

**A Board of Directors with Gender Parity**

**EROSKI IS RENEWING PART OF ITS BOARD OF DIRECTORS TO MOVE INTO A NEW PHASE FOCUSED ON BUSINESS COMPETITIVENESS**

- The governing body has been partially renewed with the incorporation of a new Commercial Manager, a new Marketing Manager and a new Social Manager for the cooperative
- The priorities of the cooperative for the next years include competing in each of the markets in which it is present, placing the Member-Customer in the centre of its strategy and enhancing the skills of its teams
- 83 % of the members of the top corporate management bodies of the cooperative, the Governing Council and the Social Council, are women.

Elorrio, 7 March 2017.- [EROSKI](#) has partially renewed its Board of Directors with the incorporation of a new Commercial Manager, Beatriz Santos, a new Marketing Manager, Eva Ugarte, and a new Social Manager, Iñigo Eizaguirre. The other members of this Board of Directors are the Chairman, Agustin Markaide; the Resources Manager, Javier Amezaga; and the Network Manager, Rosa Carabel.

With these incorporations, the cooperative has established a Board of Directors with gender parity. Gender equality is clearly recorded in EROSKI's Articles of Association and is applied in all the policies, all the processes and all the organizational levels of the company in order to guarantee explicit and implicit equal opportunities in both professional relationships as well as personal interactions. 78% of EROSKI's staff are women, 83% of the members of the management bodies of the cooperative – Governing Council and Social Council – are women and women's representation in managerial positions reaches 72%, the highest in the distribution sector.

**A new phase focused on competitiveness in its commercial activity**

EROSKI is currently moving into a new phase, after concluding its restructuring operations, in which the top priority is to compete in each of the markets where it is present, place the Member-Customer in the centre of its strategy and enhance the skills of its teams.

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EROSKI is the first distribution group of the cooperative type in Spain and a leading operator in the regions of Galicia, Basque Country, Navarre, Catalonia and the Balearic Islands, where most of its own shops are situated and the market share is around 20%. Moreover, EROSKI has a considerable franchise network whose expansion areas are mainly the regions of Andalusia, Madrid, Castile La Mancha, Extremadura and Levante.

The key competitive elements of the "with you" business model with which EROSKI is remodelling its network of shops involve providing consumers a healthier and more sustainable commercial offer, with food produced in the surrounding area playing a key role. There are already 512 new generation shops – 26 hypermarkets and 486 supermarkets – which make shopping easier and more attractive for customers, specialize in fresh produce and give special attention to local products. For 2017, EROSKI expects to remodel another 79 shops so as to improve their competitiveness, open 4 new shops and carry out a significant franchise expansion.

EROSKI's priority for the next 4 years is to strengthen its business and to this end, the Strategic Plan promoted by the renewed Board of Directors reinforces the result-oriented action unit and places the 7 million Member-Customers, who hold EROSKI, CAPRABO, IF and FORUM cards, in the centre of the Group's strategy.

Enhancing the professional and personal development of EROSKI's teams is the third pillar of the Strategic Plan for 2020, making people's training one of the key elements for competitive improvement. In the last year, EROSKI's internal training hours increased by 20% and amounted to more than 210,000 hours.

To improve customer service and provide more personalized attention, EROSKI has its own "Fresh Food Schools" for Meat, Fish, Baked Goods, Deli and Fruit, which were attended by more than 500 workers in 2016.

The "summa" managerial development programme is also within this commitment to the professional and personal development of the people who make up EROSKI. It is a training programme developed together with MONDRAGON UNIVERSITY and forms part of the University-Business Talent Transfer Plan defined by the cooperative for the next 4 years as an innovation driver for the construction of new competitive advantages which are sustainable over time.

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## About EROSKI

EROSKI has a network of 1,877 shops, including supermarkets, hypermarkets and cash&carry, as well as petrol stations, optical shops, travel agencies, perfume shops and sport shops. It has over 7 million Member-Customers and 33,870 cooperative members and workers.

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