

TRAINING INDICATORS

Key Indicators

EL CORTE INGLÉS GROUP

Training Indicators

We focus a large part of our efforts on the professional development of our employees, allocating **resources for training the various groups and teams** that make up our workforce. To this end, we offer an **extensive training catalog** with more than 1.100 different courses.

As a result of this commitment, we have conducted a significant amount of training during the fiscal year, totaling **1,209,577 hours of instruction**.

KEY TRAINING INDICATORS IN 2025	
Total training hours provided (1)	1.209.577
Training hours per employee in 2025 (based on total number of employees)	15
Training hours per employee in 2025 (based on the total number of people trained)	12,77
Number of participants in training activities in 2025	950.071
Investment in training (euros)	16.896.445

(1) Of the total training hours provided in fiscal year 2025, **8,886.66** hours of training correspond to personnel who were not employed at the time of the training.

The courses covered under the main topics yield the data detailed in the following table:

TOPICS	TRAINING HOURS	STUDENTS	COVERAGE (2)
Ethics and Compliance	39.289	84.437	100% of employees on permanent contracts (fulltime and part-time) (3)
Corruption and Bribery	4.199	5.616	100% of employees on permanent contracts (fulltime and part-time)
Diversity and Equality	14.291	36.366	100% of employees on permanent contracts (fulltime and part-time)
Sustainability and CSR	11.305	21.649	100% of employees on permanent contracts (fulltime and part-time)
Occupational Health and Safety	129.952	125.764	100% of employees have permanent contracts (fulltime and part-time)
Anti-Money Laundering	2.277	849	100% of employees on permanent contracts (fulltime and part-time)
TOTAL TRAINING	201.313	274.681	

(2) Percentage of employees covered by the training program.

(3) Employees with permanent contracts account for 97.5% of the Group's workforce

Furthermore, the **Ramón Areces Center for University Studies**, as an affiliate of the UNED (National University of Distance Education), offers 100% of the Group's employees with permanent contracts (both full-time and part-time) the opportunity **to complete their academic education** through the various courses it offers, with reimbursement of tuition or fees.

437

*Employees
enrolled in
university
programs in
2025*

- University access for those over 25 **(50 employees)**
- Bachelor's Degree in Law **(82 employees)**
- Bachelor's Degree in Business Administration and Management **(115 employees)**
- Bachelor's Degree in Psychology **(190 employees)**