



DIVERSITY

AND INCLUSION

At El Puerto de Liverpool, we value talent for what it is—talent. 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.

Our program includes eight awareness sessions, covering topics such as:

- Basic Principles of Diversity and Inclusion
- Inclusive Language
- Unconscious Bias
- Inclusive Recruitment
- Accessibility, among others.

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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 have developed gender transition guidelines for individuals undergoing identity changes, to ensure equitable compensation and inclusive support during their transition.

Pillars of Diversity and Inclusion

- Gender Equity (Promoting women's leadership development)
- Disability Inclusion
- Sexual Diversity

Gender equity

We have made significant progress in gender equity, particularly in board-level representation.

For example:

- In 2001, there were an average of 23 male directors for every woman director.

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- By 2024, that ratio improved to two male directors for every woman director.
- In managerial positions, the ratio improved from four men per woman in 2001 to one.

We are publicly committed to promoting more women into middle and senior management roles, supporting their professional growth and leadership development across all business units.

As part of our collaboration with the *Companies for Equity* program by the IFC in 2022, we implemented “Aliados que Inspiran” (Allies that Inspire)—a leadership development initiative for both men and women. As of 2024, 425 employees have graduated from the program, with 81% of the promoted participants being women, reinforcing our commitment to equity in leadership.

Disability

In 2023, through our Health Risk Assessment (HRA), 723 employees with disabilities were identified. Over the past three years, we have hired 100 individuals with disabilities.

At our Tultitlán Distribution Center, 32 employees with hearing disabilities work in an inclusive environment where leaders are trained in Mexican Sign Language.

In 2024, we partnered with the Mexican Confederation of Organizations in Favor of People with Disabilities (CONFE), hiring 11 people through this alliance, furthering employment opportunities for people with disabilities.

We also collaborate with prestigious universities such as Universidad Iberoamericana and Universidad Anáhuac, which have job inclusion programs for people with disabilities, to develop employment models in our stores.

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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.

We reaffirm our commitment through our Diversity, Labor Equality, and Non-Discrimination Policy.

Learn more about it:



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