

## Equality, diversity and inclusion

We promote equal opportunities for all, regardless of gender identity, age, cultural background, religion or personal values, and support all employees in joining and progressing within the company. We believe that diversity in all its forms fosters creativity and innovation.

We implement the best practices for attracting, selecting and retaining talent to ensure fairness and non-discrimination. At Tendam, we value our professionals based on their skills and how well they align with our corporate culture and values. When defining hiring conditions and salary policies, we take into account the ability and performance of employees, regardless of gender, nationality, religious beliefs, disability or sexual orientation.

We also reaffirm our commitment to equality, diversity and inclusion in our relationships with customers in all the markets in which we operate.

We use various tools to make good on our commitment to equality:

- ◆ An Internal Code of Conduct for Employees and an External Code of Conduct for Suppliers.
- ◆ A sexual harassment prevention protocol that compiles the basic recommendations on preventing situations of sexual or gender-based harassment at Tendam and establishes action guidelines.
- ◆ Protocol on using inclusive language in our communication channels.
- ◆ An internal protocol on using women’s images that is applied to advertising campaigns, supporting healthy beauty standards and respect for personal dignity in all its facets.
- ◆ We have an Equality Officer who designs, directs, coordinates, streamlines, implements, manages and evaluates plans, programmes, projects and positive action campaigns regarding equal opportunities and gender equality in different areas of the company.
- ◆ A specific training programme on equality and non-discrimination.
- ◆ The “Women Sponsoring Programme” initiative to promote women’s leadership in the quest for proportionality in senior management.
- ◆ We are part of the Empowering Women’s Talent initiative promoted by Equipos y Talento. This is a programme on developing female talent, equality, and diversity that offers training and skills development programmes for women as well as mentoring and networking programmes.
- ◆ II Equality Plan

<p><b>764</b> hours of training on non-discrimination and equality issues</p>	<p><b>390</b> employees trained</p>
---	---



**86%** of the workforce are women

**62%** women in management positions

The targets of 50% women on the Board of Directors (considered fulfilled, as 3 out of 7 members are women) and 60% women in management by 2025 have been achieved ahead of schedule. 42% women on the Board of Directors.

## Recognised for our commitment to equality and diversity

At the 4th edition of Women's Talent Day, Tendam has been recognised with the **Diversity Leading Company 2024** award, which recognises leading companies in diversity, equity and inclusion, and the **Empowering Women's Talent** award for companies committed to female talent. Both awards highlight the company's commitment to diversity and inclusion in its internal management policies.



## Have an aperitif with...

To mark International Women's Day, a colloquium on women's leadership was held over drinks. The General Manager of Women'secret, Dash and Stars and HI&BYE, the manager of General Purchasing and the manager of Labour Relations, shared their experiences, career paths and learnings in the business world.



## II Equality Plan

Tendam's Equality Plan presents a set of measures to promote equal treatment and opportunities between women and men in the company, eliminating discrimination on the grounds of sex. In the Plan, approved in 2021 and signed by the Negotiating Committee formed by the employees' legal representatives (RLT) and the company, specific targets have been set, establishing the strategy and actions to be taken, as well as the monitoring systems that will allow their achievement to be evaluated. The Equality Plan will apply to all company staff, without distinction of any kind.

### Equality Plan targets:

#### Long-term:

- ◆ Ensure equal treatment and opportunities for women and men in recruitment, hiring, promotion and training, work-life balance, occupational health, sexual and/or gender-based harassment, gender-based violence, communication and company culture.
- ◆ Prevent and address gender-based discrimination in the workplace, especially indirect discrimination.
- ◆ Facilitate the work-life balance of the people who make up the company's workforce, promoting shared family responsibilities between women and men.
- ◆ Apply the gender perspective to all areas, policies and decisions of the company (gender mainstreaming).
- ◆ Train key positions on sexual and gender-based harassment and gender-based violence.
- ◆ Standardise equality criteria and gender perspective in all areas of human resources policies.
- ◆ To ensure equal pay for work of equal value by eliminating all forms of gender discrimination.

#### Short-term:

Considering the general targets set, goals and actions are developed which in some cases involve the application of positive action measures. The short-term targets and areas of action focus on the following areas:

- ◆ Commitment to equality
- ◆ Working conditions
- ◆ Recruitment and selection
- ◆ Promotion and professional development
- ◆ Remuneration policy
- ◆ Continuous training
- ◆ Organisation of work time, work-life balance and shared family responsibilities
- ◆ Occupational health
- ◆ Prevention and handling of sexual harassment
- ◆ Communication: Awareness-raising and Equality Gender-based violence

## Wage gap

At Tendam, we are firmly committed to equal pay. We ensure that salary differences are determined by objective factors such as job level and professional experience. To this end, we periodically conduct a detailed analysis of salary differences to identify and correct possible inequalities.

Along these lines, a new analysis has been conducted for the 2024–2025 financial year, applying a robust statistical methodology that allows the various elements impacting remuneration to be broken down. Using a semi-logarithmic linear regression model, we examined data from Central Services and Stores separately to assess the specific weight of variables such as organisational level, career path and gender.

The results obtained confirm the continuity of the trends observed in previous years. Job level remains the main determinant of remuneration, and once the corresponding adjustments are applied, the effect of gender on wage gaps remains low and within the expected statistical margins.

Finally, the analysis conducted in Portugal offers results that are aligned with those observed in Spain, maintaining the adjusted gender wage gap at comparable levels and even lower in the reviewed period.



	2024 <sup>8</sup>	2023	2022
Corporate Headquarters	0.90%	0.90%	0.70%
Stores	1.26%	1.10%	0.80%

<sup>8</sup> The data presented in the table do not cover the entire Group workforce, since in some countries there are no digital systems that allow the information to be collected and processed appropriately. For this reason, the analysis focused on the available data from Spain and Portugal, where data processing was possible. In total, 100% of the workforce in Spain and Portugal were analysed, amounting to 87% of the total workforce.

## Workplace inclusiveness programme

The company has an integration programme designed to encourage the hiring of people in vulnerable situations, including those with disabilities. The programme is based on the principles of inclusion, equal opportunities, and non-discrimination. It also identifies and promotes the talent and motivation of people at risk of social exclusion, including people with disabilities. At the same time, we are working on incorporating inclusion initiatives that enable us to offer products and services tailored to the needs of different groups.

At year-end, Tendam had 90 employees with disabilities, of whom 71 were women and 19 men.

This Integration Programme groups together the following initiatives that are carried out to help integrate disabled staff into the workforce, creating a favourable working environment where they can be welcomed and offered the ideal tools for their professional development.

In particular, these include:

- ◆ Active participation in volunteering activities for people with disabilities.
- ◆ A specialised training module for store managers to encourage them to recruit people with disabilities.
- ◆ Improvements to the recruitment and selection procedure to make it more inclusive, based on job analysis to strengthen the possibility of recruitment from this group.
- ◆ Development of an internship programme for potential employees with disabilities in collaborating entities with the ultimate aim of hiring them.

## Initiatives and partnerships to promote workplace inclusiveness

We are committed to continuing to make progress on inclusiveness in the workplace, promoting hiring people with disabilities and people at risk of social exclusion, so that they live and work in a society where equal opportunities are guaranteed for all. That is why Tendam promotes programmes aimed at different groups by working together with 58 entities.

### Sumando Oportunidades

A programme aimed at young people at risk of social and employment exclusion, with the aim of detecting talent and generating employment opportunities through training, potentially hiring these students.

### Your skills benefit you

The project aims to integrate and normalise diversity within the company by supporting and providing information to employees who need it, as well as offering employment and internship opportunities. As part of the project, we have collaborated with Down Foundations in Alicante, Castellón, Ourense, Vizcaya and Zaragoza.

We have also collaborated with the Plena Inclusión Foundation of the Valencian Community to promote the social and occupational integration of this group. Furthermore, Tendam has signed a collaboration agreement with Esfera, a foundation that promotes the integration of people with intellectual disabilities into the labour market.

And there are agreements with: FAMMA (Madrid Federation of Persons with Physical and Organic Disabilities), FEAFES (Spanish Confederation of Mental Health), Adecco Foundation, COCEMFE (Spanish Confederation of Persons with Physical and Organic Disabilities), SERES, Instituto Montserrat Roig de Terrassa...



### Incorpora Programme

Participation in the Incorpora Programme of the La Caixa Foundation to promote the recruitment of people with disabilities and young people at risk of social exclusion.

### Fórmate con Garantía

A joint project with the Secretariado Gitano Foundation to train young people under the age of 30 in skills for employment and personal development, in both theory and practice, with the aim of fighting against exclusion and discrimination of the Roma population.

### Stories of a life

A project focused on emotional education and professional guidance for people at risk of social exclusion.

### Quiero trabajo Foundation

We collaborate with this Foundation to boost the employability of women who are at risk of social exclusion due to their situation as migrants, applicants for international protection and refugees, women over 45 years old, single mothers, etc.



### The INSERTA Programme with the ONCE Foundation

Since 2019, Tendam has been working with the ONCE Foundation on its INSERTA Programme, which is periodically renewed every three years to promote the integration of people with disabilities into the workplace within the Group's companies. This initiative is supported by providing employees with the appropriate information through internal communication campaigns with the main objective of raising their awareness.

### Recognition in Pontevedra and Cordoba "Red Cross Employment Plan".

Our commitment and ongoing collaboration with the Red Cross and its employment plan was recognised at two events held by the Red Cross in Pontevedra in November and Córdoba in February. We were awarded both distinctions at these events.

### Agreement with Fundatul

The Group has signed an agreement with the Andalusian Regional Government so that people with disabilities can do practical training in the stores of our commercial network for three months, receiving financial compensation. This way we help to train them as sales representatives, improving their employability and increasing their chances of finding work.

