of people in situations of forced migration. Thanks to this joint effort, by the end of the year, we added 49 employees in this condition to our workforce.

We reaffirm our commitment through our Diversity, Labor Equality, and Non-Discrimination Policy. **Learn more about it!**