

**CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION  
AND SUSTAINABILITY INFORMATION 2025**



**INDITEX**



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# Message from the Chairperson

Following a year of intense activity, in which we demonstrated that excitement and management can and should go hand in hand, I want to look back at the words I used to end my message to you this time last year. At the time, I said that the good results obtained in 2024, far from leaving us satisfied, would spur us to continue to innovate and strive to do everything better. And I ventured that with hard work and creativity we would be capable of continuing to generate the magic that is this great endeavour called Inditex. My words reflected the attitude and commitment with which this magnificent group of people has been tackling their work for decades. It is with the utmost confidence that I continue to vouch for them today.

2025 got underway amid heightened uncertainty and we were forced to stay on our toes all year long. Here at Inditex, we know there can be no excuses because the bar is set by our customers, who expect the best, and only the best, from us. We threw ourselves into the task of offering our customers the best product and a unique and special experience in all our channels. Once again, we proved that our brands' growth potential depends only on our ability to make a connection with our customers and create the fashion and joy they have come to expect from us.

We want to be the best, employ the best and partner with the best. Clarity around this goal allows us to navigate tremendously demanding environments with highly satisfactory results. Faced by very uncertain scenarios, we managed to increase our performance as the year unfolded. And, as I said upfront, we did so combining excitement around each new project with responsible and efficient management of every detail of our operations.

In 2025, we celebrated the 50th anniversary of our first Zara store, half a century building on foundations forged by shared values: hard work, a refusal to settle and courage. Since those beginnings long ago, we have never taken our eye off the future. That is why we chose to celebrate that milestone by honouring our past, yes, but above all by planning and executing new initiatives, innovative ideas and increasingly ambitious projects.

We intend to continue to act like a young company, a company that brings freshness to everything it does, a company that dares and excites. A company that surprises. We want to be at the forefront of fashion, naturally, but we also want to be at the cutting edge with our sustainability commitments and our embrace of enabling technology that supports us in our everyday work. We will continue to attract, care for and nurture the finest talent. We will continue to place people at the centre of everything we do, working to make Inditex a little more Inditex every day.

*Marta Ortega Pérez.*



# CEO's statement

In a year marked by heightened uncertainty, the Inditex Group managed to post continued earnings growth and shore up its ability to deliver solid growth in the long term. The key to this performance remains anchored in our unique business model, in which it is our customers who determine our brands' priorities. The agility with which we tailor the product offering and experience provided by our sales channels for their preferences, coupled with operations characterised by disciplined spending, explains these highly satisfactory results: sales growth across all our retail formats and margin expansion all down our income statement.

None of this would have been possible without a team that is fully committed to our goals and corporate values and whose professional excellence is the best guarantee of the quality growth Inditex seeks to provide to all of its stakeholders.

The Group's revenue amounted to €39.9 billion in 2025, year-on-year growth of 3.2% (rising to 7% in constant currency terms), while our gross margin remained very healthy at 58.3% (up 42 basis points from 2024). Our operating costs increased by 2.8%, which is less than our topline growth, unlocking growth in EBITDA, EBIT and PBT of between 5% and 6%. Our net profit amounted to €6.2 billion euros, year-on-year growth of 6%, and our dividend per share reached €1.75.

In short, a very solid performance, underpinned by a fashion proposition that was very well received by our customers and bolstered by targeted investments to continually upgrade our stores (marked by over 400 interventions worldwide between openings, extensions and full refurbishments in 2025) and our e-commerce platforms. It also reflects the integration of the latest technology across the board in a bid to facilitate our professionals' jobs, on the one hand, and to improve the shopping experience, on and offline, on the other. In parallel, we continue to invest in our logistics infrastructure and its technological prowess, which is key to keeping our operations efficient.

In 2025, we made significant progress on achieving our ambitious sustainability targets. We reduced our relative water consumption by 26%. And we cut the emissions from our own direct operations by 88% and those generated by the span of our value chain by 7%. Eighty-eight per cent of the fibres used to make our products already qualify as lower impact fibres, and 47% of the total originate from recycled materials.

As for our ongoing community investment effort, in 2025, we supported 1,182 social and environmental initiatives in which we invested €175 million, growth of 30% from 2024, directly benefitting four million people. Through strategic alliances and partnerships with over 450 organisations, our Group strives to have a positive impact on our communities, locally and globally.

In 2025, we celebrated our Group's first fifty years in the fashion retail business. The values that have guided Inditex during these last five decades are every bit as valid today as they were on day one. We are firmly focused on keeping our brands fresh so that they remain the place to turn for fashion. We want to stay a young company, one with the ability to excite and bring joy to its customers.

The more we advance, the more ambitious the initiatives we complete and the challenges we surmount, the broader our horizon and the greater the possibilities we see ahead of us.



Óscar García Maceiras

# Inditex at a glance

Key data in 2025

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2025 milestones

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ZARA

ZARA

ZARA



# Key data in 2025



214  
markets

#### A unique team

163,047  
employees

174  
nationalities

73%  
women

80%  
of vacancies covered by internal promotion

+5,000  
Changemakers, internal sustainability ambassadors

#### Headquarters effect

6,709  
product and general services suppliers in Spain

€7,836 M  
invoicing to suppliers in Spain

#### Supply chain

6,684  
factories

3,112,562  
people reached by Workers at the Centre in the period  
2023 -2025

#### Corporate Community Investment

+€175 M  
investment

+16 M  
beneficiaries in the period 2022-2025

#### Environment

26%  
reduction of water consumption in the supply chain

96%  
of linen used is of lower environmental impact

98%  
of polyester used is of lower environmental impact

# 2025 milestones



THE ANNIVERSARY | EST. 1975

## Zara 50th anniversary

In 2025 we celebrated Zara's 50th anniversary through an array of actions reflecting the Company's commitment to creativity, fashion, innovation and customer experience. In May, 50 of the world's top models starred in 'The Film', directed by Steven Meisel, coinciding with the launch of an exclusive collection.

Over the course of the year, A Coruña, the city where the brand was born hosted a number of cultural events, including Es Devlin's kinetic installation '50 Songs of the Sea' at the Cúpula Atlántica, also the venue for concerts by leading international artists.

In Zara 50 Creators, the brand worked with some of the top creators of our times: Kate Moss, Annie Leibovitz, Christy Turlington, Cindy Crawford and David Bailey, who designed 50 exclusive pieces. The proceeds from this collection were earmarked for Women's Earth Alliance. In addition, each participating artist chose a charity and Zara pledged to donate €20,000 to each one of those organizations.

## Ongoing improvement in commercial presence

Our stores are key to facilitating experiential engagement between our brands and customers. Some of the most notable store openings in the year were those of Zara Diagonal in Barcelona (Spain) — a Vincent Van Duysen design—, Zara in NoonSquare (Seoul, South Korea) and Shinsaibashi (Osaka, Japan), and Zara Man in Via del Corso (Rome, Italy). The brand strengthened its presence in the United States, with openings in Los Angeles, Las Vegas, Charlotte and Boston. In addition, Massimo Dutti opened prominent new stores in Bangalore (India), Saint Tropez (France) and Xi'an (China), among others. Pull&Bear opened a store on London's Oxford Street (the United Kingdom), one of the main openings in the year, and launched flagship stores in Warsaw, Nice and Belfast. Oysho opened in Paris (France), Amsterdam (the Netherlands) and Berlin (Germany), while Lefties inaugurated its flagship store in Westfield Parquesur, Madrid (Spain). Stradivarius strengthened its presence in Germany by opening seven new stores, and entered Austria with a new store in Vienna. Bershka is expanding into new markets, with new openings in Mumbai (India), Copenhagen (Denmark) and Stockholm (Sweden).

Several flagship stores were refurbished in the year, to incorporate state-of-the-art technological innovations to serve customers and boost our store concept development: Massimo Dutti on Oxford Street (London, the United Kingdom); Zara Serrano (Madrid, Spain); Zara Home (Seoul, South Korea); Zara, Bershka and Pull&Bear at the Trafford Centre (Manchester, the United Kingdom); and Stradivarius on Portal de l'Àngel (Barcelona, Spain).

## Constant renewal of our fashion proposals

Over the course of the year, a number of collaborations enriched the creative proposal of our brands. For example, Zara x Disney, Zara's latest drop with Harry Lambert, featuring, for the first time, proposals for women, men and kids; SR\_A engineered by Zara, the first edition of a collaboration with Samuel Ross; or the versatile collection designed by Ludovic de Saint Sernin.

Zara Home and Vincent Van Duysen, expanding the aesthetic vocabulary in this latest (and fourth) joint drop. The format is also continuing its collaboration with Lucinda Chambers, the Collagerie. Bershka joined forces with Argentine duo CA7RIEL & Paco

Amoroso, whose video in collaboration with the brand won a Latin Grammy award. Other highlights include Pull&Bear x Thomas Lelú and STWD x Pleasures by Pull&Bear, unveiled in Paris at a pop-up store in Le Marais and at the Pompidou Centre, respectively.

Inspiring, talent-related initiatives are demonstrated by Pull&Bear's partnership with the British Fashion Council, which resulted in three collections by NEWGEN emerging talent programme designers being presented at London Fashion Week. The NEWGEN line of perfumes, launched in October and set to be a key product in 2026. Stradivarius showcased employee generated content (EGC) when it unveiled its Raw Denim collection using a video starring its own employees, in a context in which real recommendations are increasingly important and our people are becoming the best ambassadors for the brand.

Massimo Dutti continues to focus on the customer experience through its Fashion Show on Barcelona's Paseo de Gracia, or once again combining art and fashion through its Art in Progress project. Its pop-up stores in Saint Tropez from June to October, and its temporary space known as 'The Order of Things' in Shanghai were particularly noteworthy. These initiatives reflected a desire to connect with the public through authentic, sophisticated and culturally relevant experiences.

Oysho ended the year with more than 2,000 Oysho Community events and 18 active Oysho Running Clubs worldwide. It debuted as a sponsor of the Cardiff Superhalf and the Maratona in Lisbon, as well as the Italy Major Premier Padel tournament in Rome. Other notable additions included the Oysho Premier Padel tournament in Milan, and, in the realm of technical snow sponsorships, the Madonna di Campiglio ski resort in Italy.

2025 signalled a turning point for Lefties, cementing its progress and projecting a new vision for the future. In the year, the brand launched its new home line, Lefties Home, which was unveiled in June in partnership with the prestigious Cobalto Studio.



### New office space

In October 2025, the new Zara building was inaugurated in Arteixo (A Coruña). This building, measuring more than 200,000 m<sup>2</sup>, houses the Zara Women and Zara Kids product teams, and is characterised by its focus on efficiency and technology.

Inditex also announced plans to relocate the head offices of Massimo Dutti, Bershka, Oysho and Lefties, currently located in Tordera, to a new campus in Sant Adrià de Besòs, in downtown Barcelona. This move will boost the logistics capacity of the Tordera-Palafolls complex.

### Logistics expansion plan

The new Zaragoza II distribution centre commenced operations this year. Like the rest of our centres, integrates sustainability standards and has cutting-edge technology, with the focus on the productivity and well-being of the teams working there. This opening is part of our 2024-2025 Logistics expansion plan, aimed at strengthening Inditex's capabilities to tackle future global growth opportunities in the medium and long term.

### Education for development and inclusion

Our belief in the transformative power of education is evidenced by the creation of new initiatives to follow on from those developed in previous years, such as the new UB-Inditex Chair for the Occupational Integration on Intellectual Disabilities and Inclusive Employment and the scholarship programme with the Asian University for Women in Bangladesh, aimed at supporting academic training for female textile factory workers in Bangladesh.

Furthermore, the Chair of Family-Owned Business at the Universities of Santiago de Compostela, Vigo and A Coruña were renewed, and a Framework Collaboration Agreement was signed with the latter to channel and promote the various projects and initiatives that the two bodies have been implementing for more than two decades.

### For&from Zara Home Portugal and Tempe Inditex Alicante

Zara Home opened its second for&from store in Portugal, located in Vila do Conde (near Oporto), in partnership with Asociación VilacomVida. Tempe Inditex inaugurated The Outlet Stores in Alicante, a refurbished for&from store concept managed by APSA, the proceeds of which will be used to finance that organisation's projects in the province of Alicante.

These openings bring the Group's stores in this concept to a total of 17. Since 2002, they have generated employment opportunities in Spain, Portugal, Italy and Mexico for almost a 1,000 people with different disabilities, in collaboration with local NGOs.

### Customer experience

We continue to roll out new alarm technology in our stores, significantly improving customer experience. The new system is now fully operational in Zara, and under implementation in Bershka and Pull&Bear. This programme complements the existing technological in-store ecosystem, with Click & Collect smart terminals, sorters, assisted self-checkout cash registers and delivery points. All these elements significantly upgrade the customer experience, facilitating interaction with our products and improving the purchasing process.

### Marine biodiversity protection

We have devised a new programme, in collaboration with the international environmental organisation Ocean Conservancy, aimed at protecting marine ecosystems and biodiversity. This collaboration is part of a series of projects made possible by our #BRINGYOUROWN BAG initiative aimed at encouraging our customers to reuse shopping bags. The proceeds from recycled paper bags and envelopes is invested in environmental projects.



# General Information

## [ESRS 2]

BP. Basis for preparation of the Report

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GOV. Governance

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SBM. Strategy

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IRO. Impacts, risks and opportunities

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MDR-P. Policies

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# BP. Basis for preparation of the Report [BP-1; BP-2]

## BP-1\_01

In the **Consolidated Statement of Non-Financial Information and Sustainability Information 2025**, we present information concerning the sustainability performance of the Inditex Group (hereinafter also the 'Group', the 'Inditex Group' or the 'Company')—which includes the individual companies consolidated under the Group parent company, Industria de Diseño Textil, S.A. (Inditex, S.A.)— in the financial year 2025 (from 1 February 2025 to 31 January 2026).

Accordingly, we present our Annual Report 2025, including the Inditex Group's Consolidated Annual Accounts, followed by the Consolidated Directors' Report, also comprising the Consolidated Statement of Non-Financial Information and Sustainability Information (hereinafter, the 'Report').

## BP-1\_02

With regard to the scope of information presented in the Report, it includes all the companies over which the Inditex Group has control or joint control, listed in *Annex I* of the Consolidated Annual Accounts. The jointly controlled entities, which are the entities that make up the Tempe Group, are included in this Report at 100% in all reported metrics. In the Consolidated Annual Account the jointly controlled entities are booked using the equity method (see *Note 3* of the Consolidated Annual Accounts).

## BP-1\_03

Considering that this document contains consolidated information for all the Group companies, all the individual companies that consolidate under the parent company of the Group are exempt from publishing an independent report under the framework of Spanish Act 11/2018 and under the European Corporate Sustainability Reporting Directive (CSRD).

## BP-1\_04

This Report includes important information about the Company, from the operations themselves to the various stages of the value chain (including both upstream and downstream activities). Throughout the document and in annex *Detailed information. Methodology*, additional information regarding the scope, any limitations that may exist in certain cases, and the estimates made for those indicators referring to the value chain are included.

## Reporting framework

### BP-2\_16; BP-2\_17

By issuing this Report, we fulfil the legislative requirements provided in the Spanish legislation in force, namely Act 11/2018, on non-financial information and diversity. We also include information that respond to the Royal Decree 214/2025, which implements Act 7/2021 on climate change and energy transition.

Furthermore, the Annexes section of this document contains additional information in compliance with the Article 8 of Regulation (EU) 2020/852 on European Taxonomy.

We also meet, voluntarily and in advance, the requirements of the CSRD Directive as well as the European Sustainability Reporting Standards (ESRS). The ESRS requirements reported are identified in the Report accompanied by the corresponding codes<sup>2</sup>.

In addition to responding to legal requirements that apply to Inditex, and in the absence of sector-specific European standards for sustainability reporting, we also follow the guidelines of the main reporting initiatives, such as the Principles of the Sustainability Accounting Standards Board (SASB) framework, particularly, the standard relating to the the Apparel, Accessories & Footwear sector. These contents are identified in the Report accompanied by their corresponding SASB code.

Furthermore, this Report represents our Communication on Progress with respect to the ten Principles of the United Nations Global Compact.

① More information on the correlation of contents reported can be found in the *Contents Indexes* section of this Report.

## How we report

### Time horizons

#### BP-2\_01; BP-2\_02

Time horizons referred to in this Report correspond to those established in ESRS 1, section 6.4. That is:

- / **Short-term:** the reporting period in the financial statements, one year from the end of the financial year.
- / **Medium-term:** from one to five years.
- / **Long term:** more than five years.

### Calculation methodology

#### BP-2\_03; BP-2\_04; BP-2\_05; BP-2\_06

The reported sustainability indicators correspond to primary, secondary or modelled data<sup>3</sup>, expert opinion or a combination of those. When primary data are not available, estimates or assumptions based on trends in actual data, as well as information from external sources, are used, provided that there is a reliable source of information and its use is supported by industry or subject experts and that the estimated information meets qualitative characteristics as defined in ESRS 1.

<sup>2</sup> The codes used correspond to the Datapoints in the 'IG 3: List of ESRS Datapoints' guidance issued in May 2024 by the European Financial Reporting Advisory Group (EFRAG), related to each content.

<sup>3</sup> Primary data is defined as data obtained directly from the original source, secondary data as data obtained from bibliographic sources, and modelled data as data obtained from mathematical models in which both primary and secondary data may be used.

These estimates are used mainly to disclose emissions and consumption throughout the value chain, as well as to report information relating to raw materials production and/or extraction data, the direct measurement of which is hard to access, given its geographical and operating diversity.

In this regard, the methodologies currently used concerning sustainability are expected to continue evolving over the next few years. This progress, along with an improvement in the availability of information—especially that concerning the value chain—will enhance the quality and soundness of the reported information.

The annex [Detailed information. Methodology](#) includes the calculation methodology and scope of the information reported on the metrics and targets and, specifically for the value chain indicators—subject to a progressive reporting and reported voluntarily—, details on the use of indirect information sources along with the degree of estimation.

More information in annex [Detailed information. Methodology](#) of this Report.

BP-2\_07; BP-2\_08; BP-2\_09

Throughout this Report, for those metrics that are subject to a high degree of uncertainty, the reasons for said uncertainty have been specified, along with the measurement methodology if applicable, including assumptions and approximations made. It is important to highlight that in preparing the Report various future projections were made which, by nature, involve a high degree of uncertainty and inherent risk.

### Modifications with respect to previous years

BP-2\_10; BP-2\_11; BP-2\_12; BP-2\_13; BP-2\_14;; BP-2\_15

The historical values reported may be subject to changes from those reported in previous years. These modifications may be due to methodological updates, changes in data sources, correction of inaccuracies or other issues. In such cases, and where practicable, the information from previous years has been restated in order to make it comparable, as indicated in annex [Detailed information. Methodology](#).

### References to other documents

BP-2\_20

Certain content related to the Company's corporate governance has been incorporated by reference into the Consolidated Statement of Non-Financial Information and Sustainability Information. This content, which is summarised in this document, is discussed in greater detail in the Annual Corporate Governance Report and in the Annual Report on Remuneration of Directors which, in turn, form part of the Consolidated Directors' Report. The correlation of information incorporated by reference, which has been externally verified by an independent third party with a limited level of assurance, is as follows:

Content	Document to which it is incorporated by reference
GOV-1	<a href="#">Annual Corporate Governance Report</a> , sections: Overview on Corporate Governance, Board of Directors and Board Committees.
GOV-2	<a href="#">Annual Corporate Governance Report</a> , sections: Board of Directors and Board Committees.
GOV-3 E1.GOV-3	<a href="#">Annual Report on Remuneration of Directors</a> , sections: A. Company remuneration policy for the current year and B. Overall summary of how remuneration policy has been applied during the year ended.

In addition, we also have public contents where some of the issues dealt with in this Report are expanded. In these cases, references have been included, highlighted in blue, to the additional communication materials that are available on our corporate website, remaining outside the scope of the external verification.

### External assurance

BP-2\_18; BP-2\_19

The information included in the Consolidated Statement of Non-Financial Information and Sustainability Information, as well as the information incorporated by reference mentioned previously, has been verified by an independent third-party, Ernst & Young. The scope and results of this independent verification are described in the Independent verification report.

This Report has been reviewed in accordance with generally accepted professional standards applicable in Spain and specifically with the guidelines contained in Guidelines 47 Revised and 56 Revised, issued by the Instituto de Censores Jurados de Cuentas (ICJCE) of Spain on non-financial and sustainability information verification assignments and considering the content of the note published by the Instituto de Contabilidad y Auditoría de Cuentas (ICAC) on December 18, 2024, based on ISSA 5000 and the non-binding guidelines of COESA.

More information in the [Independent verification report](#) included in this Report.

# GOV. Governance

## A. Corporate governance [GOV-1; GOV-2; GOV-3]

### A.1. Governing bodies [GOV-1; GOV-2]

#### Group's Corporate Governance System

Inditex has a Corporate Governance System comprising a series of bodies, rules, procedures and mechanisms to guarantee that the directors and the executive management, who are responsible for the governance of the Company, carry out their duties in a diligent, ethical and transparent manner, and are accountable for their activity. At the same time, it ensures that no one holds decision-making power within the Company that is not subject to checks and balances, and that no shareholder receives privileged treatment over other shareholders.

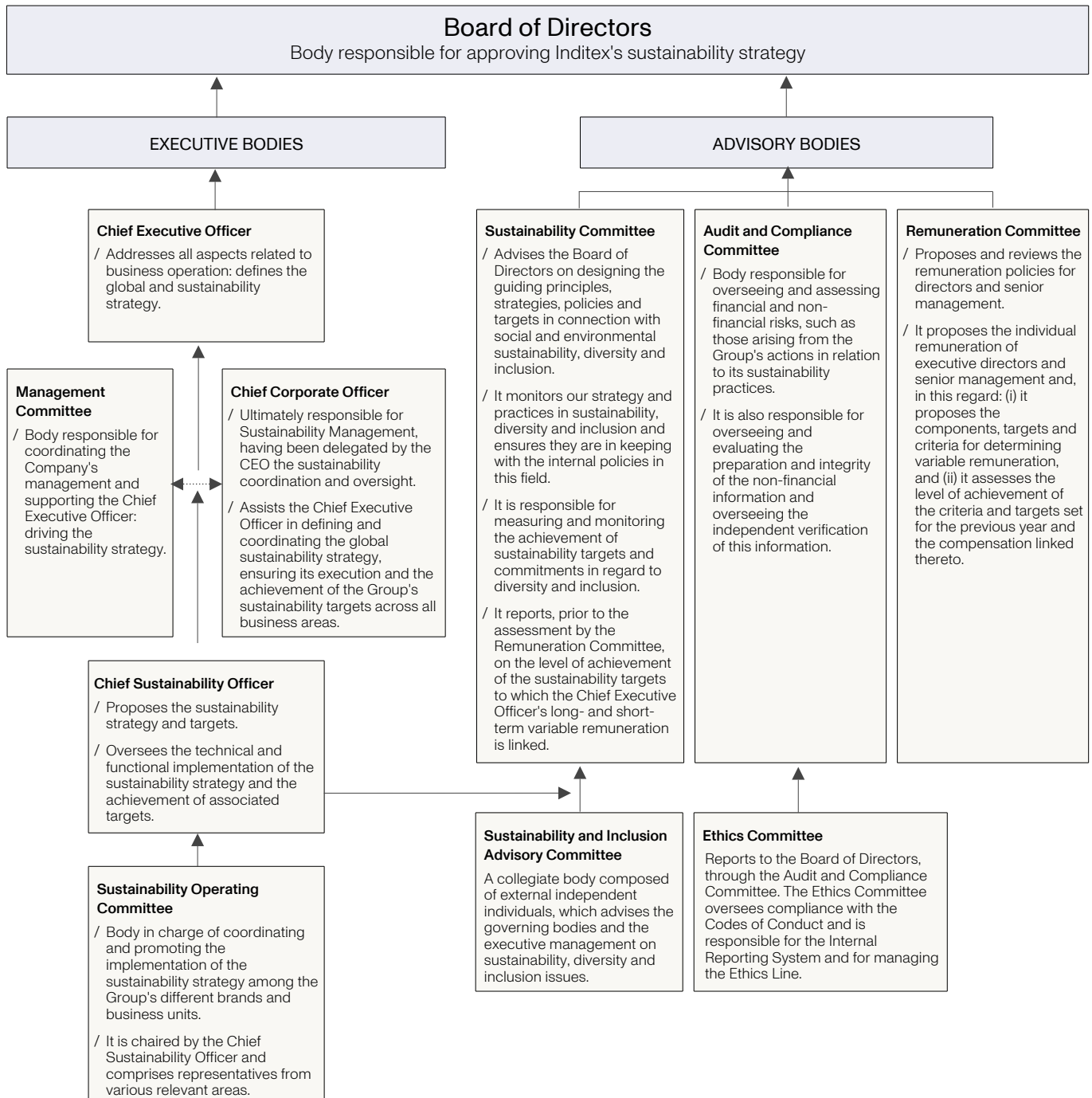
This System is described in detail in the Annual Corporate Governance Report, which provides all the relevant Company information on the structure and composition of the Company's Board of Directors and its Committees. This includes comprehensive information on the competencies, background, experience and diversity of their members, its proceedings and organisation, the various reporting lines with Management and coordination avenues with other governing bodies, within the governance structure, as well as how said bodies have discharged their responsibilities in the year.

📄 More information in the *Annual Corporate Governance Report*.

The Annual Corporate Governance Report also explains in detail how Inditex implements all applicable legislative developments and recommendations, and how corporate governance practices are systematically strengthened with the aim of promoting social interest, building trust and transparency among shareholders, investors and wider stakeholders, improving internal control and corporate responsibility within the Company.

## Main roles and responsibilities of governing bodies in relation to the oversight of strategy, risks and opportunities and sustainability governance

GOV-1\_10; GOV-1\_11; GOV-1\_12; GOV-1\_13; GOV-1\_14; GOV-2\_01; GOV-2\_02; GOV-2\_03; GOV-2\_04



The Group's commitment to sustainability is reflected at the highest level of the Company, starting with the most senior governing bodies, in which sustainability is a key factor in the decision-making process. Accordingly, the Board, being ultimately responsible for the Group's Sustainability strategy, is supported by a number of advisory and executive bodies.

To ensure proper oversight and implementation of the Group's sustainability strategy, there is an ongoing and frequent interaction between senior management and the governing bodies. In particular:

**/ The Chief Executive Officer (CEO):** reports quarterly to the Board of Directors regarding the main issues impacting the Group's strategy.

/ **The Chief Corporate Officer (CCO)**: reports to the CEO and, when required, reports together with the CEO to the Board of Directors regarding the various matters under his purview. The CCO also provides strategic advice as a member of Inditex's Management Committee, body that reviews the strategy and business and investment plans including those corresponding to the areas under his responsibility.

By virtue of the delegation of the oversight and cross-cutting coordination of the corporate areas under his responsibility, he participates in overseeing the Group's sustainability practices and the risks arising from them, including those related to climate change, ensuring their alignment with the Group's global risk prevention model.

/ **The Chief Sustainability Officer (CSO)**: reports to the Sustainability Committee, at least quarterly, regarding the main events of interest in the field of sustainability, and to outline, among other aspects, the degree of achievement of the strategic targets and proposals and plans devised to achieve them.

As Chair of the Sustainability Operating Committee, the CSO ensures the integration of sustainability criteria and the execution of the Group's commitments and targets in this area across all business areas, by maintaining, at all times, direct communication with the various operating areas responsible for their execution.

The CSO also reports to the Board of Directors, the Audit and Compliance Committee and the Management Committee when so required regarding matters relating to the Group's sustainability strategy and practices.

Furthermore, in the performance of its duties, the **Sustainability Committee** oversees the sustainability information that is included in the Directors' Report. This oversight is carried out liaising with the Audit and Compliance Committee, which is responsible for the supervision and evaluation of the preparation process and the integrity of the sustainability information included in said Report, ensuring compliance with all legal requirements. Likewise, the supervision of independent verification process of said information corresponds to the Audit and Compliance Committee.

Such coordinated action ensures a global view of the effective implementation of policies within their respective purview, as well as enhancing transparency by improving the quality of sustainability information made available to the market.

In particular, the Sustainability Committee is responsible for evaluating whether the information included in the mandatory report is consistent with the Company's sustainability policies. As part of the sustainability reporting process, a double materiality assessment is carried out annually to identify the impacts, risks and opportunities associated with our activity, strategy and business model. The findings of that assessment are reported to the Sustainability Committee, which must then ensure they are taken into account in the aforementioned sustainability reporting.

The result of this double materiality assessment is also considered by the Company's management when identifying sustainability impacts, risks and opportunities and defining its strategies and action plans. These issues, in turn, shape the agenda of matters addressed by Inditex's corporate bodies and, in particular, by the Board of Directors.

As the advisory body in this field, the **Sustainability and Inclusion Advisory Committee** is in contact with the Sustainability Committee, including by holding joint meetings to discuss, among other matters, the double materiality assessment and the Consolidated Statement of Non-Financial Information and Sustainability Information.

It is also important to note that this Advisory Committee is responsible for conveying stakeholders' expectations and demands in the field of sustainability.

For its part, in the framework of its oversight and risk assessment mandate, for an adequate risk control—including of those relating to sustainability matters—the **Audit and Compliance Committee's** agenda is planned annually with a view to overseeing the most salient risks for the Company, in accordance with the updated performance report, and as identified in the Group's Risk Map.

Furthermore, the members of the Sustainability Committee, including its Chair, also serve on the Audit and Compliance Committee. This cross-membership and the (at least quarterly) report that the Chair of the Sustainability Committee submits to the Board of Directors regarding the main issues discussed at their respective meetings ensure that the most relevant social and environmental sustainability issues are taken into consideration in the deliberations of the Audit and Compliance Committee and of the Board, allowing for a better identification of the risks and opportunities associated with these matters.

Lastly, the Company also has a number of assurance functions which have their own risk prevention and control models, in connection with compliance risks (including criminal risks), as well as those associated with the process of compiling the Group's financial and non-financial information so as to reasonably ensure the accuracy thereof.

For its part, the Internal Audit Function provides the Board of Directors, the Audit and Compliance Committee and Senior Management with assurance and advice on the effectiveness of the governance, risk management and control processes of the Inditex Group, coordinating with the other assurance functions for this purpose.

The Annual Corporate Governance Report outlines the main activities carried out by the Board and the Sustainability Committee, Audit and Compliance Committee, and Remuneration Committee in the performance of their respective duties in connection with sustainability and other material topics for the Group.

① More information in the *Annual Corporate Governance Report*, sections: *Overview on Corporate Governance, Board of Directors and Board Committees*.

## A.2. Integration of sustainability in incentive schemes [GOV-3]

### GOV-3\_01

Detailed information concerning the competencies of the Company's various governing bodies and, in particular, the Remuneration Committee, with respect to the approval and review of director remuneration systems, as well as the integration of the achievement of sustainability-related targets in the variable remuneration and incentives of the CEO and Senior Management, can be found in the Annual Report on Remuneration of Directors.

Additionally, the remuneration structure of Senior Management is aligned with the CEO's remuneration structure, coinciding in principles and remuneration components and with the design of the incentives, which are broadly consistent throughout the organisation, as well as in the mechanics of the pay review process.

Accordingly, reaching sustainability targets is also a component of the Senior Management's variable remuneration, as well as a component of other key personnel variable remuneration, which reinforces the commitment of the Company's people to sustainability.

① More information in the [Annual Report on Remuneration of Directors](#), sections: A. *Company remuneration policy for the current year* and B. *Overall summary of how remuneration policy has been applied during the year ended*.

## B. Statement on due diligence [GOV-4]

### GOV-4\_01

Our due diligence process allows us to identify and prioritise the potential sustainability-related negative impacts—including human rights and environmental aspects—throughout the value chain, in order to incorporate the findings into our activities, design tools to prevent and mitigate those impacts, and enrich and continuously complement these tools. This process is based on the United Nations Guiding Principles on Business and Human Rights and on the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

In this regard, due diligence is the second pillar of Inditex's human rights strategy—the Human Rights Policy is the first and the grievance mechanisms the third—.

As part of our due diligence, in 2025 we carried out a saliency exercise in connection with human rights involving more than 400 employees from different areas of the Company, in which more than 25 external organisations were consulted. This allowed us to identify and prioritise the most significant impacts of our Company, based on their severity and likelihood, with the ultimate aim of strengthening our practices and ensuring proactive management of our impacts.

The findings, which have been included in the materiality assessment, underscore the importance of matters such as health protection, fair and equal treatment and a healthy and sustainable environment, among others.

They also highlight the significance of the supply chain in relation to sustainability, due to its importance, nature and scale. Thus, comprehensive and effective due diligence across the supply chain is required, which entails robust policies, tools and practices designed to identify, prioritise and mitigate the impacts on people and the environment. Inditex's supply chain management system includes a compliance programme together with a social strategy (Workers at the Centre) and various environmental strategies (Climate Transition Plan, Fibres Plan, and Supply Chain Environmental Transformation Plan) that are based on identifying and prioritising impacts.

Furthermore, grievance mechanisms, the third pillar of Inditex's human rights strategy, are key to improving the due diligence process, as their information helps identify potential negative impacts, and allows the Company to react and mitigate the risk. These mechanisms include our Ethics Line, explained in depth later in this Report.

① More information on how the Ethics Line works in section [A.2. Grievance mechanism: the Ethics Line \[G1-1; G1-4; S1-17\]](#) of this Report.

Elements of due diligence	Content
Embedding due diligence in governance, strategy and business model	GOV-1
Identifying and assessing adverse impacts	IRO-1; IRO-2
	S1-2
Engaging with affected stakeholders in all key steps of the due diligence	S2-2
	S4-2
	S1-3
	S2-3
	S4-3
Taking actions to address those adverse impacts; and	E1-3
	E2-2
Tracking the effectiveness of these efforts and communicating	E3-2
	E4-3
	E5-2
	G1-2
	G1-3

## C. Risk management and internal controls over sustainability reporting [GOV-5]

### GOV-5\_01; GOV-5\_02

The Group continues to evolve its **Internal Control System over Sustainability Reporting (ICSR)**, whose objective is to ensure the quality, accuracy, integrity, traceability and transparency of the information included in this Report, in compliance with the provisions of Act 11/2018 on non-financial reporting and considering the European CSR regulatory framework.

The ICSR was developed considering the synergies between the methodologies of the Group's various control models, such as the Internal Control over Financial Reporting System (ICFR), to ensure methodological consistency and operating efficiency between the two models. The system was developed in line with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) benchmark international standard for internal control and following the Guidance on the Internal Control System on Sustainability Reporting developed by Spain's Institute of Internal Auditors and recommended by the Spanish National Securities Market Commission (CNMV, by its Spanish acronym). In this context, the ICSR is in a gradual process of rollout and continuous improvement, phasing in new, more exhaustive control elements and boosting its alignment with the applicable regulatory frameworks in connection with sustainability.

The system covers the control environment, the risk assessment related to the drafting of the Report, the specific control activities implemented to mitigate these risks, the activities for supervising the key indicators included in the Report, and the information and communication mechanisms in place to improve the management of the system.

The Board of Directors is the highest decision-making, supervisory and monitoring body of the Group, and is ultimately responsible for the existence and maintenance of an adequate ICSR, delegating the oversight and assessment of its effectiveness to the Audit and Compliance Committee.

#### GOV-5\_03; GOV-5\_04

In this framework, we consider the risks related to the reporting of Sustainability Information to be those derived from the absence or insufficiency of stable and defined processes, which can lead to errors or incompleteness in the information presented, and therefore to the reporting of unreliable information.

To mitigate these risks, we use systems that allow us to analyse compliance with the applicable regulations, introducing a layer of governance and automated workflows. Over the course of the year, progress was made in defining and documenting a model for managing and reporting the most relevant sustainability indicators, considering its relation with IROs according to the double materiality analysis and the reporting obligations in accordance with current regulation. Specific manuals were established for the quantitative indicators, covering aspects such as the areas involved, solutions adopted, information flows, calculation methodology and controls implemented.

Likewise, the double materiality assessment was specifically documented, setting out the criteria, methodology and associated responsibilities as a key consideration in determining the contents of the Consolidated Statement of Non-Financial Information and Sustainability Information.

With regard to the quality and thoroughness of the information reported, integrity controls were identified and designed across applications, particularly in those processes involving data calculation and processing platforms. These controls ensure that information from the source systems is fully and consistently incorporated into the tables used to calculate the indicators. Furthermore, consistency controls are in place to analyse the performance of the indicators with respect to previous years.

The model expressly identifies those responsible for the execution and review of the controls, with the support of a monitoring tool. Parallel to this, for the capture, management and presentation of data from external sources, we have solutions in place to facilitate the compilation of this data. The information systems involved have mechanisms for access control, integrity, change management, continuity and

information security, which will be progressively strengthened within the framework of development of the ICSR.

Going forward, we plan to continue expanding the scope of the ICSR by documenting new indicators and identifying the controls associated with them, as well as phasing in the application of general information technology controls to the tools identified as being important to the sustainability reporting process.

#### GOV-5\_05

Every year, the ICSR area carries out an assessment of the execution of the controls in place, with the aim of identifying any areas for improvement, and, together with those responsible, carrying out maintenance and updating of the model. Drawing on this assessment, a report is compiled and submitted to the management of the areas involved and to the Internal Audit department.

As part of its Annual Audit Plan, the Internal Audit department may carry out operational reviews of the governance, risk management and internal control processes linked to the preparation of the Sustainability Information. Moreover, the Consolidated Statement of Non-Financial Information and Sustainability Information is verified by an independent third-party, Ernst & Young.



## Bershka



Bershka empowers young people to discover their personal style and freely express it. It operates at the intersection of music, social media communities and innovation. It continuously updates its collections, proposing the latest trends and reflecting the influence of pop culture. The brand has three sections —Bershka Women and Men, and BSK Teen— covering different styles and combining everyday garments with special, trendy proposals to cater for every occasion. The general collection is enhanced by customisation options, and limited editions and collaborations with major partners.

## Stradivarius



Stradivarius understands fashion as a constantly evolving form of expression, capable of inspiring and reinventing itself. Just like people do, its style changes and transforms. That's why its collections are designed with versatility and authenticity in mind, enabling its community to find in its garments the freedom to be whoever they want to be, playing with fashion and discovering their best version, regardless of the occasion.

Stradivarius started out as a family-run women's fashion business and joined Inditex in 1999. Our design teams, made up of passionate professionals who are always open to change, render current trends into unique styles with the aim of inspiring and connecting with each customer.

## Oysho



Oysho is a sports and leisure brand that combines innovation, performance and quality. It offers a broad range of technical collections designed to deliver maximum performance and comfort during sports activities.

Oysho's leisurewear collections offer outstanding functionality and versatility, adapting perfectly to every situation and need. With a focus on sport and an active lifestyle, the brand continues to evolve, driving innovation and honing its designs.

## Zara Home



Zara Home's collections combine timeless ambiances with refinement. They include everything you need to decorate the various rooms in a house: bedroom, kitchen, dining room, living room and bathroom; as well as a special selection of children's products and a complete collection of home fragrances.

As the brand evolves, Zara Home aspires to continue accompanying customers through a quality offering, developing inspiring proposals for their lifestyle and being a part of all the moments of their life.

## Lefties



Lefties makes fashion accessible to a wide audience with a range of contemporary, essential and high-quality garments for every life stage. Its mission is to offer options designed for every occasion, through a practical and functional approach.

Lefties responds to its target public's needs with broad collections encompassing the Woman, Man, Teen Girl, Kids, Baby, Newborn, Home, Accessories and Footwear segments, introducing trends and renewing lines at just the right time. Each category includes functional designs that adapt to the style and routine of every individual.

### SBM-1\_03

At the end of the financial year 2025, our Group comprises a team of 163,047 people employed in 57 markets and representing a total of 174 nationalities (162,083 people, 56 markets and 170 nationalities in 2024). The breakdown by geography of our people is as follows:

Geography	2025	2024
Americas	18,553	18,743
Asia and rest of the world	13,581	14,139
Spain	50,940	49,915
Europe (ex-Spain)	79,973	79,286
<b>Total</b>	<b>163,047</b>	<b>162,083</b>

## Business model

SBM-1\_25

Our business model covers all the stages, including the design of our products and their sale in our stores and online platforms. This business model is based on **four drivers**, with the aim of generating maximum value for our customers, investors and other stakeholders:

- A **fashion proposal** built on creativity, innovation, quality and, above all, on permanently listening to the needs and wishes of our customers.
- An **increasingly engaging shopping experience**.
- Our responsibility and commitment to **sustainability**.
- **Our people's** talent.

SBM-1\_26

Our fashion proposal requires the commitment of all those involved throughout our value chain—which is described later in this chapter—from sourcing to distribution and sales. Accordingly, we draw on key **inputs**, the details of which are provided in the various chapters of this Report.

**/ Our teams:** our talent recruitment and retention strategy allows us to obtain the necessary human resources to carry out our activity, while at the same time taking care of our people's working conditions and creating diverse and inclusive work environments in which they can fulfil their potential.

**/ Raw materials:** this is the key input for manufacturing our products, and includes cotton, man-made cellulosic fibres, polyester and linen, among others. Our manufacturers and suppliers source these materials according to our Fibres Plan.

**/ Water and energy:** in addition to raw materials, they are the main resources used in the production processes. In particular, these consumptions are higher in the factories of our supply chain that carry out wet processes, i.e. dyeing, washing, finishing and printing, among others.

**/ Suppliers and factories of the supply chain:** they are also a fundamental part of the operation of our business. That is why we strive to maintain a relationship of mutual trust and support.

SBM-1\_27

Through our business model we want to generate the greatest possible value for our stakeholders. The various chapters in this Report provide greater detail regarding the various **outputs**.

**/ Customers:** our flexible fashion proposal and our capability to analyse their preferences allow us to quickly address their needs. We also aim to continuously improve the customer experience.

**/ Our teams:** we have a Code of Conduct that establishes the Group's commitments to creating work environments that promote their well-being and development.

**/ Factories of the supply chain:** the ultimate aim of our Workers at the Centre strategy is to ensure well-being of the workers in the supply chain and respect for their human rights.

**/ Shareholders:** we implement a policy of transparent and fluid communication. Our shareholder remuneration policy aims to offer an attractive and sustainable dividend over time.

**/ Environment:** we have various strategies and initiatives aimed at minimizing our impact on the environment—for example, by consuming renewable energy, reducing water consumption and using lower-impact fibres<sup>5</sup> in our garments—easing the pressure on resources.

**/ Society:** we collaborate with various stakeholders to promote the well-being of the communities where we operate and of society as a whole.

Within this framework, we have a robust **community investment program** through which we have allocated 175 millions of euros in 2025<sup>6</sup> (134 millions of euros in 2024) in a number of non-profit initiatives, through financial contributions, in-kind donations and time dedicated by our employees. In 2025 we donated more than 8.4 million new articles from our collections (7.2 million articles in 2024) and the hours dedicated by our employees to community investment activities during their working hours reached 409,871 hours in 2025 (353,618 hours in 2024).

In 2022 we committed to **help 10 million people through our corporate community investment programme between 2022 and 2025**. In line with this ambition, since 2022 **we have directly benefited more than 16 million people**, of which four million people were reached in 2025.

To achieve this, in 2025 we collaborated with 477 organisations in the development of 1,182 social and environmental initiatives. Our long-standing strategic alliances with organizations such as UNHCR, Cáritas, Conservation International, Red Cross, Entreculturas, Every Mother Counts, Médecins Sans Frontières, Medicus Mundi, Water.org and WWF are noteworthy. Furthermore, in 2025 we launched new programs with organizations including Asian University for Women, Associação VilacomVida, Ocean Conservancy, Women's Earth Alliance, and the University of Barcelona, among others.

### A model tailored to demand

Our retail concepts excel in their capacity to adapt and respond to any change in the market or the irruption of a new trend, thanks to fine-tuned production processes, with short runs that are fully adapted to demand. This also allows us to maintain a tight inventory.

So as to guarantee an agile and effective response to this demand, a significant portion of our garments are manufactured in proximity markets, such as Spain, Portugal, Morocco and Türkiye. Furthermore, the integration of the inventory of our physical stores and online platforms allows our customers to access all our products regardless of where they shop, maximising the opportunity to sell the units produced.

This **flexible business model** helps us to meticulously manage clothing inventories to **avoid surpluses**, which in 2024<sup>7</sup> represented **0.57%** of total articles sold.

<sup>5</sup> More information on the criteria that fibres or materials must meet to be classified as having a lower impact can be found in the appendix *Detailed Information. Methodology* of this Report.

<sup>6</sup> Included in the Operating Expenses item of the Consolidated Income Statement (see *Note 6* of the Consolidated Annual Accounts).

<sup>7</sup> Surplus figures are shown for 2024 as the 2025 winter campaign is ongoing in stores at the time of writing this Report, and therefore the surplus inventory has not yet been fully processed.

## Our value chain

SBM-1\_25; SBM-1\_28

The key stages of our **value chain** are as follows:

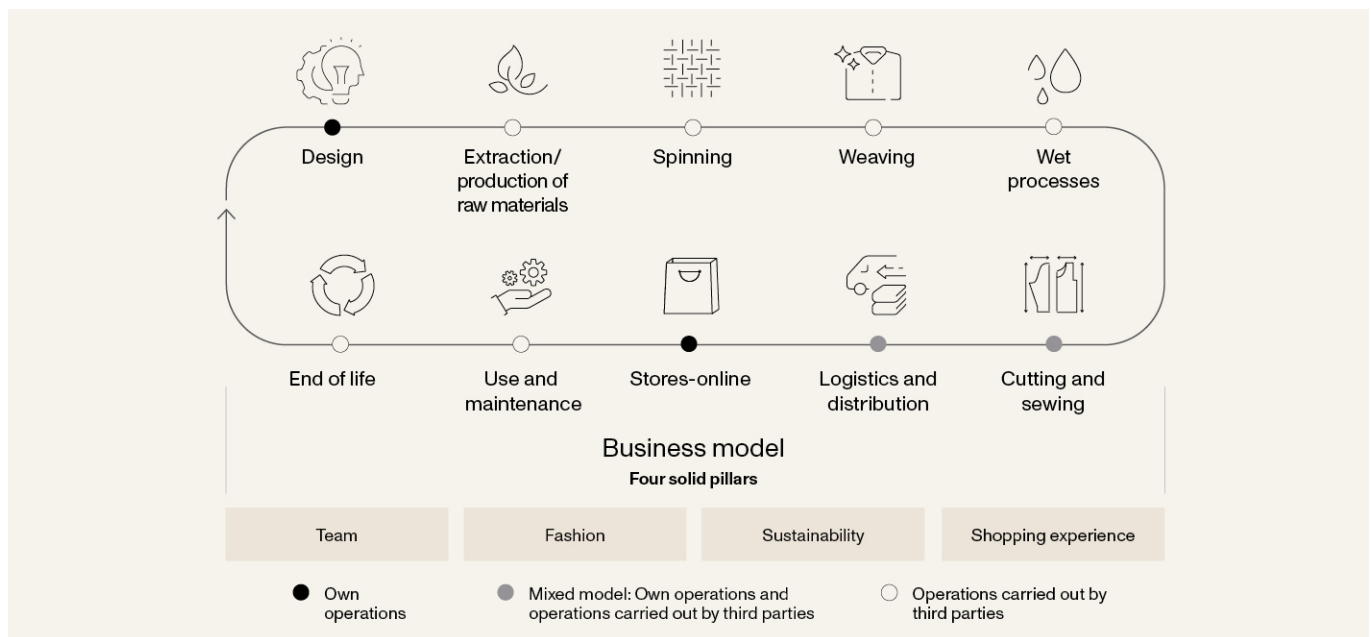
### Upstream activities

<b>Design:</b>	We have a significant talent base in design and pattern making, which is key to our business model.
	A focus on lower-impact materials and processes.
<b>Raw Materials Extraction/ Production:</b>	Main categories: natural (cotton, linen or wool, among others), man-made (cellulosic fibres like viscose or modal, among others) and synthetic (polyester, polyamide and acrylic, among others). The raw material most widely used by the Group is cotton.
	Raw materials are extracted or produced by third parties independent of the Group.
<b>Manufacturing:</b>	Non-exclusive suppliers and manufacturers not owned by the Group <sup>(1)</sup> organised into 10 clusters in Spain, Portugal, Morocco, Türkiye, India, Pakistan, Bangladesh, China, Cambodia and Vietnam.
	<b>Spinning:</b> production of threads and yarns from the raw materials obtained in the supply stage.
	<b>Weaving:</b> production of fabric from threads and yarns.
	<b>Wet processes:</b> dyeing, washing and printing, among others.
	<b>Cutting and sewing:</b> including cutting and sewing as well as finishing processes.
	All these facilities together, in which these activities are carried out, make up what we call <b>our supply chain</b> . It comprises 6,684 factories that include all stages of our supply chain in 49 markets.
<b>Logistics and Distribution:</b>	Warehousing operations carried out both directly by the Group, in our own distribution centres, and by third parties in external facilities not owned by the Company.
	Transportation of the products is carried out by third-parties not owned by the Group.
	Focus on reducing the impact on transportation, distribution and other logistical operations.

<sup>(1)</sup> The only exception are the factories owned by the Group and located in the proximity of the Inditex corporate headquarters in Arteixo (A Coruña).

### Downstream activities

<b>Stores and Online:</b>	Integration of our physical stores and online platforms into a single sales environment.
	Customer experience: avant-garde stores, advanced technology, innovative proposals.
<b>Use and Maintenance:</b>	Initiatives to help customers extend product life cycles: Zara Pre-Owned, garment repair and care guide.
<b>End of Life:</b>	Initiatives for recycling and reuse of materials, collection programmes and second life for garments.
	Operations carried out by third parties.



## Sustainability strategy


We have a sustainability strategy with which, in addition to contributing to the transformation of our business and of the textile industry, we aim to address the demands of civil society, our customers and our people, while meeting the requirements of our investors and the regulatory framework on sustainability.

### The impact: focus of our sustainability strategy

SBM-1\_23

To manage our impact, we continuously analyse the repercussions of our activity throughout the value chain. In this process we work with sustainability specialists, academic institutions, international organisations, trade unions and NGOs.

### What we want to help protect through our strategy



/ Air / Water / Ecosystems / Land / People

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**Pillars**

/ Lower-impact fibres	/ Reduction of use of virgin resources
/ People wellbeing	/ Reduction of waste generation
/ Reduction of emissions	/ Contribution to biodiversity
/ Circular processes and services	

## Our goals<sup>8</sup>

SBM-1\_21; SBM-1\_22

### Roadmap 2040

#### 2025

- / Obtain 100% of our linen and polyester from lower-impact sources. ⓘ E5
- / Reduce water consumption in the supply chain by 25%. ⓘ E3
- / Help 10 million people through our corporate community investment programme. ⓘ ESRS 2
- / Reach 3 million people in the supply chain through the Workers at the Centre strategy (fostering progress in the areas of social dialogue, living wages, health, respect and resilience). ⓘ S2
- / Provide circularity services such as Zara Pre-Owned in key markets. ⓘ E5

#### 2030

- / Reduce our emissions by 53%, including our own operations and value chain. ⓘ E1
- / Use only textile fibres that have a lower impact. ⓘ E5
- / Reach 5 million hectares under protection, restoration or regeneration projects or other forms of management for biodiversity improvement. ⓘ E4

#### 2040

- / Achieve net-zero emissions, reducing at least 90% of our carbon footprint with respect to 2018. ⓘ E1

Our objectives are global and apply to all our product lines. In the relevant sections of the table above, and in annex [Detailed information. Methodology](#), we describe the scopes and particularities of each of them.

We believe that the transformation of the sector must be based on a collaborative approach and a commitment to innovation. Hence the importance, for example, of our Sustainability Innovation Hub platform, through which we support innovation in sustainability.

ⓘ More information in section [E5. Resource use and circular economy](#) of this Report.

Furthermore, some examples of the organisations we are members of or collaborate with are the United Nations Global Compact, the International Labour Organization, UNI Global Union, IndustriALL Global Union, The Fashion Pact, Apparel and Textile Transformation Initiative (ATTI), Zero Discharge of Hazardous Chemicals (ZDHC) and the MIT Climate and Sustainability Consortium.

<sup>8</sup> Our emissions reduction targets affect both our own operations (scope 1 and 2) and our value chain (scope 3). With regard to scope 2 emissions, they apply to market-based scope 2 emissions. For its part, scope 3 includes the following categories: purchased goods and services (category 1), fuel- and energy-related activities (category 3), upstream transportation and distribution (category 4), waste generated in our own operations (category 5), business travel (category 6), employee commuting (category 7), end-of-life treatment of sold products (category 12), downstream leased assets (category 13) and franchises (category 14).

Regarding the fibres targets, further information on the criteria that fibres of materials must meet to be classified as having a lower impact can be found in the appendix [Detailed Information. Methodology](#) of this Report

## Levers of change in our strategy



### Climate Transition Plan

It enshrines our commitment and action lines to tackle the climate challenge, nurturing the precepts of the circular economy and energy efficiency.

① More information in section [A.2. Transition plan for climate change \[E1-1\]](#) of this Report.



### Fibres Plan

It aims to cement our commitment and ensure that 100% of our garment textile fibres are lower-impact by 2030.

① More information in section [B. Targets related to resource use and circular economy \[E5-3\]](#) of this Report.



### Supply Chain Transformation Plan

Focused on boosting suppliers' and manufacturers' performance to achieve our sustainability targets.

Our aim is to foster the inclusion of environmental best practices and continuous collaboration with our suppliers around five priority impacts: water consumption, wastewater treatment, chemicals, carbon footprint and waste management.

Accordingly, the Plan covers a series of measures to be phased in over the 2024-2027 period, with the aim of promoting the transformation of the textile industry through three lines of action based on steadily increasing the minimum environmental requirements and standards, broadening of the scope of application to an array of production processes, as well as technical support and assistance.

① More detail in the document *Supply chain: management to transform the sector*, available on Inditex's corporate website, and in the various environmental standards of this Report.

On the social front, we have our Workers at the Centre strategy which has five Priority Impact Areas: Social dialogue, Living wages, Respect, Health and Resilience.

① More information in section [C. Management of impacts related to value chain workers \[S2-2; S2-3; S2-4\]](#) of this Report.

## Human rights strategy

We approach respect for human rights from a **cross-cutting** perspective, weaving it into our everyday processes, decisions and relationships. We have a human rights strategy aligned with the UN Guiding Principles on Business and Human Rights, which permeates all Group operations and articulates our alignment with best practices throughout the value chain.

The pillars of our human rights strategy are:

- 1) Policy on Human Rights ①
- 2) Due diligence ①
- 3) Grievance mechanisms ①

## B. Stakeholder engagement [SBM-2]

SBM-2\_01

Our stakeholders are entities or groups that are related to Inditex —both throughout our value chain and in the communities in which we carry out our activity— and which have the capacity to influence our Company with their decisions and opinions. Our relationship with them is based on **transparency**, which helps us to establish a bond of trust with them, and **permanent dialogue** and collaboration, which allow us to respond to their demands and needs.

Our strategies, goals and channels of communication and dialogue with stakeholders are constantly being updated. Moreover, we have policies that define the principles of the relationship with each stakeholder group, such as our Code of Conduct, our Code of Conduct for Manufacturers and Suppliers or our Human Rights Policy, and in particular our Sustainability Stakeholder Relations Policy.

① More information in section [MDR-P. Policies and in annex Detailed information. Policies](#) of this Report.







SBM-2\_05; SBM-2\_06

Our work with stakeholders keeps us aware of the issues and trends that are most relevant to them so that we can respond to their needs more effectively, integrating their views and expectations as important information when drawing up our strategies. This serves as a very valuable information that helps us to define priorities and develop the policies and strategies that underpin the Company's principles of action and whose level of ambition is reflected in our targets. To achieve these targets, we have implemented a range of action plans, projects and initiatives that are detailed throughout this Report.

Furthermore, collaboration with all relevant actors is essential to effect the transformation of the textile sector that our sustainability targets pursue. Likewise, interaction with our stakeholders is pivotal to ensure effectiveness and keep our due diligence processes up to date.

SBM-2\_02; SBM-2\_03

We thus identify and group our stakeholders according to their link to our business model, as shown below:

Inditex's main stakeholders	Related content
 <p><b>Our teams</b> Any person who works at Inditex, including our people and other staff.</p> <ul style="list-style-type: none"> <li>• <i>Staff at our stores, offices, logistics centres and our own factories and trade unions.</i></li> </ul>	<p>① <a href="#">S1</a></p>
 <p><b>Customers</b> Every person who purchases any product sold by the various brands of the Inditex Group.</p> <ul style="list-style-type: none"> <li>• <i>Customers and potential customers of physical and online stores.</i></li> </ul>	<p>① <a href="#">S4</a></p>
 <p><b>Suppliers</b> Companies that are part of Inditex supply chain and their respective workers.</p> <ul style="list-style-type: none"> <li>• <i>Direct suppliers, manufacturers and workers in the supply chain; trade unions; employers associations and international organisations.</i></li> </ul>	<p>① <a href="#">S2</a>, <a href="#">G1</a></p>
 <p><b>Society</b> All those persons or entities that form part of the environment in which Inditex carries out its activity.</p> <ul style="list-style-type: none"> <li>• <i>NGOs, governments and public authorities, academic institutions, civil society and the media.</i></li> </ul>	<p>① <a href="#">E1</a>, <a href="#">E2</a>, <a href="#">E3</a>, <a href="#">E4</a>, <a href="#">E5</a>, <a href="#">S1</a>, <a href="#">S2</a>, <a href="#">S4</a>, <a href="#">G1</a></p>
 <p><b>Environment</b> Set of natural elements present in the environment in which Inditex develops its business model.</p> <ul style="list-style-type: none"> <li>• <i>Environmental organisations, academic institutions, governments and public authorities.</i></li> </ul>	<p>① <a href="#">E1</a>, <a href="#">E2</a>, <a href="#">E3</a>, <a href="#">E4</a>, <a href="#">E5</a></p>
 <p><b>Shareholders</b> Any person or entity who owns shares in the Inditex Group.</p> <ul style="list-style-type: none"> <li>• <i>Institutional and private investors.</i></li> </ul>	<p>① <a href="#">Annual Corporate Governance Report</a></p>

## Governance and stakeholder engagement

SBM-2\_12

At Inditex **we have been fostering dialogue with our stakeholders on sustainability** for decades. Our **Sustainability and Inclusion Advisory Committee** (previously known as the Social Advisory Board and created in 2002), an advisory body that, among other tasks, is responsible for establishing and institutionalising dialogue with key partners from civil society.

Another key tool is the **Sustainability Committee**, tasked with supervising and evaluating the strategy of communication and relations with the various stakeholders, and the communication procedures and channels. The Committee liaises with the Sustainability and Inclusion Advisory Committee.

① More information on sustainability governance in section [A.1. Governing bodies \[GOV-1; GOV-2\]](#) of this Report.

## Listening and dialogue tools

SBM-2\_04; SBM-2\_07

One of the keys to developing our strategy is to actively listen to and work with our stakeholders. This dialogue and constant engagement guide our decisions, allowing us to permanently update our strategy, which factors in the needs and expectations of our stakeholders. Our relationship with these groups is organised in the following stages:

- / Identification of all the pertinent topics, issues and trends and all the stakeholders that may be related thereto, throughout the value chain and in the environment in which we operate.
- / Classification and prioritisation of stakeholders based on our business model and value chain.
- / Definition of a strategy for each group of stakeholders, establishing concrete objectives, commitments, actions and dialogue tools.

We have **cross-cutting communication tools** to support our relationship with all our stakeholders, such as the Sustainability Committee, the Sustainability and Inclusion Advisory Committee, our corporate website, this Report and the materiality assessment itself, among others.

Specifically, we have a range of **alliances and partnerships**. These partnerships with organisations and institutions are paramount for Inditex, as they allow us to deepen our understanding of our stakeholders and further the transformation of our sector. That is why we cultivate partnerships with a number of governments, trade unions, academic institutions, local and international organisations and representatives of civil society.

① More detail in the document *Partnerships*, available on Inditex's corporate website.

# IRO. Impacts, risks and opportunities

## A. Materiality [IRO-1; IRO-2]

IRO-2\_13

Through our materiality assessment, we identify material impacts, risks and opportunities (IROs) to outline in this Report.

IRO-1\_01; IRO-2\_01; IRO-2\_02; E1.IRO-1\_01; E2.IRO-1\_01; E3.IRO-1\_01; E4.IRO-1\_01; E4.IRO-1\_03; E5.IRO-1\_01

We conduct this exercise with a **double materiality** approach, examining both our potential impacts on the surrounding (impact materiality) and risks and opportunities for our Company (financial materiality).

We thus apply a methodology based on the **European Sustainability Reporting Standards (ESRS), IG1: Materiality Assessment Implementation Guidance**, and the guidelines provided in the various supporting documents and recommendations provided by the European Financial Reporting Advisory Group (EFRAG).

① More information in annexes [Table of contents required by Directive 2013/34/EU](#) and [Table of contents of information deriving from other EU legislation](#) of this Report.

IRO-1\_15; IRO-1\_02; IRO-1\_07

To validate the material IROs for Inditex and confirm which content should be included in this Report, this year we reviewed the results obtained in the 2024 exercise, when we performed a detailed double materiality assessment structured in the **following main phases**:

### 1) Identification of impacts, risks and opportunities

IRO-1\_03; IRO-1\_04; IRO-1\_08; IRO-1\_14; SBM-3\_11

For identification purposes, we start by analysing our activity and the relationship with our environment, covering both our own operations and our business relationships and value chain, including the various geographies and activities that comprise it, and in accordance with the definition of value chain presented in the section [Our value chain](#) of this Report. Furthermore, our preferred source for determining our impacts is the list of recommended topics in the ESRS 1 - Application Requirement 16.

This identification draws on the outputs from our due diligence processes and our risk map, as well as the topics addressed by stakeholders through our ongoing dialogue, analysis of trends in the industry, social media and online media, and the issues addressed through our Ethics Line.

Furthermore, in connection with environmental topics, we have taken the LEAP approach (Locate, Evaluate, Analyse and Prepare) as a reference and have used various scientific databases and indices<sup>9</sup>.

In addition, in identifying risks and opportunities, we examine our impacts and dependencies on natural and/or social resources to detect their connections with possible negative or positive financial effects. Furthermore, in connection with the climate, we draw on a **climate-related scenario analysis**.

① More information on the scenario analysis methodology in sections [E. Risks and opportunities due to climate change \[IRO-1; SBM-3\]](#) of this Report.

With regard to opportunities, we continue to work on further analysis and development. As a result of this continuous endeavour, some changes were made with respect to the opportunities reported in the previous year, with the aim of ensuring closer alignment with reality.

### 2) Materiality assessment

IRO-1\_06

The impacts, risks and opportunities identified in the previous phase are assessed on the basis of the information compiled in working groups with in-house areas and, in the case of impacts, also through interviews with our stakeholders and the advice provided by Resilience (sustainability intelligence company, academic partner of the Centre for Risk Studies at the University of Cambridge).

In 2025, we validated the assessment conducted in 2024 through working groups with the various specialised in-house areas, as well as a review by Group's Management.

#### Impact materiality

We gauge impacts according to their severity, which in turn is composed of three parameters: their scale, scope and irremediable nature<sup>10</sup> —the latter in the case of negative impacts—. Each of the parameter is assessed by a classification from one to four, with one being the lowest value.

We also assess the probability of potential impacts according to a five-tier scale. This assessment is made without taking into account possible mitigation measures already in place.

<sup>9</sup> The references we used include Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE), Integrated Biodiversity Assessment Tool (IBAT), Critical Habitat — developed by the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC) — and Common International Classification of Ecosystem Services (CICES), among others.

<sup>10</sup> Scale: how grave or beneficial the impact is or would be for people or the environment. Scope: how widespread the impact is, based on the geographic extent of the effects and the stakeholders affected. Irremediable character: degree of difficulty involved in counteracting or remedying the damage, applying only to negative impacts. Likelihood: chance of a potential impact happening.

We also examine any possible affect on human rights, in which case, probability is assumed to be 100%, even though there has been no actual impact.

Thresholds are applied to these results, in keeping with the criteria outlined in the EFRAG materiality guidelines. Accordingly, we identify an actual impact as being material when its severity exceeds five.

In the case of potential impacts, a heat map showing evaluated severity and probability is compiled. The map determines four heat levels (low, medium, high and very high) and we identify as material those impacts that are above the low level.

In parallel, we qualitatively evaluate the time horizon<sup>11</sup> in which the impact would occur.

### Financial materiality

IRO-1\_09; IRO-1\_10; IRO-1\_12; IRO-1\_13

To determine the financial materiality of the risks and opportunities, we have aligned with the parameters and metrics used in the process of identification and assessment of the Risk Map, which is a cornerstone of the Group's Integrated Risk Management System (IRMS).

Thus, we assess the scale of the financial effect<sup>12</sup> by simulating the cash flow at risk for different time horizons, which we obtain by entering estimates of the financial variables from the Company's income statement, such as those related to revenues and routine costs. In the absence of direct data, an approximate estimate is made based on a five-tier scale. To establish the resulting financial materiality, we adjust this magnitude by the estimated probability of occurrence in each time horizon based on the same five-tier scale as used in the impact materiality assessment.

Both the parameters and the thresholds applied to determine financial materiality, as well as the rest of the methodology, are in line with those used in the Risk Map, and are also used to prioritise any other risk category.

This allows us to identify a risk or opportunity as material when the change in cash flow exceeds 2% and its probability exceeds 3%.

Based on the result, a risk or opportunity is determined to be material when it presents materiality in at least one of the years included in the various time horizons assessed.

① More detail in section *Enterprise Risk Management (ERM)* of the *Annual Corporate Governance Report*.

## 3) Validation of results and approval

IRO-1\_11

The results of the materiality assessment are reviewed by the Company's Management and validated by the Sustainability Committee.

At the external level, the Sustainability and Inclusion Advisory Committee also takes part in the validation, contributing to the integration of the perspective of different stakeholders in the assessment.

It is worth noting that the result of the materiality assessment forms the basis of this Report, which was formulated by the Board of Directors of Inditex, following the favourable report by the Audit and Compliance

Committee and the Sustainability Committee, both responsible for supervising the process of verifying and overseeing the information included in it, each in accordance with their respective areas of competence.

### Stakeholder involvement

IRO-1\_05; E2.IRO-1\_02; E3.IRO-1\_02; E4.IRO-1\_05; E4.IRO-1\_06; E4.IRO-1\_07; E5.IRO-1\_02

Our stakeholders —both internal and external— play a very important role during the materiality process:

/ In the course of our activity, we collaborate with organisations specialised in a range of fields. This gives us valuable insight into the potential impacts Inditex might have on the environment and people. The lessons drawn from these partnerships are woven into our materiality assessment.

/ Furthermore, in the detailed assessment we carried out in 2024, we conducted specific interviews with entities that represent stakeholders, establishing a Materiality Advisory Network to verify the list of potential impacts identified and ensure that no salient impact is excluded from our analysis. This group includes universities, trade unions, business organisations and organisations specialising in environmental and social issues such as: the University of Leeds, the University of Oxford, Zero Discharge of Hazardous Chemicals (ZDHC), Conservation International (CI), the Pacific Institute, ECODES, Climate Group, the United Nations Global Compact, the International Organisation of Employers (IOE), the Ethical Trading Initiative (ETI) and UNI Global Union.

/ We convened working groups with relevant areas of the Company to gauge and validate the materiality of impacts, risks and opportunities.

/ We collaborated and consulted with external specialist teams, such as Resilience and Shift, a leading organisation in the United Nations Guiding Principles on Business and Human Rights.

<sup>11</sup> The time horizons defined for this assessment are the same for both financial materiality and impact materiality and correspond to those defined in section *BP. Basis for preparation of the Report*.

<sup>12</sup> Magnitude of the financial effect: actual or potential deviation of free cash flows estimated by the Group in the various time horizons discounted on the assessment date.

## B. Material impacts, risks and opportunities [IRO-1; SBM-3]

SBM-3\_01; SBM-3\_02; SBM-3\_06; E4.IRO-1\_08; E4.IRO-1\_14; E4.IRO-1\_15; E4.SBM-3\_01; E4.SBM-3\_02; E4.SBM-3\_03; E4.SBM-3\_04; E4.SBM-3\_05; E4.SBM-3\_06; S1.SBM-3\_05; S1.SBM-3\_06; S1.SBM-3\_07; S1.SBM-3\_08; S1.SBM-3\_09; S1.SBM-3\_10; S1.SBM-3\_12; S2.SBM-3\_01; S2.SBM-3\_02; S2.SBM-3\_03; S2.SBM-3\_07; S2.SBM-3\_09; S4.SBM-3\_01; S4.SBM-3\_02; S4.SBM-3\_03; S4.SBM-3\_06; S4.SBM-3\_08

The identified material IROs are presented below in aggregate form, including a description thereof, their main characteristics<sup>13</sup> and their relationship to the ESRS topics and subtopics.

Topics and subtopics	Code	Material impacts, risks and opportunities	Type	Time horizon	Phase of the value chain
<b>E1 - Climate change</b>					
Climate change mitigation and adaptation, and energy	E1.I1	<b>Scope 1, 2 and 3 greenhouse gas (GHG) emissions</b> associated with our own activity and with the value chain	I-a	M, L	/ Own operations / Value chain
	E1.I2	<b>Energy consumption</b> needed to carry out our activity, which affects GHG emissions	I-a	M, L	/ Own operations / Value chain
	E1.R1	<b>Physical and transition risks related to climate</b>	R	L	/ Own operations / Value chain
<b>E2 - Pollution</b>					
Pollution, substances of very high concern and microplastics	E2.I1	Impact from <b>the use of chemicals</b> in the various stages of the supply chain, especially wet processes, and during the use of products by our customers	I-a	M, L	/ Raw materials extraction/ production / Supply chain <sup>(1)</sup> / Use and maintenance / End of life
	E2.I2	Possible <b>emissions of other pollutants and microplastics</b> , especially release of microfibres, in the various stages of the product life cycle	I-a	M, L	/ Raw materials extraction/ production / Supply chain / Use and maintenance / End of life
	E2.R1	<b>Transition risks related to pollution</b>	R	L	/ Value chain
<b>E3 - Water</b>					
Water	E3.I1	<b>Water withdrawal.</b> Water is a necessary resource for both the creation of our products and their use by our customers	I-a	M, L	/ Raw materials extraction/ production / Supply chain <sup>(1)</sup> / Use and maintenance
	E3.I2	<b>Water discharges</b> associated with production processes in the supply chain as well as with the product use by our customers, with a potential impact on water quality	I-a	M, L	/ Raw materials extraction/ production / Supply chain <sup>(1)</sup> / Use and maintenance
	E3.R1	<b>Physical and transition risks related to water</b>	R	L	/ Value chain
<b>E4 - Biodiversity and ecosystems <sup>(2)</sup></b>					
Impacts on biodiversity loss, the scale and status of ecosystems and ecosystem services, and dependencies on these services	E4.I1	Impacts related to the <b>exploitation, degradation and disruption of ecosystems and natural resources</b> that might contribute to the loss of biodiversity and the disruption of habitats and ecosystem services	I-a	M, L	/ Value chain
	E4.R1	<b>Physical and transition risks related to biodiversity and ecosystems</b>	R	L	/ Value chain

<sup>13</sup> Code legend: identification code of the IROs. Throughout the Report, this code is used to indicate the link between different contents and the corresponding IROs.

Type legend: Positive Impact (I+), Negative Impact (I-), including whether it is an actual (a) or potential (p) impact; Risk (R) and Opportunity (O). In cases where the aggregate impact includes both positive and negative impacts, the most relevant types are shown.

Time horizon legend: Short term (S), Medium term (M) and Long term (L).

Phase of the value chain legend: the different stages of the value chain are included in accordance with what is defined in the section *Our value chain* of this Report. In cases where 'Value chain' is indicated, this includes the following stages: raw material extraction/production; supply chain; logistics and distribution; stores and online; use and maintenance; and end of life.

Topics and subtopics	Code	Material impacts, risks and opportunities	Type	Time horizon	Phase of the value chain
<b>E5 - Resource use and circular economy</b>					
Resource and waste inflows and outflows	E5.I1	The <b>use of conventional raw materials</b> can generate environmental impacts upstream in the value chain, which we strive to manage and minimize through our Fibres Plan	I-a	M, L	/ Raw materials extraction/ production
	E5.I2	<b>Circularity promotion</b> in the business model to encourage the conversion of waste into new resources and extend the life cycle of our products	I+a	M, L	/ Value chain
	E5.I3	Impacts related to <b>waste generation</b> in our activity	I-a	M, L	/ Own operations / Value chain
	E5.R1	<b>Transition risks related to the use of resources and the circular economy</b>	R	L	/ Value chain
	E5.O1	<b>Opportunity for new business models, such as Zara Pre-Owned</b>	O	M, L	/ Own operations
<b>S1 - Own workforce</b> <sup>(3)(4)</sup>					
Working conditions and equal treatment and opportunities for all	S1.I1	<b>Quality employment.</b> This includes both working conditions and measures to enhance well-being	I+a	S, M, L	/ Own operations
	S1.I2	Possible impact should our workforce not receive <b>adequate wages</b>	I-p	S, M, L	/ Own operations
	S1.I3	<b>Social dialogue and respect for freedom of association and collective bargaining rights</b>	I-p	S, M, L	/ Own operations
	S1.I4	<b>Work-related accidents and occupational diseases</b>	I-a	S, M, L	/ Own operations
	S1.I5	<b>Professional development</b> and capacity to foster continuous learning and offer growth opportunities	I+a	S, M, L	/ Own operations
	S1.I6	<b>Impacts</b> , both positive and negative, <b>linked to vulnerable groups</b> , including topics such as gender, LGBTQI+, socio-ethnic or disability	I-a	S, M, L	/ Own operations
	S1.R1	<b>Risks related to human capital</b>	R	L	/ Own operations
	S1.O1	<b>Business development opportunities by attracting and retaining talent</b>	O	L	/ Own operations
<b>S2 - Workers in the value chain</b> <sup>(4)</sup>					
Working conditions, equal treatment and opportunities for all, and other work-related rights	S2.I1	<b>Working conditions.</b> This includes both working conditions and measures to enhance the well-being of value chain workers	I-a	S, M, L	/ Raw materials extraction/ production / Supply chain
	S2.I2	Impacts related to not receiving <b>adequate wages</b> , which affects the well-being of value chain workers	I-a	S, M, L	/ Raw materials extraction/ production / Supply chain
	S2.I3	<b>Social dialogue and respect for freedom of association and collective bargaining rights</b>	I-a	S, M, L	/ Raw materials extraction/ production / Supply chain
	S2.I4	<b>Work-related accidents and occupational diseases</b>	I-a	S, M, L	/ Raw materials extraction/ production / Supply chain
	S2.I5	<b>Impacts related to vulnerable groups</b> , such as women, migrants and workers linked to the extraction or production of raw materials	I-a	S, M, L	/ Raw materials extraction/ production / Supply chain
	S2.R1	<b>Risks related to value chain workers</b>	R	L	/ Supply chain

Topics and subtopics	Code	Material impacts, risks and opportunities	Type	Time horizon	Phase of the value chain
<b>S4 - Consumers <sup>(4)</sup></b>					
Information-related impacts for consumers, their personal safety and social inclusion	S4.I1	<b>Possible loss of our customers' personal data</b> , which might impact on their privacy and trust	I-p	S, M, L	/ Own operations
	S4.I2	<b>Impacts related to the health and safety of our products</b> during their use	I-a	S, M, L	/ Use and maintenance
	S4.I3	We promote an inclusive shopping experience and work to prevent <b>potential impacts related to consumer discrimination</b>	I-a	S, M, L	/ Own operations
	S4.I4	We assume the responsibility of maintaining an ethical, objective, transparent and dialogue-based relationship with our customers and the rest of our stakeholders, and therefore we incorporate <b>responsible marketing practices</b>	I+a	S, M, L	/ Own operations
	S4.R1	<b>Risks related to consumers' rights</b>	R	L	/ Own operations
<b>G1 - Business conduct</b>					
Corporate culture, corruption and bribery, protection of whistleblowers, political engagement and managing suppliers relations	G1.I1	<b>Whistleblowing channel management</b> , enabling internal and external stakeholders to confidentially report any possible breaches of ethical principles, incorporating protections for whistleblowers and helping to foster a corporate culture of integrity	I-p	S, M, L	/ Own operations / Value chain
	G1.I2	<b>Promotion of regulatory development and industry improvement</b> through Inditex's involvement in sector initiatives and forums for dialogue with stakeholders	I+a	M, L	/ Own operations / Value chain
	G1.I3	<b>Possible instances of corruption, fraud, bribery and other unlawful acts</b> linked to the exposure and characteristics of the Company's operation and its value chain	I-a	S, M, L	/ Own operations / Supply chain
	G1.I4	<b>Supplier relations management</b> , including the integration of social and environmental criteria and <b>responsible purchasing practices</b>	I-a	S, M, L	/ Value chain
	G1.R1	<b>Risks arising from the relationship with key suppliers</b>	R	L	/ Value chain
	G1.R2	<b>Risks related to cybersecurity</b>	R	L	/ Own operations / Value chain

<sup>(1)</sup> Including only the facilities mainly carrying out wet processes, as these are the ones that use chemical products, water and energy as the main inputs in their manufacturing processes.

<sup>(2)</sup> No facilities were identified that were located near biodiversity-sensitive areas and had an operating profile with a significant impact on biodiversity.

<sup>(3)</sup> No negative impacts linked to the transition plans, nor operations or geographical areas with a significant risk of incidents of forced, compulsory or child labour among our people were identified.

<sup>(4)</sup> Risks and opportunities apply across the board to all our operations and value chain, and do not correspond to a specific group of people.

### Impact characteristics

SBM-3\_04; SBM-3\_05; SBM-3\_07; E2.IRO-1\_03; E4.IRO-1\_02; E4.IRO-1\_04; E4.IRO-1\_16

Our business model places us in direct connection with a globalised environment, which implies that our Company might influence, whether positively or negatively in our surroundings.

Accordingly, in our analysis we consider both our own operations and our value chain, from product design right through until their use and end of life.

More information in section [Our value chain](#) of this Report.

**/ Environmental:** our production requires the sourcing of raw materials that involve the use of water, land and energy and that may have impact on biodiversity and ecosystems. This dependency on certain ecosystem services is mainly apparent in the value chain, and has not been identified in our own operations or in the shipping or factory operations that do not carry out wet processes. In distribution, we move goods between various markets to reach our costumers, with an impact in terms of the emissions linked to climate change, which we are striving to reduce and mitigate through the initiatives detailed in our Climate Transition Plan. Furthermore, due to the nature of our product, we consider the possible impact linked to the shedding of fibres and microplastics, both during the manufacturing process of our articles and in their life cycle, including their end of life.

We also take into consideration the potential systemic risks that might affect our activity, pinpointing mainly those associated with the collapse of ecosystems from the environmental perspective —unavailability of agricultural raw materials —and disruption of the related supply chain—paralysis of manufacturing output—.

We therefore assess the relationship between our strategy and business model and the existence of possible environmental, social and/or governance-related impacts:

S1.SBM-3\_03; S1.SBM-3\_04; S2.SBM-3\_05; S2.SBM-3\_06; S4.SBM-3\_04;  
S4.SBM-3\_05; SBM-3\_11

**/ Social:** we pay particular attention to those impacts<sup>14</sup> that may affect people, from our own workforce to our consumers, including workers in our value chain and the community. Consequently, we identify the possible impacts on human rights, fair working conditions, diversity and inclusion and the health and safety of our teams in order to promote working environments in which well-being is a priority and to ensure that we have the best talent. This same approach, in which respect for human rights is paramount, is replicated throughout our value chain, in our relationship with customers and in the continuous improvement of their experience.

In this regard, our materiality assessment includes the results of the saliency exercise concerning human rights that we carried out in 2025. The results show that our material social impacts are centred mainly on our workforce, customers and the workers who make up our value chain. Accordingly, the identified potential impacts and risks linked to ESRs 'S3 - Affected communities' are not material for Inditex.

**/ Governance:** in line with our principles, we keep unwavering control of our business conduct, carefully supervising the communications made through our grievance mechanisms (such as our Ethics Line), and identifying the potential impacts linked to the potential materialisation of unlawful actions, or to our supplier relations and responsible purchasing practices. This information regarding how our business model may impact on the environment and society also allows us to analyse our strategy, helping us to minimise the possibility of negative impacts and risks materialising, while trying to enhance our positive impacts and opportunities.

SBM-3\_12

Our assessment also covers specific topics for our Company. Cybersecurity is considered material for our organisation and this Report therefore includes a dedicated section on the matter. In addition, we also include specific metrics linked to our sector, based on the SASB Apparel, Accessories & Footwear standard.

SBM-3\_03; SBM-3\_08

Furthermore, no risks and opportunities were identified for which there is a significant risk that could trigger a material change in the valuation of the assets and liabilities booked in the financial statements for the following financial year.

With respect to the anticipated financial effects of risks and opportunities, the Company has invoked the transitional provision (phase-in option) that allows it not to disclose information regarding the anticipated financial effects.

## Resilience

SBM-3\_10

Identifying our impacts, risks and opportunities, allows us to ensure that our strategy includes the most salient sustainability topics. This helps us to strengthen the resilience of our business model and boost our capacity to tackle the challenges stemming from our activity.

Along these lines, we implement specific policies that tackle the various environmental, social and governance themes identified; we set monitoring targets for the key metrics; and we introduce actions aimed at addressing the main aspect detected, thereby helping us to prevent, mitigate and remedy possible effects from our impacts and risks, and to maximise the value of our opportunities.

<sup>14</sup> Some of these impacts are one-off, such as workplace or product health and safety; while others are systemic, being related to global and industry-wide characteristics. Such is the case of social dialogue and respect for the right of association and collective bargaining rights, for example.

# MDR-P. Policies

## MDR-P\_06

Our engagement with stakeholders is founded upon constant dialogue and transparency. This same approach is applied to the construction and updating of the Group's Codes of Conduct and policies.

All our policies are available in both Spanish and English on the intranet (INET). The main corporate policies are available on the corporate website in a wide range of languages to provide access to any

stakeholder, whether internal or external. Additionally, to ensure that all our teams are aware of corporate policies and their updates, we carry out internal communication and awareness actions.

Below are the main policies related to the scope of application of this Report, which are described in detail in the annex [Detailed information. Policies:](#)

<b>Cross-cutting Policies</b>	<ul style="list-style-type: none"> <li>/ Code of Conduct ⓘ</li> <li>/ Code of Conduct for Manufacturers and Suppliers ⓘ</li> <li>/ Human Rights Policy ⓘ</li> <li>/ Sustainability Policy ⓘ</li> <li>/ Sustainability Stakeholder Relations Policy ⓘ</li> </ul>
<b>Policies related to environmental standards</b>	<ul style="list-style-type: none"> <li>/ Energy Policy ⓘ</li> <li>/ Water Policy ⓘ</li> <li>/ Ecosystems and Biodiversity Policy ⓘ</li> </ul>
<b>Policies related to social standards</b>	<ul style="list-style-type: none"> <li>/ Diversity and Inclusion Policy ⓘ</li> <li>/ Global Anti-Harassment Policy ⓘ</li> <li>/ Occupational Health and Safety Policy ⓘ</li> <li>/ Information Security Policy ⓘ</li> <li>/ Compliance Policy regarding Personal Data Protection and Privacy ⓘ</li> </ul>
<b>Policies related to governance standards</b>	<ul style="list-style-type: none"> <li>/ Compliance Policy ⓘ</li> <li>/ Due Diligence Policy ⓘ</li> <li>/ Policy on Public Policy ⓘ</li> <li>/ Criminal Risk Prevention Policy ⓘ</li> <li>/ Integrity Policies (Donations and Sponsorships, Gifts &amp; Invitations, and Dealings with Public Servants) ⓘ</li> <li>/ Anti-Money Laundering and Terrorist Financing Policy ⓘ</li> <li>/ Conflicts of Interest Policy ⓘ</li> <li>/ Global Policy on Internal Reporting Channels ⓘ</li> <li>/ Ethics Line Procedure ⓘ</li> </ul>

ⓘ More detail in section 'Ethical Commitment' of Inditex's corporate website.

# E. Environmental information [ESRS E]

E1. Climate change

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E2. Pollution

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E3. Water

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E4. Biodiversity and ecosystems

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E5. Resource use and circular economy

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Taxonomy Regulation

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# E1. Climate change

## Material impacts, risks and opportunities related to climate change

Code	Description	Phase of the value chain
E1.I1	<b>Scope 1, 2 and 3 greenhouse gas (GHG) emissions</b> associated with our own activity and with the value chain	/ Own operations / Value chain
E1.I2	<b>Energy consumption</b> needed to carry out our activity, which affects GHG emissions	/ Own operations / Value chain
E1.R1	<b>Physical and transition risks related to climate</b>	/ Own operations / Value chain

① More information in section *B. Material impacts, risks and opportunities [IRO-1; SBM-3]* of this Report.

## A. Our approach to climate change [E1-1; E1-2]

### A.1. Policies related to climate change [E1-2]

E1.MDR-P\_01-06; E1-2\_01

As reflected in the Group' Sustainability Policy and Energy Policy, our climate ambition is grounded on:

- / Developing responsible energy management.
- / Reducing GHG emissions and collaborating to transform the sector.
- / Improving the capacity of climate change adaptation and mitigation.
- / A cross-cutting approach in which we acknowledge the need to protect and restore nature and all its resources as part of the contribution to climate change mitigation.
- / The commitment to a fair transition.

① More information on our policies and their updates in section *MDR-P. Policies* and in annex *Detailed information. Policies* of this Report.

E1.GOV-3\_01; E1.GOV-3\_02; E1.GOV-3\_03

Through our climate governance, we aim to ensure that the impacts, risks and opportunities linked to climate are adequately tackled to meet the challenges posed by climate change. In turn, we promote mechanisms to advance in achieving our decarbonisation targets, such as our variable remuneration system.

① More information in the *Annual Report on Remuneration of Directors*, sections: *A. Company remuneration policy for the current year* and *B. Overall summary of how remuneration policy has been applied during the year ended*.

### A.2. Transition plan for climate change [E1-1]

E1-1\_01; E1-1\_02

We have a **Climate Transition Plan**, which evidences Inditex's commitment to a more efficient and circular fashion industry, more capable of tackling the climate challenge. The Plan includes our action lines and intermediate milestones, as well as the resources we estimate will be needed to attain our targets on the pathway to net-zero emissions by 2040.

Our Climate Transition Plan is consistent with our science-based targets (SBTs), pursuing a GHG emissions reduction pathway aligned with the Paris Agreement ambition of limiting global warming to 1.5°C over pre-industrial levels.

In drawing up the Plan we used the 'announced policies' emissions scenario, given the current level of climate policy ambition around the world. This pathway envisages the global economy decarbonising at a slower rate than Inditex's reduction commitments, outlined in our Climate Transition Plan, which aim to reach net zero by 2040.

In accordance with this commitment, Inditex's future emissions pathways factor in the effect of our own emissions reduction initiatives, as specified in the Climate Transition Plan, and the effect of the announced industry decarbonisation in relation to scope 2 and 3 emissions.

① More detail in the *Climate Transition Plan* available on Inditex's corporate website.

E1-4\_24

In this regard, at Inditex we take a comprehensive approach to climate change, analysing future climate scenarios and identifying the physical and transition risks, as well as associated opportunities to ensure a resilient short-, medium- and long-term strategy. Based on our identification and assessment of climate-related impacts, risks and opportunities, we adapt our sustainability strategy, which is integrated into all our business areas.

① More information on the scenario analysis methodology in section *E. Risks and opportunities due to climate change [IRO-1; SBM-3]* of this Report.

E1-1\_03; E1-1\_04; E1-1\_05; E1-1\_06; E1-1\_13; E1-4\_23

The decarbonisation levers of our Climate Transition Plan encompass a series of actions to reduce our GHG emissions and thereby move towards attaining our targets. They are carried out both in our own operations and our value chain, and focus on:

Main decarbonisation levers		Key actions	More information in
Reduction	Use of improved energy sources	/ Own operations: self-consumption, power purchase agreements, building according to LEED/BREEAM standards / Supply Chain Environmental Transformation Plan / Use of fuels from alternative sources in the maritime transport of our products	E1-3; E2-2; E3-2; E3-3
	Optimisation of energy management		
	Promoting circularity and the use of lower-impact materials	/ Sustainability Innovation Hub / Fibres Plan / Pre-Owned	E5-2; E5-3
Neutralisation	Promoting and fostering regenerative practices	/ Fibres Plan / Cotton Strategy / Revitalisation of soils and ecosystems to sustain communities and biodiversity / Conservation, protection and restoration of ecosystems and biodiversity	E4-3; E4-4; E5-2; E5-3
	Application of other nature-based solutions		
	Application of technological solutions		
Mitigation beyond the value chain	Fostering biodiversity and balanced ecosystems as well as community well-being		

E1-1\_14

As follows from our sustainability governance model, our Chief Executive Officer is responsible for defining the sustainability strategy approved by the Board of Directors following a favourable report from the Sustainability Committee. In this regard, in particular the Climate Transition Plan was also presented to the Sustainability and Inclusion Advisory Committee (formerly the Social Advisory Board) and the Sustainability Committee, and announced to our shareholders in the General Meeting, thereby ensuring the involvement of our governing bodies in its review and approval.

/ Supply Chain Environmental Transformation Plan 2024-2027.

/ Progress in the Fibres Plan (target to 2030).

/ Using alternative fuels rather than fossil fuels in maritime transport.

① More information in sections *C. Actions related to climate change [E1-3]*, *B. Targets related to climate change [E1-4]*, *D.1. Energy consumption and mix [E1-5]* and *C. Actions related to resource use and circular economy [E5-2]* of this Report.

E1-1\_12

In addition, it is worth noting that the Group has not been excluded from the EU Paris-aligned benchmarks, given that the requirements pursuant to Article 12 of Delegated Regulation (EU) 2020/1818 are not applicable.

E1-1\_08

① More information on taxonomy-related issues in annex *Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)* of this Report.

**Progress to date**

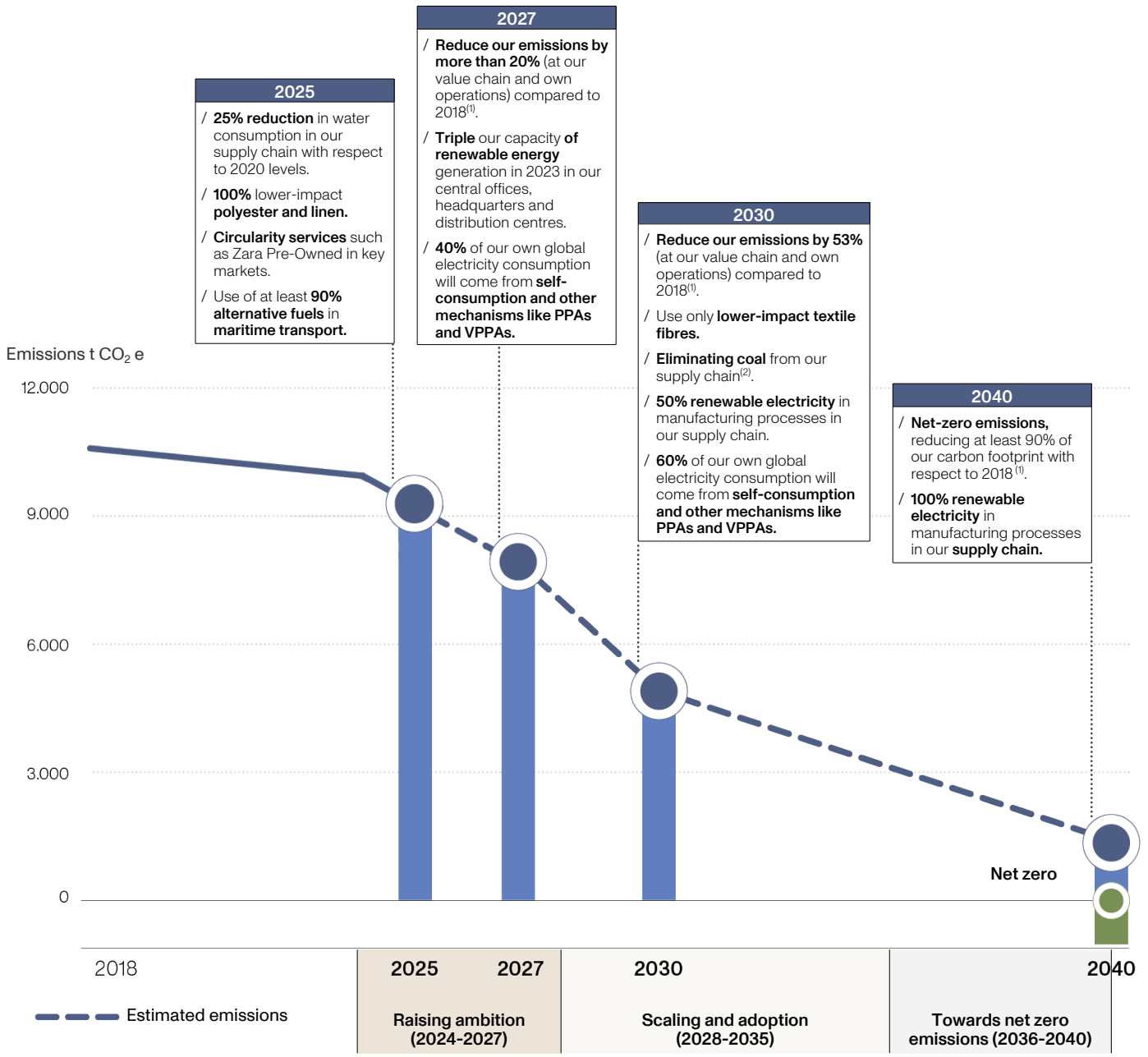
E1-1\_15

Throughout 2025, we have continued to strengthen our commitment to responsible resource management —in particular of energy— and to reducing GHG emissions, through initiatives like:

/ Fostering self-consumption and power purchase agreements.

/ Using renewable energy in our own operations and in the supply chain.

## Towards net-zero emissions



**Decarbonisation levers:** ■ Reduction ■ Neutralisation and mitigation beyond the value chain

<sup>(1)</sup> **i** More information on the scope of our GHG emission reduction targets through 2027, 2030 and 2040 below, in section *B. Targets related to climate change [E1-4]* of this Report.

<sup>(2)</sup> The scope of this commitment is limited to the use of coal by the facility itself for direct energy generation. Specific and non-recurring exceptions are considered, such as backup energy systems for emergency situations.

## B. Targets related to climate change [E1-4]

E1.MDR-T\_01-13; E1-4\_01

Our **emissions reduction targets** are aligned with the Paris Agreement ambition. We want to achieve net-zero GHG emissions in our entire value chain by 2040. Furthermore, by 2030 we aim to reduce our total emissions by 53%, including our own operations and the value chain<sup>15</sup>.

Our targets are directly linked to our commitments to preserve the environment, to consider the consequences of climate change and to implement continuous improvement measures to reduce greenhouse gas emissions, as enshrined in four of our main policies: the Sustainability Policy, the Energy Policy, the Water Policy and the Ecosystems and Biodiversity Policy.

E1-4\_01; E1-4\_02; E1-4\_03; E1-4\_04; E1-4\_15; E1-4\_16

### Target: reach net-zero GHG emissions by 2040<sup>16</sup>

#### Breakdown by scope

/ Reduce scope 1 and 2 GHG emissions by 95% by 2040

/ Reduce scope 3 GHG emissions by 90% by 2040

### Target: reduce our total emissions by 53% by 2030

#### Breakdown by scope

/ Reduce absolute scope 1 and 2 emissions by 95% by 2030

/ Reduce absolute scope 3 emissions by 51% by 2030

	Base year		Current year		Target year	
	2018	2025	2030	2040	2030	2040
<b>Total emissions (t CO<sub>2</sub>e)</b>	10,528,872	9,384,325	4,941,090	1,028,108		
Scope 1 and 2 (t CO <sub>2</sub> e)	495,584	59,238	24,779	24,779		
Scope 3 (t CO <sub>2</sub> e)	10,033,288	9,325,086	4,916,311	1,003,329		

E1-4\_01; E1-4\_21; E1-4\_22

Our 2030 emissions reduction targets are approved by the Science Based Targets initiative (SBTi) and in keeping with the Paris Agreement emissions reduction pathway for 2030. Furthermore, we have set ourselves the intermediate milestone of reducing scope 1, 2 and 3 emissions by 20% by 2027, as compared to 2018.

SBTi also approved our global net-zero emissions target by 2040, thereby slashing our scope 1, 2 and 3 emissions by 90% as compared to 2018. The remaining 10% will be neutralised by greenhouse gas emissions removals, as established in the SBTi guidelines.

E1-4\_01; E1-4\_18; E1-4\_20; E1-4\_21; E1-4\_25

More information in annex *Detailed information. Methodology* of this Report.

Thanks to our efforts within the framework of our Climate Transition Plan, in 2025 we reduced scope 1, 2 and 3 emissions by 11% of our SBT target, as compared to 2018. To continue making headway towards these targets, we are committed to various key action lines with the ultimate aim of attaining net-zero emissions by 2040:

/ Use at least 90% of alternative fuels in maritime transport by 2025. In the last few years we have worked with Maersk and other logistics suppliers to make this possible, and thanks to this joint endeavour, 98% of the maritime transport<sup>17</sup> of our products is already covered with alternative fuels such as green methanol or second-generation biofuels.

/ Triple our current installed capacity of renewable energy generation in our central offices, headquarters and distribution centres by 2027. We are committed to the generation and purchase of energy from renewable sources as one of the key mechanisms for reducing our GHG emissions. We have facilities for the generation of photovoltaic and wind energy, as well as geothermal and solar thermal energy.

/ Ensure that 40% of our own global electricity consumption comes from self-consumption and other mechanisms such as power purchase agreements (PPAs) or virtual power purchase agreements (VPPAs) by 2027, and that at least 60% comes from this kind of mechanism by 2030. In addition to deploying self-consumption initiatives, we promote the implementation of new renewable energy sources through VPPAs, which are long-term agreements between consumers and energy producers. Our energy sourcing strategy factors in considerations around improvements in environmental impact, along with respect for human rights and support for the capacity and resilience of the grid.

<sup>15</sup> These targets affect both our own operations (scope 1 and 2) and our value chain (scope 3), regardless of their location. With regard to scope 2 emissions, these targets apply to market-based scope 2 emissions. For its part, scope 3 includes the following categories: purchased goods and services (category 1), fuel- and energy-related activities (category 3), upstream transportation and distribution (category 4), waste generated in our own operations (category 5), business travel (category 6), employee commuting (category 7), end-of-life treatment of sold products (category 12), downstream leased assets (category 13) and franchises (category 14).

<sup>16</sup> See previous footnote.

<sup>17</sup> Calculation based on the weight of the transported goods multiplied by the distance travelled (t-km indicator (tonne-kilometre)).

/ Eliminate the use of coal in our supply chain by 2030<sup>18</sup>. In line with our commitment to the UN Fashion Industry Charter for Climate Action, since July 2023 we do not accept new factories to our supply chain that use coal as an energy source, and we continue to work with our suppliers and manufacturers to eliminate the use of coal for direct energy generation in those facilities where it was already being used.

/ 50% renewable electricity in manufacturing processes in our supply chain by 2030, reaching 100% by 2040. We want to promote the use of renewable energy in our supply chain, and to do this we work both individually with factories and suppliers through our Supply Chain Environmental Transformation Plan, and collaboratively through industry partnerships.

In addition, we have set targets for water consumption in the supply chain, use of lower-environmental-impact raw materials<sup>19</sup> and circularity services that help us progress towards our goals of reducing emissions and fighting climate change.

① More information on our sustainability targets in section *A. Strategy, business model and value chain [SBM-1]* and in annex *Detailed information. Methodology* of this Report.

## C. Actions related to climate change [E1-3]

E1.MDR-A\_01-12; E1-3\_01; E1-3\_03; E1-3\_04; E1-3\_05; E1-3\_06; E1-3\_07; E1-3\_08  
The main climate change measures we carry out evidence our efforts to mitigate the effects of climate change both at our own operations and in the rest of the value chain, in line with the goals established in our Climate Transition Plan.

① More information in sections *A.2. Transition plan for climate change [E1-1]*, *B. Targets and metrics related to water [E3-3; E3-4]*, and *B. Targets related to resource use and circular economy [E5-3]* of this Report.

### Initiatives in own operations

#### Lower-impact consumption

We are committed to generating and procuring energy from renewable sources to help us reduce our GHG emissions. In this section we present the most noteworthy actions of the year, in which we will continue to work going forward, in keeping with our commitments and targets provided in the Climate Transition Plan. In 2025, we have achieved a reduction of more than 436,000 tonnes of GHG in our scopes 1 and 2 with respect to 2018, highlighting the importance of these initiatives in our own operations. We estimate that their implementation by 2030, together with other actions, will allow us to reduce about 34,000 tonnes of GHG with respect to 2018.

Moreover, since 2022 we have fulfilled our goal of obtaining 100% of the electricity consumed at our own facilities from renewable sources.

Action	Description	Results
<b>Self-consumption</b> <b>Related IROs:</b> E1.I1 / E1.I2 / E1.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own operations	/ We use <b>photovoltaic and wind power systems</b> to generate renewable energy to help meet our energy needs, supporting the reduction of the environmental impact and GHG emissions.  / We have continued to develop the <b>Outer Port Wind Facility in A Coruña</b> , in collaboration with the city's Port Authority. We aim to generate renewable energy to cover the annual electricity required by our headquarters in Arteixo and supply clean electricity to the port's infrastructures.	/ 11,506 MWh of electric power generated in 2025 (9,962 MWh of electric power generated in 2024).
① More information on the related financial resources in the <i>Taxonomy</i> section of this Report, under activities '4.3 - Electricity generation from wind power' and '7.6 - Installation, maintenance and repair of renewable energy technologies'. Likewise, amounts related with these activities are included in CapEx reported in <i>Note 14. Property, plant and equipment</i> in Consolidated Annual Accounts.		
<b>Power purchase agreements</b> <b>Related IROs:</b> E1.I2 / E1.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own operations	/ We foster the launch of new renewable energy sources in our own operations through <b>power purchase agreements (PPA)</b> .	/ We have virtual Power Purchase Agreements (VPPA) spanning 12 years, with a total installed capacity of 98 MW. In 2025, the facilities linked to these VPPA entered into service, and are now contributing to the supply of renewable electricity.

<sup>18</sup> The scope of this commitment is limited to the use of coal by the facility itself for direct energy generation. Specific and non-recurring exceptions are considered, such as backup energy systems for emergency situations.

<sup>19</sup> More information on the criteria that fibres or materials must meet to be classified as having a lower impact in annex *Detailed information. Methodology* of this Report.

## Efficiency and optimisation initiatives

We carry out the necessary investments in our facilities and we promote best practices in our teams and processes to foster energy efficiency.

Action	Description	Results
<b>Efficiency on facilities: headquarters, own logistics centres, own factories and stores</b>  <b>Related IROs:</b> E1.I1 / E1.I2 / E1.R1  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own operations	<b>Headquarters, own logistics centres and own factories</b>  / We incorporate bioclimatic and sustainable architectural criteria in the design and construction of our headquarters. Since 2009 we have certified certain centres according to the most recognized standards (LEED/BREEAM).  / We continue to certify our facilities in Spain to the ISO 50001 international standard, which distinguishes efficient and sustainable energy management processes.	/ Two LEED Platinum, 14 LEED Gold, two LEED Silver, one LEED CI Certified and one BREEAM certifications; covering various new constructions and renovations across a significant portion of our own distribution centres and headquarters.  / 28 ISO 50001 certifications.
	<b>Own stores</b>  / We are constantly reviewing our store construction standards to align them with best practices and implement new programmes for continuous improvement in sustainability, which allows us to optimise their energy consumption as compared with conventional design and construction practices.	/ Seven stores with LEED Platinum certification, 33 with LEED Gold certification and one with BREEAM certification out of a total of 5,460 stores.  / 87% of our own stores connected to the central Inergy platform, which allows us to monitor and optimise energy consumption in order to boost energy efficiency.

① More information on the related financial resources in the *Taxonomy* section of this Report, under activities '7.2 - Renovation of existing buildings' and '7.7 - Acquisition and ownership of buildings'. Likewise, amounts related with these activities are included in CapEx reported in *Note 14, Property, plant and equipment* in Consolidated Annual Accounts.

## Initiatives in the value chain

The introduction of cleaner energy sources, along with the improvements in energy efficiency, are key to minimising associated GHG emissions throughout our value chain. In 2025, category 1 GHG annual emissions (scope 3 purchased goods and services, as per the GHG Protocol) were down by 1.1 million tonnes of CO<sub>2</sub>e compared to 2018. We estimate that the consolidation of the measures of our Climate Transition Plan will allow us to reduce, by 2030, some four million tonnes of GHG with respect to our emissions in 2018.

In this regard, we have taken the following actions:

Action	Description	Results
<p><b>Supply Chain Environmental Transformation Plan 2024-2027</b> <sup>①</sup></p> <p><b>Carbon footprint</b></p> <p><b>Related IROs:</b> E1.I1 / E1.I2 / E1.R1</p> <p><b>Time horizon:</b> 2024 - 2027</p> <p><b>Scope:</b> / Supply Chain</p>	<p>/ One of the requirements of our Green to Wear standard for manufacturers in our supply chain, is to have a <b>decarbonisation plan</b> in the implementation phase in 2025, which covers, among other aspects, an annual average reduction of emissions of at least 4.2% in scopes 1 and 2.</p> <p>/ Our <b>Best Available Techniques (BAT)</b> tool, accessible on our corporate website, includes detailed information on different decarbonization measures, including consumption monitoring, energy optimization of equipment and processes, and the installation of heat recovery equipment, among others. It also offers regional information on self-generation of renewable electricity, signing power purchase agreements (PPA), and purchasing certified renewable electricity from the grid.</p>	<p>/ In 2025, we continued to work on the implementation of the Supply Chain Environmental Transformation Plan 2024-2027, consolidating support for key suppliers and manufacturers.<sup>20</sup></p>
<p><b>Use of alternative fuels in maritime transport</b></p> <p><b>Related IROs:</b> E1.I1 / E1.R1</p> <p><b>Time horizon:</b> 2025</p> <p><b>Scope:</b> / Logistics and distribution - Transport</p>	<p>/ To reduce GHG emissions in maritime logistics, our strategy is aimed at prioritising the use of alternative fuels, such as methanol and second-generation biodiesel from waste.</p> <p>/ Accordingly, we have committed to using these fuels to cover at least 90% of our maritime shipping in 2025.</p>	<p>/ More than 98% of the maritime transport of our products has been covered by fuels from alternative sources.</p> <p>/ Agreements with shipping companies MAERSK, Hapag-Lloyd, MSC and CMA CGM.</p>

## Agreements and collaborations

Outside the framework of these actions, we work with numerous organisations to address both the causes and the consequences of climate change. For example, we have signed the Fashion Industry Charter for Climate Action (FICCA), led by the United Nations Framework Convention on Climate Change (UNFCCC) or the Fashion Pact.

Additionally, in the sphere of transport and distribution, we maintain our partnerships with organisations and initiatives like Smart Freight Centre and Cargo Owners for Zero Emission Vessels (COZEV). Also in this connection, we have reached agreements with various logistics partners to foster the use of alternative fuels.

Furthermore, in 2025 we renewed a multi-year collaboration agreement with Naturgy and EDAR Bens, the public company in charge of water treatment in the metropolitan area of A Coruña (Spain), to promote R&D work on biomethane (a renewable gas) production processes in the urban wastewater treatment plants and food industry sectors as an alternative way of generating renewable energy. In 2025, 3,785 MWh of biomethane were generated, which were included in the commercial supply agreement for Inditex's facilities in Arteixo and A Laracha<sup>21</sup>.

In addition, under our framework agreement with the International Apparel Federation (IAF), we continue the collaboration with business organisations, brands and other players to drive the decarbonisation of global apparel and textile supply chains.

Consequently, in 2025, we unveiled the Apparel and Textile Transformation Initiative (ATTI), an international platform to accelerate the transformation of the textile and garment supply chain. This is an initiative led by the IAF and the International Textile Manufacturers Federation (ITMF) that has launched pilot programmes in Türkiye and Bangladesh to promote innovation, energy efficiency and the use of renewable energies in production processes.

<sup>①</sup> More detail in the document *Partnerships*, available on Inditex's corporate website.

<sup>20</sup> The Supply Chain Environmental Transformation Plan is in a launch phase and therefore the resources associated with its development are not yet material.

<sup>21</sup> The biomethane is injected into the local network by our natural gas supplier, who delivers us the relevant certificates for its renewable origin. Since GHG Protocol does not presently recognise the use of these market mechanisms for scopes 1 and 3, we do not compute it in Inditex's corporate footprint, but we mention it as a project driven by the Group.

## D. Metrics related to climate change [E1-5; E1-6]

### D.1. Energy consumption and mix [E1-5]

E1-5\_01; E1-5\_02; E1-5\_03; E1-5\_04; E1-5\_05; E1-5\_06; E1-5\_07; E1-5\_08;  
E1-5\_09; E1-5\_10; E1-5\_11; E1-5\_12; E1-5\_13; E1-5\_14; E1-5\_15; E1-5\_16; E1-5\_17;  
E1-5\_18; E1-5\_20

In 2025 our global energy consumption<sup>22</sup> amounted to 1,685,273 MWh, of which 1,581,084 MWh came from renewable sources. This implies a 29% reduction in relative energy consumption per square metre as compared with 2018.

We also undertake to optimise our energy consumption and to increase the use of lower-impact energy sources, in line with our Climate Transition Plan [E1-1](#).

Energy consumption	2025	2024
Fuel consumption from coal and coal products (MWh)	0	0
Fuel consumption from crude oil and petroleum products (MWh)	26,260	21,633
Fuel consumption from natural gas (MWh)	72,222	97,288
Fuel consumption from other fossil sources (MWh)	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	5,707	7,457
<b>Total fossil energy consumption (MWh)<sup>(1)</sup></b>	<b>104,189</b>	<b>126,377</b>
<b>Share of fossil sources in total energy consumption (%)</b>	<b>6%</b>	<b>8%</b>
<b>Consumption from nuclear sources (MWh)</b>	<b>0</b>	<b>0</b>
<b>Share of consumption from nuclear sources in total energy consumption (%)</b>	<b>0%</b>	<b>0%</b>
Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin, biofuels, biogas, renewable hydrogen, etc.) (MWh)	53	57
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1,570,133	1,534,720
The consumption of self-generated non-fuel renewable energy (MWh)	10,898	9,107
<b>Total renewable energy consumption (MWh)</b>	<b>1,581,084</b>	<b>1,543,884</b>
<b>Share of renewable sources in total energy consumption (%)</b>	<b>94%</b>	<b>92%</b>
<b>Total energy consumption (MWh)</b>	<b>1,685,273</b>	<b>1,670,262</b>
<b>Total relative energy consumption (kWh/m<sup>2</sup>)</b>	<b>174</b>	<b>177</b>
<b>Total relative energy consumption (Wh/€)</b>	<b>42</b>	<b>43</b>

<sup>(1)</sup> Throughout this period, all of the non-renewable energy generated by the Group has been consumed internally.

<sup>22</sup> As defined by the statistical classification of economic activities of the European Union (NACE), our sector may be assigned to group '47.5 Retail sale of other household equipments in specialised stores'. Accordingly, total relative consumption shown in the table is equivalent to consumption in sectors with a high climate impact.

## D.2. GHG emissions [E1-6]

E1-6\_01; E1-6\_02; E1-6\_03; E1-6\_04; E1-6\_07; E1-6\_08; E1-6\_09; E1-6\_10; E1-6\_11;  
E1-6\_12; E1-6\_13; E1-6\_27

Below we present a breakdown of our absolute emissions throughout this fiscal year by scope and category, in accordance with the GHG Protocol.

	Retrospective <sup>(1)</sup>				Milestones and target years <sup>(2)</sup>			
	2025	2024	2018 (base year)	Comparison (2025/2024 %)	2027	2030	2040	Target (2025/2018 %)
<b>Scope 1 GHG emissions</b>								
Gross scope 1 GHG emissions (t CO <sub>2</sub> e)	58,238	59,572	76,136	(2)%	60,909	3,807	3,807	(24)%
Percentage of scope 1 GHG emissions from regulated emissions trading schemes (%)	NA	NA	NA	NA	NA	NA	NA	NA
<b>Scope 2 GHG emissions</b>								
Gross location-based scope 2 GHG emissions (t CO <sub>2</sub> e)	390,410	433,654	662,799	(10)%	NA	NA	NA	Not included in the target
Gross market-based scope 2 GHG emissions (t CO <sub>2</sub> e)	1,000	1,340	419,448	(25)%	335,558	20,972	20,972	(100)%
<b>Scope 3 GHG emissions<sup>(3)</sup></b>								
C1. Purchased goods and services	6,130,358	6,696,995	7,264,232	(8)%	-	-	-	(16)%
C2. Capital goods	372,418	275,050	240,011	35%	NA	NA	NA	Not included in the target
C3. Fuel and energy-related activities (not included in scopes 1 or 2)	33,589	42,536	140,189	(21)%	-	-	-	(76)%
C4. Upstream transportation and distribution	2,604,471	2,664,426	2,102,728	(2)%	-	-	-	24%
C5. Waste generated in operations	4,599	3,854	3,583	19%	-	-	-	28%
C6. Business travel	29,145	34,980	49,425	(17)%	-	-	-	(41)%
C7. Employee commuting	144,160	143,878	174,105	0%	-	-	-	(17)%
C11. Use of sold products	2,913,689	3,250,659	3,148,636	(10)%	NA	NA	NA	Not included in the target
C12. End-of-life treatment of sold products	245,337	236,398	180,123	4%	-	-	-	36%
C13. Downstream leased assets	0	0	0	0%	-	-	-	0%
C14. Franchises	133,427	129,183	118,903	3%	-	-	-	12%
Total gross indirect GHG emissions (scope 3) (t CO <sub>2</sub> e)	12,611,193	13,477,958	13,421,935	(6)%	8,026,630	4,916,311	1,003,329	(7)%
<b>Total GHG emissions</b>								
Total (location-based) GHG emissions (t CO <sub>2</sub> e)	13,059,841	13,971,184	14,160,871	(7)%	NA	NA	NA	Not included in the target
Total (market-based) GHG emissions (t CO <sub>2</sub> e)	12,670,431	13,538,870	13,917,519	(6)%	8,423,098	4,941,090	1,028,108	(11)%

<sup>(1)</sup> GHG emissions from the Tempe Group are included, consolidated with those of the parent company, as Inditex has classified its stake in the Tempe Group as a joint venture. Disaggregation of emissions from other participated companies not consolidated in the Group's financial statements is not applicable.

<sup>(2)</sup> Emissions presented in the Milestones and Targets columns refer exclusively to the GHG categories included in the targets approved by SBTi. Consequently, the emissions change from the base year (2025/2018 %) is calculated only on the emissions corresponding to these categories, and not on the total Scope 1, 2, and 3 emissions reported by the Group. More information is available in the Targets section of this chapter.

<sup>(3)</sup> Categories C8 (upstream leased assets), C9 (downstream transportation and distribution), C10 (processing of sold products) and C15 (investments), were analysed but not included in this inventory of GHG emissions. More information on the reasons for their exclusion in annex *Detailed information. Methodology* of this Report.

In 2025, our GHG emissions were reduced by 11% compared to 2018, based on the emissions categories subject to our SBT targets. Thus, during the year, we have managed to reduce our scope 1 and 2 (market-based) emissions by 88% compared with 2018; and by 7% the scope 3 emissions of those categories subject to our SBT targets, in both cases compared to 2018.

E1-6\_18; E1-6\_19; E1-6\_21; E1-6\_22; E1-6\_23

As previously stated, in line with our goal of optimised energy management, we foster the establishment of power purchase agreements or VPPA. In addition, in 2025, we have self-generated part of our electricity and used renewable energy certificates. When we encounter limitations in the implementation of other mechanisms, we turn to alternatives such as green tariffs and energy attribute certificates.

These third-party-issued certificates evidence that a specified amount of electricity in our own operations was generated from renewable sources, reducing the volume of GHG emissions from our consumption with respect to the consumption of energy from conventional sources.

With few exceptions, the renewable energy in the certificates we use is generated in the same electricity market where the electricity is consumed and the certificates are issued and redeemed as close as possible to the energy consumption period in which the instrument is applied.

In 2025, more than 90% of these renewable energy certificates met the requirements of benchmark organisations, such as RE100. Of all the certificates used, 35% were bundled, and 65% were unbundled.

E1-6\_30; E1-6\_31

Our emissions intensity in 2025, and its evolution compared with the previous year and the base year, was as follows:

GHG emissions intensity	2025	2024	2018
Kg CO <sub>2</sub> e per m <sup>2</sup> (market-based scope 1+2)	6	6	59
Kg CO <sub>2</sub> e per m <sup>2</sup> (location-based scope 1+2)	46	52	88
g CO <sub>2</sub> e per € (market-based scope 1+2)	1.5	1.6	19
g CO <sub>2</sub> e per € (location-based scope 1+2)	11	13	28
g CO <sub>2</sub> e per € (market-based scope 1+2+3)	318	350	532
g CO <sub>2</sub> e per € (location-based scope 1+2+3)	328	362	542

E1-6\_17; E1-6\_28

With regard to biogenic emissions arising from the combustion or biodegradation of biofuels, in 2025, 18 and 510,443 tonnes of CO<sub>2</sub> equivalent of biogenic emissions have been generated in scopes 1 and 3, respectively, due to the use of biofuels at some facilities.

E1-6\_15; E1-6\_25; E1-6\_26; E1-6\_29

The annex *Detailed information. Methodology* of this Report contains details about the methodology used to calculate the Inditex Group's GHG emissions, including the standards used, the scope, the gases considered and the nature of the data used, among other information.

① More information on the calculation methodology in annex *Detailed information. Methodology* of this Report.

The Inditex Group's scope 1, 2 and 3 GHG emissions have been verified independently, in addition to the verification of the information included in this Report by Ernst & Young in accordance with ISAE 3410 standard.

## E. Risks and opportunities due to climate change [IRO-1; SBM-3]

E1.IRO-1\_02; E1.IRO-1\_05; E1.IRO-1\_07; E1.IRO-1\_08; E1.IRO-1\_09; E1.IRO-1\_13; E1.IRO-1\_15; E1.IRO-1\_17; E1.IRO-1\_18; E1.IRO-1\_19; E1.IRO-1\_20; E1.SBM-3\_02; E1.SBM-3\_03; E1.SBM-3\_04; E1.SBM-3\_05; E1.SBM-3\_06; E1.SBM-3\_07

The management of climate risks follows the Group's general risk management principles, but their specific characteristics are taken into account when it comes to assessing them. For this purpose, we carry out an analysis of climate scenarios covering the short term (0 to 3 years), medium term (3 to 10 years) and long term (more than 10 years), to examine the resilience of our strategy<sup>23</sup>. In this analysis, we used five scenarios with different emissions pathways, covering both high emissions pathways and those aligned with the 1.5°C pathway.

Each pathway is described through a socio-economic narrative on regulatory changes, energy outlooks or technological advances, on the basis of existing data, probability of occurrence and severity. With regard to physical risks, the emissions pathways used in our analysis of scenarios correspond to the latest data published in the Sixth Assessment Report from the Intergovernmental Panel on Climate Change (IPCC). For transition risks, we use data from the Network for Greening the Financial System (NGFS).

To assess the potential impacts on the Company stemming from physical and transition risks, we use five scenarios with five different emissions pathways: current policies (3°C by 2100); nationally determined contributions (2.3°C by 2100); below 2°C (1.8°C by 2100); delayed transition (1.7°C by 2100); and net zero (1.3°C by 2050).

The climate-related risk assessment methodology is based on that of the University of Cambridge's Centre for Risk Studies. In 2025, the analysis of physical and transition risks was conducted on over 13,700 own and third-party facilities in our value chain. The facilities analysed are of different types: factories, logistics centres, offices, airports, ports, logistics hubs, stores, etc.

The information used to perform the scenario analysis, as well as the findings, have several limitations, as climate modelling is a complex discipline that is exposed to three uncertainties: natural climate variability, the adjustment of the climate model to reality, and the adjustment of the emissions scenario to reality. Climate scenarios are not forecasts, predictions or sensitivity analyses, but hypothetical constructions of plausible future situations based on science, aimed at assessing the resilience of a company's assets, business model and strategy to such scenarios.

<sup>23</sup> For the purposes of the materiality assessment, the time horizons of climate-related impacts, risks and opportunities have been aligned with those established in ESRS 1.

In this regard, it is worth highlighting the difficulty posed by the lack of standardised evaluation and calculation methodologies, as well as the variability of the theoretical databases used in the analysis. This makes it challenging to compare information between different companies, and within the same company year-on-year. Moreover, the absence of historical data sources applicable to our Company's context increases the inherent volatility of this analysis.

Consequently, there is a high degree of uncertainty associated with the findings, and this uncertainty rises the longer the time horizon. In this connection, Inditex's business plan generally covers a period of three years, so that any estimate of the financial impact beyond that horizon is highly volatile.

Accordingly, due to the aforementioned limitations linked to the findings of the analysis, the Company has invoked the transitional provision (phase-in option) that allows it not to disclose information regarding the anticipated financial effects.

① More information on the resilience analysis in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) and on the methodology used for the scenarios analysis in annex [Detailed information. Methodology](#) of this Report.

E1.IRO-1\_16

Furthermore, as stated in [Note 2](#) to the Consolidated Annual Accounts, in the estimates used to measure certain assets, liabilities, income, expenses and obligations reported therein, climate change-related risks were considered, in particular those associated with the scenarios for those assessments.

E1.IRO-1\_14

Furthermore, on the basis of the analysis performed, none of the Company's activities or assets were found to be incompatible with the climate transition, or require significant efforts to guarantee that compatibility.

## Physical risks

E1.IRO-1\_03; E1.IRO-1\_04; E1.IRO-1\_06; E1.SBM-3\_01; E1.SBM-3\_06

As previously indicated, the analysis of physical risks was conducted on both our own and third-party facilities in our value chain. In both cases, the physical damage caused by extreme weather events, as well as the resulting financial losses, and operating losses due to reduced capacity and efficiency, are estimated.

These climate phenomena are considered in the long-, medium- and short-term analysis: heatwave, freeze, water stress, river flooding, coastal flooding, 'extratropical' storm, tropical storm, flash flooding and wildfire. The choice of these physical phenomena is based on Cambridge University's Centre for Risk Studies relevance criteria for our business.

In order to assess the financial impacts of extreme weather events caused by climate change, changes in the probability and severity of each event are used to quantify the increase or reduction of the physical impacts expected at facility level. The base-case scenario also makes it possible to assess existing risks, especially that of river flooding in Spain, where the Group's main assets are concentrated.

Over the course of this year, a small number of our stores were affected by extreme weather events, but their impact on the Group was immaterial.

## Financial impact of physical climate-related risks

**Physical dimension:**

**Acute**

### Scenario and the impact on the business model

This scenario envisages the possibility that extreme or catastrophic weather events may reduce the productivity of the Group's activities, disrupt its normal performance and/or increase the costs of operations and processes. The vulnerability of facilities to the various climate threats depends on their type and/or their importance for the value chain. According to these attributes, the scenario translates into different impacts and speeds at which the facilities can recover normal operating conditions.

### Main mitigations

- / Technical contingency systems that would reduce the consequences of a disruption or standstill.
- / Continuous review systems, along with the insurance policies, would cover loss of profit and resulting expenses.
- / In the case of logistics centres, they have been designed so as to be able to take on storage and distribution capacity for other centres in the event of a contingency caused by extreme weather events.

**Physical dimension:**

**Chronic**

### Scenario and the impact on the business model

This scenario envisages changes in long-term weather patterns that would affect the agricultural productivity of the crops from which the various textile fibres used by the Group are sourced (cotton, linen, wool, leather and man-made cellulosic fibres, among others). The effect of such phenomena would be a potential change in the supply and availability of raw materials.

### Main mitigations

- / Climate Transition Plan to make progress in the fight against climate change.
- / Fibres Plan with commitments for the use of lower-impact materials.
- / Promoting technologies to improve the sustainability of the raw materials and their subsequent recycling, with a particular focus on recycled textile fibres.
- / Collaboration with other organizations and institutions to increase the range of materials with better environmental performance, which make more efficient use of natural resources, and with recycled content.

① More information in section [E5. Resource use and circular economy](#) of this Report.

① More detail on the main mitigations in the [Enterprise Risk Management \(ERM\)](#) section of the [Annual Corporate Governance Report](#).

## **Transition risks**

E1.IRO-1\_10; E1.IRO-1\_11; E1.IRO-1\_12; E1.SBM-3\_01; E1.SBM-3\_06

Transition risks vary significantly depending on the level of ambition of each pathway analysed, and they may affect different areas of our business. To gauge their potential impact, we have assessed various dimensions of transition risks in the short, medium and long term: Regulatory, Legal liability, Technological, Market and Reputation.

- / Transition risk: envisages establishing an explicit carbon price as a possible measure for governments to incentivise the transition to a low-carbon economy.
- / Legal liability: considers developments in connection with climate-related litigation.
- / Technological: analyses how the development and use of new technologies that are less GHG-intensive would affect the Group.
- / Market: envisages an increasing market interest in sustainable products and services.
- / Reputation: considers a context with no progress towards a low-carbon economy, valuing the effects of public opinion, climate activism and investors' perceptions.

The level of uncertainty associated with analysing the impacts of climate change is particularly significant in the case of transition risk, because the underlying assumptions of each scenario are based on projections made at a given point in time about how future events may evolve, such as legislation in different countries, technological innovations, consumer preferences, and the extent of litigation on sustainability issues, for example. These assumptions are inherently volatile, as they depend on external developments. Furthermore, there is often insufficiently comprehensive or robust historical data available for application to the textile sector.

# E2. Pollution

## Material impacts, risks and opportunities related to pollution

Code	Description	Phase of the value chain
E2.I1	Impact from <b>the use of chemicals</b> in the various stages of the supply chain, especially wet processes, and during the use of products by our customers	/ Raw materials extraction/production / Supply chain <sup>(1)</sup> / Use and maintenance / End of life
E2.I2	Possible <b>emissions of other pollutants and microplastics</b> , especially release of microfibres, in the various stages of the product life cycle	/ Raw materials extraction/production / Supply chain / Use and maintenance / End of life
E2.R1	<b>Transition risks related to pollution</b>	/ Value chain

<sup>(1)</sup> Including only the facilities mainly carrying out wet processes, as these are the ones that use chemical products, water and energy as the main inputs in their manufacturing processes.

① More information in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) of this Report.

## A. Our approach to pollution [E2-1]

### A.1. Policies related to pollution [E2-1]

E2.MDR-P\_01-06; E2-1\_01; SASB CG-AA-250a.1; SASB CG-AA-250a.2;

Our policies are the foundation of initiatives aimed at **reducing impact related to pollution**, and especially at avoiding the emission of substances of concern in the various stages of the value chain, most notably in manufacturing stages. Our commitments include, among others:

- / Minimisation of the potential environmental impact that might be generated in our value chain.
- / Protection and enhancement of fertile soil health, river basins and water quality, access and consumption.
- / Promotion of efficient water consumption, adequate wastewater management and an improvement in water treatment processes in the value chain.
- / Reduction of potential emissions to air, soil and freshwater.

① More information on our policies and their updates in section [MDR-P. Policies](#) and in annex [Detailed information. Policies](#) of this Report.

E2-1\_03

In order to **prevent and avoid** incidents and emergencies related to pollution, we identify potential impacts in both our own operations and those of the supply chain.

/ Own operations: our Environmental Management System, which is certified to ISO 14001 standard, identifies the potential risks. This system establishes incident logs, procedural reviews and the deadlines for remediation and improvement, among others, so as to avoid incidents and preserve the environment.

/ Supply chain: we carry out environmental audits to verify compliance with our Green to Wear standard and we determine the suitable Corrective Action Plans (CAPs) when needed. We also have the Supply Chain Environmental Transformation Plan to assist our suppliers and manufacturers in achieving sustainability goals.

① More information on the initiatives carried out in the supply chain in section [B.1. Supply chain management \[G1-2\]](#) of this Report.

E2-1\_02; SASB CG-AA-250a.1; SASB CG-AA-250a.2

We continuously strive to ensure that the products we sell are safe from the standpoint of the chemicals used during their manufacture. To achieve this, we have our own specific product and process **standards** that are of general and mandatory application to our entire supply chain, for all the articles we sell<sup>24</sup>.

Within the framework of our Supply Chain Environmental Transformation Plan, we have been actively encouraging the use of **certified chemical products**, with the aim of 95% of chemical products being certified by 2026. Accordingly, we guarantee a responsible selection of products that do not contain, or present very low levels, of substances of concern<sup>25</sup> (SOCs), prioritising the removal of the most harmful ones.

## Standards and own programmes linked to chemical safety

Standard	Scope	Target
<b>Green to Wear (GtW)</b>	Manufacturing processes of textile and leather goods.	Application of best practices in processes with the highest environmental impact, mainly wet processes, to gradually reduce the environmental impact of our garments.
<b>Clear to Wear (CtW)</b>	Garments, fabrics, footwear, accessories and home textiles.	Restriction on the use of chemical substances to ensure the health and safety of finished products, guarantee legal compliance and minimise the environmental impact.
<b>The List, by Inditex</b>	Chemical products used in the production of garments, fabrics, footwear, accessories and home textiles.	Guarantee the use of safe chemical products and compliance with our requirements in the production processes of our garments.
<b>i+ Standards</b>	i+Cosmetics i+Food Contact Materials i+Home Fragrances and Candles	Ensure an adequate response to the specific properties of the various product families—those in direct contact with food, cosmetics or home fragrances products.

① More detail on the standards in the documents 'Innovation, collaboration and continuous improvement for product safety', and 'Supply chain: management to transform the sector', and the 'Sustainability' section of Inditex's corporate website.

## B. Actions related to pollution [E2-2]

E2.MDR-A\_01-12; E2-2\_01; E2-2\_02; SASB CG-AA-250a.2

At Inditex, we carry out a number of initiatives to **avoid and reduce pollution** both during the course of our operations and throughout our value chain. We do so directly —by establishing restrictions on the use of chemicals, or minimising the release of microfibres from our garments— and indirectly —by reducing energy and water consumption primarily in the production processes of our supply chain, or fostering improvements in waste water treatment and the use of organic, regenerative or recycled raw materials, among others—.

① More information in sections [C. Actions related to climate change \[E1-3\]](#), [C. Actions related to water \[E3-2\]](#), [C. Actions related to biodiversity and ecosystems \[E4-3\]](#) and [C. Actions related to resource use and circular economy \[E5-2\]](#) of this Report.

### Avoid pollution

To verify compliance with the product chemical safety standards mentioned in the previous section, we continuously work with technology companies, research centres and laboratories of international reference to test that the standards are being properly applied. We also conduct our own programmes to analyse our articles, as well as inspections at manufacturing centres.

Furthermore, by means of our Supply Chain Environmental Transformation Plan, we work to ensure the application of minimum requirements on wastewater discharge quality in all wet process facilities with direct discharge to the environment, and on chemicals, to ensure the safety of each article, protecting both the supply chain workers and the environment.

<sup>24</sup> For those articles that are outside the scope of Inditex's health and safety standards, a risk assessment is carried out and, where appropriate, minimum requirement reports are prepared specifically in accordance with the legal requirements applicable to the product type and the markets where it is sold.

<sup>25</sup> The term 'substances of concern', used throughout this Report, also refers to those substances classified by the CSRD as 'substances of very high concern'.

Action	Description	Results
<p><b>Compliance verification programmes: Picking</b></p> <p><b>Related IROs:</b> E2.I1 / E2.R1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ This programme verifies that our products comply with the Group's health and safety standards, Clear to Wear (CtW), and other Inditex product health standards.</p> <p>/ It identifies potential non-conformities, mainly by taking representative samples of production at supply chain facilities and an analysis conducted by external laboratories approved by our APPLABs programme.</p> <p>/ All our articles are technically assessed in terms of chemical and physical safety and 100% of articles with risk-assessment are analysed to verify the product's compliance with our standards.</p>	<p>/ 66,426 Picking inspections and 839,699 analyses and tests were carried out in 2025 (67,562 inspections and 831,896 analyses and tests in 2024).</p> <p>/ Degree of initial compliance of 98.7% (98.4% in 2024).<sup>26</sup></p> <p>① More information in section <a href="#">S4. Consumers</a> of this Report.</p>
<p><b>Supply Chain Environmental Transformation Plan 2024-2027</b> ①</p> <p><b>Related IROs:</b> E2.I1 / E2.I2 / E2.R1 / E3.I2</p> <p><b>Time horizon:</b> 2024 - 2027</p> <p><b>Scope:</b> / Supply chain (wet processes)</p>	<p><b>Wastewater treatment</b></p> <p>/ We are making progress in gradually reducing the values of the conventional parameters, heavy metals and the presence of chemical substances listed in both ZDHC Wastewater Guidelines and Manufacturing Restricted Substances List (MRSL).</p> <p>/ We recommend actions to improve wastewater management at a facility, such as the optimisation of their treatment processes and the training of treatment plant operators/technicians, among others.</p> <p><b>Chemical products</b></p> <p>/ We set up the ZDHC Roadmap to Zero programme as a tool for improvement in managing chemical inputs.</p> <p>/ Our Green to Wear standard includes minimum requirements for the management of chemical products.</p> <p>/ In order to increase the use of ZDHC certified level 3 chemical products, we are requiring the chemical product manufacturers to certificate their chemical portfolio, or the use of alternative certified chemical products.</p>	<p>/ In 2025, we continued to work on the implementation of the Supply Chain Environmental Transformation Plan 2024-2027, consolidating support for key suppliers and manufacturers.</p>

① More detail on Supply Chain Environmental Transformation Plan in the report *Supply chain: management to transform the sector*, available on Inditex's corporate website.

<sup>26</sup> For those productions that were initially non-compliant, we apply recovery protocols that allow these products to be properly corrected, eliminating the presence of restricted substances and improving parameters such as colour fastness to achieve compliance.

## Reduce pollution

We also implement Research, Development and Innovation (R&D+i) initiatives, which allow us to move forward in our sustainability strategy and work to prevent and reduce pollution.

Action	Description	Results
<p><b>Collaboration initiatives to implement measures and technologies derived from innovation</b></p> <p><b>Related IROs:</b> E2.I1 / E2.I2 / E2.R1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Value chain</p>	<p>/ Initiatives for the development and implementation of various innovative measures and technologies, co-developed by the Group through industrial research partnerships with organisations such as BASF, CHT, Pulcra or Jeanologia among others.</p> <p>/ This innovation and development network aims to demonstrate that new measures and technologies work on an industrial scale.</p>	<p>Main research initiatives in 2025:</p> <p>/ The Circular Dyeing by Inditex, for the design of circular dyeing systems</p> <p>/ The Chemicals by Inditex, focused on the use of chemicals</p> <p>/ The Microfibers DNA by Inditex, and the Air Fiber Washer, linked to the challenge posed by microfibres.</p>
	<p>/ The Mill by Inditex: an initiative aimed at evidencing the technological and economic viability of adopting solutions to reduce GHG emissions, water, waste and microfibres.</p>	<p>/ This year, we have worked with facilities in Morocco and Portugal.</p>

More detail on R&D+i initiatives in the document *Innovation, collaboration and continuous improvement for product safety*, available on Inditex's corporate website.

### Agreements and collaborations

As in previous years, we continue the collaboration with Zero Discharge of Hazardous Chemicals (ZDHC). This year we continued to work with the Technical Experts Team Chemical to Zero Progressive (CtZ-P) working group to define the new Progressive certification framework and system for the Chemical to Zero roadmap, sharing our expertise and experience in the control of chemical products with The List, by Inditex programme.

We are also involved in the AFIRM Group, of which we are members of its Management Committee, to reduce the use and impact of substances of concern for health and the environment through the creation of an industry RSL standard.

Additionally, we design best manufacturing practice guidelines and provide regular training to our suppliers, especially those involved in wet processes. Thus, we continue to move forward in the proper selection, acquisition, handling, storage and use of chemical products.

More detail in the document *Partnerships* available on Inditex's corporate website.

## C. Metrics related to pollution [E2-4; E2-5]

### C.1. Pollution of air, water and soil [E2-4]

#### Emission of pollutants

E2-4\_01; SASB CG-AA-430a.1

As previously stated, the impacts derived from pollutant emissions are located in different stages of our value chain, mainly in the manufacturing processes of our supply chain, but not in our own operations. However, for the time being it is not possible to quantify these emissions. The lack of robust information and estimation methodologies with firm and contrasted criteria in the textile industry also precludes making estimates based on scientific or proxy data.

With regard to our management of pollution in the supply chain, we report the following specific metrics:

- / In 2025, 99% of the factories under the scope of our Green to Wear (GtW) environmental standard had authorisation for their water resources; 99% of factories had authorisation for wastewater discharge<sup>27</sup> and in 94% of factories the direct or indirect discharge complies with legal limits or the limits agreed with the External Effluent Treatment Plant.
- / Of the factories under the scope of the GtW standard that carry out wastewater discharges, 92% meet the ZDHC Foundational level.
- / In keeping with our commitment to ZDHC, 69% of the factories to which it applies are compliant with the ZDHC limits applicable to substances included in the ZDHC Wastewater Guidelines v.2.2 in their direct and indirect discharges.

<sup>27</sup> This includes factories in our supply chain with more than 20,000 purchases in the summer and winter 2025 campaigns, which are subject to environmental audit. Calculated as those factories whose most recent environmental audit carried out in the reporting year complies with the wastewater discharge criteria included in our Green to Wear standard.

Where necessary, the environmental audits trigger Corrective Action Plans. During this process, Inditex's teams support the factories to remedy any non-compliances found.

### Microplastics

E2-4\_05

With regard to impacts related to microplastics, the double materiality assessment determined that they are located primarily in our value chain during the manufacturing processes and the use of our articles.

In this sense, we consider the applicable legal restrictions in connection with microplastics and we continue to seek alternatives in our articles. That is why we promote innovation from our supply chain to our customers, as exemplified by initiatives such as The Coloring by Inditex, Air Fiber Washer technology or The Laundry by Zara Home detergent.

At present, reporting information on microplastics presents challenges such as the lack of a robust sectoral methodology to calculate these emissions, and the difficulty in obtaining the data from our value chain. Consequently, and considering the degree of uncertainty, no related metrics have been included. To make further headway on this front, we joined forces with The Microfiber Consortium, contributing experimental data to better understand the key parameters in microfibre emissions, and to be able to develop reduction metrics and strategies in the future.

In qualitative terms, we have estimated the Group's impacts derived from microfibre shedding at various stages of the value chain, also addressing their possible mitigation. In this regard, we aim to introduce possible improvements in the production processes of our articles, and during its use.

## C.2. Substances of concern and substances of very high concern [E2-5]

E2-5\_01; E2-5\_02; E2-5\_03; E2-5\_04; E2-5\_05; E2-5\_06; E2-5\_07; E2-5\_08; E2-5\_09; E2-5\_10; E2-5\_11; E2-5\_12; E2-5\_13

Substances of concern can affect the environment and people, and might be present in chemical products used in the supply chain. However, the information provided by chemical product manufacturers tends to be confined to concentrations above 0.1%. This makes it difficult to know whether the absence of a substance is due to a lower concentration or to not being present at all. Furthermore, the lack of international consistency in the classification and reporting of substances undermines traceability outside the European Union.

Consequently, it is not possible to quantify the volume of these substances used in our value chain activities, or make estimates, due to the lack of accurate information and estimation methods using firm and contrasted criteria. Our view is that the best way to avoid their presence is by controlling the chemicals used in manufacturing and collaborating with the entire industry, including the chemical industry, to guarantee viable alternatives.

Some of the **initiatives** we are carrying out, and which help minimise the use of these substances, are:

- / The List, by Inditex.
- / Manufacturing Restricted Substances List (MRSL) by ZDHC.
- / Green to Wear standard's chemical product management module.
- / Digitalisation of the chemical inventory.
- / Performance InCheck Report by ZDHC.

① More detail in the document *Innovation, collaboration and continuous improvement for product safety*, available on Inditex's corporate website.

# E3. Water

## Material impacts, risks and opportunities related to water

Code	Description	Phase of the value chain
E3.I1	<b>Water withdrawal.</b> Water is a necessary resource for both the creation of our products and their use by our customers	/ Raw materials extraction/production / Supply chain <sup>(1)</sup> / Use and maintenance
E3.I2	<b>Water discharges</b> associated with production processes in the supply chain as well as with the product use by our customers, with a potential impact on water quality	/ Raw materials extraction/production / Supply chain <sup>(1)</sup> / Use and maintenance
E3.R1	<b>Physical and transition risks related to water</b>	/ Value chain

<sup>(1)</sup> Including the facilities mainly carrying out wet processes, as these are the ones that use chemical products, water and energy as the main inputs in their manufacturing processes.

① More information in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) of this Report.

## A. Our approach to water [E3-1]

### A.1. Policies related to water [E3-1]

E3.MDR-P\_01-06; E3-1\_01;

Our policies enshrine our commitment to water valuation. Their essential principles include minimising the water footprint impact through practices applied in our own operations and in the value chain —where the impacts identified in our materiality assessment are concentrated— introducing responsible water management as one of the main action lines.

The following are some considerations regarding water management that are included in our policies, especially our Water Policy:

E3-1\_02

**/ Use and supply:** we incorporate lines of action associated with water, such as the prioritisation of using recycled water and alternative sources, and the reduction of water withdrawal and discharge. Likewise, we have introduced considerations linked to water supply, such as reducing its consumption in areas of high water stress.

E3-1\_03

**/ Treatment:** we undertake to promote sustainable water management, including wastewater, by improving treatment processes, minimizing our water footprint, and exploring innovative technologies for water treatment and reuse in our processes.

E3-1\_04

**/ Prevention of pollution:** we undertake to advance towards the prevention, reduction and elimination of discharges into water, with special attention to potentially hazardous chemicals and other pollutants or waste.

E3-1\_05

**/ Lower-water-impact design:** we have the commitment to consider water-related aspects in product design and production processes, including the assessment of water use and potential pollution throughout the life cycle, from the sourcing of raw materials and manufacturing, to use by consumers and end of life.

E3-1\_06

**/ Consumption in areas at water risk:** we support the suppliers in our supply chain as they transition to more efficient water management systems that reduce their water withdrawal and discharge, and we foster the reduction of consumption by prioritising implementing closed-loop water systems and regenerative practices.

E3-1\_09

Lastly, at Inditex we support various initiatives linked to the **protection of seas and oceans**, most notably The Fashion Pact, Alliance for Water Stewardship and Arctic Corporate Shipping Pledge (Ocean Conservancy).

① More information on our policies and their updates in section [MDR-P. Policies](#) and in annex [Detailed information. Policies](#) of this Report.

## B. Targets and metrics related to water [E3-3; E3-4]

### Water consumption in our supply chain

E3-4\_01; E3-4\_11

In our business and sector, the amount of water consumed is very low, since almost all the water withdrawn is discharged at the end of its use in our supply chain production processes, so it does not imply material consumption.

Therefore, water withdrawal is the most representative metric of water-related impacts reported under the ESRS E3 standard. However, given that the most widely used term is water 'consumption', this is the term we will use throughout this chapter.

Water consumption is material at our supply chain, specially at the production stage of our articles, in particular in wet processes —dyeing, washing, finishing and printing, among others—. Another relevant phase in this connection is raw material production, an area we are working on to provide a more in-depth analysis of water.

E3-4\_02

We have located and assessed water-related impacts to which both our own operations and those of our supply chain are exposed. This allows us to identify potential risks linked to our operations, specifically whether our facilities or those of our supply chain are located in water stressed river basins.

Specifically, through the materiality assessment and through the use of various scientifically based databases and indexes<sup>28</sup>, we analysed the location of our supply chain facilities in relation to **water stressed areas**. We thus found that Türkiye, Mainland China and India are the main markets with wet processing facilities exposed to a potential material water risk.

E3.MDR-T\_01-13; E3-4\_10

As part of our commitment to responsible water management, in 2025 we achieved the target we had set, reaching a **26% reduction in relative water consumption** in our supply chain compared to 2020. This achievement also helps reduce greenhouse gas emissions associated with the use of water during manufacturing processes.

#### Target: 25% reduction of water consumption in the supply chain by 2025

	Base year	Target value	Value reached
	2020	2025	2025
<b>Water consumption (litres/kg garment)</b>	101	76	75
<b>Percentage reduction</b>		25%	26%

E3-3\_01; E3-3\_03

This target allows us to directly address our progress in preventing, minimising and remedying impacts linked to our supply chain. We thus reaffirm our commitment to developing innovation-based initiatives, and in collaboration with our manufacturers, for a responsible water management.

The actions implemented in order to achieve this target, within the framework of our Supply Chain Environmental Transformation Plan, are aimed at helping to reduce the potential impact associated with water withdrawal, including in water-stressed areas, by improving water management in wet manufacturing processes.

Furthermore, this work allows us to prevent associated risks, both physical —due to production disruptions derived from water scarcity— and in terms of transition— aligning ourselves with the regulatory changes linked to the issue. This target applies to all geographies where our manufacturers operate, being especially relevant in those locations deemed to be at water risk.

E3-3\_08; E3-4\_06; E3-4\_07

More information on the scope, methodology and changes in the year in the annex *Detailed information. Methodology* of this Report.

## C. Actions related to water [E3-2]

E3.MDR-A\_01-12

At Inditex we are aware of the critical importance of water for life and ecosystems, as well as the challenges in terms of availability and quality. To address those challenges, we conduct out initiatives on our own and in partnership with our stakeholders to reduce our environmental impact, located primarily in our supply chain, and preserve ecosystems.

E3-2\_03

Water withdrawal represents one of our impacts associated to this resource, especially important when it takes place in areas at high water risk. Consequently, we implemented a water management strategy with two differentiated approaches: minimising our negative impacts —with an emphasis on our work relating to the framework of the Supply Chain Environmental Transformation Plan and the Green to Wear and Care for Water standards— and contributing to promote a positive impact, for example through our commitment to CEO Water Mandate.

<sup>28</sup> Mainly World Resource Institute's (WRI) Aqueduct Tool V4.0

Action	Description	Results
<b>Supply Chain Environmental Transformation Plan 2024-2027</b> <sup>①</sup> <b>Related IROs:</b> E3.I1 / E3.I2 / E3.R1 <b>Time horizon:</b> 2024-2027 <b>Scope:</b> / Supply chain (wet processes)	<b>Water consumption</b> / The <b>Care for Water (CFW)</b> water consumption standard provides benchmark values for water-intensive manufacturing facilities, which in turn are part of the <b>Green to Wear (GtW)</b> . The CFW standard allows us to classify wet processing facilities by their water consumption levels and set minimum water management requirements for the 2024-2027 period. / Our <b>Best Available Techniques (BAT)</b> tool, accessible on our corporate website, provides detailed information on various measures to be implemented to reduce water consumption in the various wet processes. These measures range from optimising production processes to investing in machinery that consumes less water or reuses it.	/ In 2025, we continued to work on the implementation of the Supply Chain Environmental Transformation Plan 2024-2027, consolidating the supporting programmes for key suppliers and manufacturers.

<sup>①</sup> More detail on our Supply Chain Environmental Transformation Plan in the document *Supply Chain: management to transform the sector*, available on Inditex's corporate website.

In addition to this action, we carry out other cross-cutting environmental initiatives to address water-related impacts. These notably include the actions aimed at preventing and mitigating pollution, relating to water quality and included in the actions outlined in chapter [E2. Pollution](#).

### Agreements and collaborations

In 2025 we partnered with ZDHC to make our Care for Water (CFW) standard available to the industry, with a view to making it a benchmark for the textile and leather sector, thereby multiplying its effect on reducing water consumption in wet processes.

We maintain various collaborations with organisations like the World Wildlife Fund (WWF), the CEO Water Mandate and the Alliance for Water Stewardship, among others. We also work with Water.org to improve access to drinking water and sanitation for low income families in Bangladesh, Cambodia and India.

Furthermore, we have joined forces with industrial partners to drive the transformation of the sector through collaboration and science-based innovation, by means of industrial research agreements in partnership with more than 20 industry leaders, such as BASF, CHT, Pulcra or Jeanologia.

<sup>①</sup> More detail in the document *Partnerships*, available on Inditex's corporate website.

# E4. Biodiversity and ecosystems

## Material impacts, risks and opportunities related to biodiversity and ecosystems

Code	Description	Phase of the value chain
E4.I1	Impacts related to the <b>exploitation, degradation and disruption of ecosystems and natural resources</b> that might contribute to the loss of biodiversity and the disruption of habitats and ecosystem services	/ Value chain
E4.R1	<b>Physical and transition risks related to biodiversity and ecosystems</b>	/ Value chain

① More information in section *B. Material impacts, risks and opportunities [IRO-1; SBM-3]* of this Report.

## A. Our approach to biodiversity and ecosystems [E4-2]

### A.1. Policies related to biodiversity and ecosystems [E4-2]

E4.MDR-P\_01-06; E4-2\_01; E4-2\_02; E4-2\_03; E4-2\_05; E4-2\_17; E4-2\_18; E4-2\_20

By means of our policies related to biodiversity and ecosystems, we establish the Company's principles and commitments with respect to the impacts and dependencies on ecosystems and biodiversity, considering the physical and transition risks deriving from them. In this regard, we endeavour to promote the protection and improvement of natural ecosystems, including by means of coexistence with productive uses and the fostering of resilience in communities.

We estimate that the most likely impact in terms of the conversion and degradation of natural ecosystems is connected to the processes of supply, production and transformation of raw materials and products. To address this, as set out in our Ecosystems and Biodiversity Policy, we advocate the following actions:

- / Refusal to use materials and products linked to deforestation, sourcing from primary and endangered forests and ecosystem conversion and degradation.
- / Sourcing of products, supplies and raw materials with lower overall impact.
- We have additional measures in place, such as collaboration and innovation initiatives in the fashion industry, in productive landscapes related to its procurement sources and other areas of the value chain. This is materialised, among others, in the following lines of action:
  - / Facilitate the transition to improved **agricultural management systems**.
  - / Promote the development and implementation of **technological innovations** to reduce the environmental impact of products and activities in the value chain.
  - / Participate in **nature protection initiatives** to protect and restore natural ecosystems.

#### E4-2\_04

Moreover, the Policy, as part of its goal of reducing the pressures that endanger ecosystems and natural resources, proposes to advance in the **mapping and traceability** of the value chain. The aim is therefore to detect and monitor the evolution of impacts and improve the understanding of the local context to address them.

#### E4-2\_19

In turn, our Water Policy acknowledges the need to pay particular attention to impacts on the hydrosphere (which includes rivers, lakes, wetlands, aquifers and oceans), given its pivotal role as an ecosystem services provider, such as the supply of water, the sustenance of biodiversity and the contribution towards mitigation and adaptation to climate change.

We therefore work with various organisations in conservation and restoration projects that prevent further deterioration and improve the condition of bodies of water, identifying and prioritising critical areas, through initiatives such as the CEO Water Mandate or our partnership with the World Wide Fund for Nature (WWF).

#### E4-2\_06

It is crucial to understand that the impacts on ecosystems and biodiversity also have a social dimension. That is why our policies acknowledge that respect for **human rights** must include the right to a clean, healthy and sustainable environment as a cornerstone of economic development, sustainability, social justice and well-being. We accordingly undertake to address these matters from a holistic perspective.

From this standpoint, our Policy also underscores the importance of balancing actions for the protection and improvement of natural ecosystems with the needs of local communities.

① More information on our policies and their updates in section *MDR-P. Policies* and in annex *Detailed information. Policies* of this Report.

## B. Targets and metrics related to biodiversity and ecosystems [E4-4; E4-5]

E4.MDR-T\_01-13

Our commitment to biodiversity and ecosystems is evidenced by our **target**, showing the intention of acting to **protect, restore, regenerate or other forms of management for biodiversity improvement** throughout our value chain and beyond.

**Target: to reach 5 million hectares under protection, restoration or regeneration projects or other forms of management for biodiversity improvement by 2030**

	Current year	Target year
	2025	2030
<b>Hectares</b>	1.5 millions	5 millions

To achieve this, we join forces with expert organisations such as WWF and Conservation International on the various initiatives detailed in this standard, focused mainly on the protection, restoration and regeneration of ecosystems and biodiversity.

E4-4\_06; E4-4\_09

This target, along with the actions for achieving it, addresses the protection and improvement of biodiversity and ecosystems, both inside and outside those territories where our value chain involves one or more of the impacts identified in our materiality assessment, as part of the 'Restore & Regenerate' category of SBTN's action framework, adapting the mitigation hierarchy. We defined this target in recognition of the impacts of our value chain activity on the environment and our intention to positively contribute to its recovery.

E4-4\_05

It is also aligned with the goals of the European Union Biodiversity Strategy for 2030 and the Kunming-Montreal Global Biodiversity Framework.

E4-4\_01; E4-4\_07; E4-4\_08

① More information on the scope, methodology and calculation changes in the year in annex *Detailed information. Methodology* of this Report.

Furthermore, other related commitments, such as GHG emission reduction and climate neutrality targets, are also worth highlighting, given the impact of climate change on natural ecosystems. In addition, the responsible management of natural resources allows us to reduce our environmental impact. Consequently, in keeping with our Fibres Plan, we foster the use of lower-impact fibres and materials<sup>29</sup>.

① More information in sections *B. Targets related to climate change [E1-4]*, *B. Targets and metrics related to water [E3-3; E3-4]* and *B. Targets related to resource use and circular economy [E5-3]* of this Report.

E4-5\_01; E4-5\_02

Meanwhile, our materiality assessment identified certain of our own facilities located near biodiversity-sensitive areas. Nevertheless, we have not found any material negative impacts from these facilities in those areas.

## C. Actions related to biodiversity and ecosystems [E4-3]

E4.MDR-A\_01-12; E4-3\_01; E4-3\_02; E4-3\_13

We are committed to addressing the potential impacts on the exploitation, degradation and disruption of ecosystems and natural resources by implementing actions that help protect them throughout our value chain and wherever it is important for the well-being of communities and for biodiversity itself, in keeping with our Ecosystems and Biodiversity Policy and our target. To achieve this, taking as a reference the AR3T framework (Avoid, Reduce, Restore & Regenerate, and Transform) proposed by the Science Based Targets Network (SBTN) and the Taskforce for Nature-related Financial Disclosure (TNFD), we implement a range of initiatives<sup>30</sup> based on the principles of Avoid, Reduce, Restore, Regenerate and Transform.

### / Avoid: thus preventing damage in the first place

We implement initiatives designed to avoid negative impacts linked to the deforestation, conversion and degradation of ecosystems of high biodiversity value, such as primary forests or the habitats of endangered species. In particular, all forest raw materials we use — such as wood or pulp — must come from certification programmes or from initiatives that aim to ensure they are sourced from responsibly managed forests and not from primary and endangered forests.

We therefore work to avoid a possible effect on areas of High Conservation Value (HCV), the preservation of which is the basis of the certificates that we require.

① More detail in our *Ecosystems and Biodiversity Policy*, and in documents '*Ecosystems and Biodiversity Policy*' Scope, and '*Ecosystems and Biodiversity Policy*' Requirements, available on the Company's corporate website.

The related actions are explained in detail in standards E1, E2, E3 and E5, in sections: *C. Actions related to climate change [E1-3]*, *B. Actions related to pollution [E2-2]*, *C. Actions related to water [E3-2]*, *C. Actions related to resource use and circular economy [E5-2]*.

<sup>29</sup> More information on the criteria that fibres or materials must meet to be classified as having a lower impact in annex *Detailed information. Methodology* of this Report.

<sup>30</sup> Biodiversity offsets were not used in any of these initiatives.

## / Reduce: how we minimise our impact on biodiversity

E4-3\_14

After avoiding negative impacts from occurring, our next focus is to reduce those impacts that might arise as a result of our activity. In this regard, we develop initiatives to minimise the impact of the facilities of our supply chain as part of the **Supply Chain Environmental Transformation Plan 2024-2027**.

In addition, we work continuously on innovation in materials and processes to reduce their impact on the environment and people, within the framework of our **Fibres Plan**.

The related actions are explained in detail in standards E1, E2, E3 and E5, in sections: [C. Actions related to climate change \[E1-3\]](#), [B. Actions related to pollution \[E2-2\]](#), [C. Actions related to water \[E3-2\]](#), [C. Actions related to resource use and circular economy \[E5-2\]](#).

## / Restore: we support the conservation, protection and restoration of ecosystems and biodiversity

E4-3\_15

To meet our target of five million hectares under protection, restoration or regeneration projects, or other forms of management for biodiversity improvement, we work with a number of organisations through various initiatives carried out globally, both in regions linked to our value chain and in key areas for biodiversity, even if they are not related to our activity. Our main actions are as follows:

Action	Description	Results
<p><b>Restore: we support the conservation, protection and restoration of ecosystems and biodiversity</b></p> <p><b>Related IROs:</b> E4.I1 / E4.R1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Value chain</p>	<ul style="list-style-type: none"> <li>/ Collaboration with WWF in various projects, such as the restoration of the forest landscape in Mexico, improving forestry management in China, and promoting coexistence with wildlife in Brazil and Bolivia.</li> <li>/ Contribution to the implementation of a cross-border collaboration initiative to protect and restore ecosystems and community resilience in India, Bhutan and Bangladesh through the Mountains to Mangroves initiative led by Conservation International.</li> <li>/ Promotion of sustainable forestry in Spain and Portugal in collaboration with the Galician Forestry Association and the Portuguese Forestry Association (Forestis).</li> <li>/ Monitoring and restoration work with the Brazilian organisation SOS Mata Atlântica, to prevent the degradation of the Atlantic Forest.</li> <li>/ Fostering coordination among global seed banks in partnership with Kew Gardens to resolve the issue of the lack of seeds for restoration efforts.</li> <li>/ Protecting marine ecosystems and biodiversity along with the Ocean Conservancy through various initiatives such as removing plastic and other waste from beaches, oceans and areas of high environmental value, or promoting 'zero waste' projects in key geographies.</li> </ul>	<p>/ 1,107,098 hectares in the process of restoration or restored in 2025, 484,220 hectares more than in 2024.</p>

**Related resources:** in 2025 we allocated 12 million euros to their implementation, included under Operating expenses in the Consolidated Income Statement (see [Note 6](#) to the Consolidated Annual Accounts) and part of the #BRINGYOUROWN BAG (#TRAETUBOLSA) initiative.

📌 More information on the initiative #BRINGYOUROWN BAG in section [D.2. Resource outflows \[E5-5\]](#) of this Report.

## / Regenerate: revitalising soils and ecosystems to sustain communities and biodiversity

E4-3\_15

We promote regenerative agricultural and land management practices aimed at fostering a balance between productive land use and healthy ecosystems. These initiatives promote the preservation and improvement of soil health, and enhance its capacity to absorb carbon, addressing climate change, as well as improving water management and quality, the conservation of local biodiversity and the resilience of local communities.

Action	Description	Results
<p><b>Regenerate: revitalising soils and ecosystems to sustain communities and biodiversity</b></p> <p><b>Related IROs:</b> E4.I1 / E4.R1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Value chain</p>	<p>/ Investment through the Regenerative Fund for Nature alongside Conservation International and the Kering Group, to implement regenerative approaches including projects in farming communities in Argentina and South Africa, as well as in cotton growing in India and Pakistan, in collaboration with Organic Cotton Accelerator (OCA).</p> <p>/ Support for the transition to regenerative practices in India, in collaboration with Action for Social Advancement (ASA), the Laudes Foundation, IDH - the Sustainable Trade Initiative and WWF India.</p>	<p>/ 398,217 hectares in the process of regeneration or regenerated in 2025, 262,561 hectares more than in 2024.</p>

**Related resources:** in 2025 we allocated seven million euros to their implementation, included under Operating expenses in the Consolidated Income Statement (see [Note 6](#) to the Consolidated Annual Accounts) and part of the #BRINGYOUROWN BAG (#TRAETUBOLSA) initiative.

① More information on the initiative #BRINGYOUROWN BAG in section [D.2. Resource outflows \[E5-5\]](#) of this Report.

① More information about regenerative agriculture practices in section [C. Actions related to resource use and circular economy \[E5-2\]](#) of this Report.

## / Transform: key to protecting biodiversity in the long term

E4-3\_15

The transformation of our value chain is essential to preserve ecosystems and biodiversity. This is why we support initiatives aimed at fostering industry changes, in particular through coordinated and collective action between key agents.

① More detail in the document *Partnerships*, available on Inditex's corporate website.

## Agreements and collaborations

With the aim of promoting the conservation of ecosystems and biodiversity, we work with a number of specialist organisations such as World Wide Fund for Nature (WWF), Conservation International, Ocean Conservancy, Business for Nature, Open Planet Business for Biodiversity (OP2B), LEAF Coalition and The Fashion Pact, among others.

In this regard, it is worth underscoring our adherence to the Deforestation-Free Call to Action for Leather, led by Textile Exchange and Leather Working Group (LWG), which promotes supply chains that only use deforestation-free leather, and the Pack4Good initiative driven by Canopy to transform the procurement of packaging materials.

① More detail in the document *Partnerships*, available on Inditex's corporate website.

# E5. Resource use and circular economy

## Material impacts, risks and opportunities related to resource use and circular economy

Code	Description	Phase of the value chain
E5.I1	The <b>use of conventional raw materials</b> can generate environmental impacts upstream in the value chain, which we strive to manage and minimize through our Fibres Plan	/ Raw materials extraction/production
E5.I2	<b>Circularity promotion</b> in the business model to encourage the conversion of waste into new resources and extend the life cycle of our products	/ Value chain
E5.I3	Impacts related to <b>waste generation</b> in our activity	/ Own operations / Value chain
E5.R1	<b>Transition risks related to the use of resources and the circular economy</b>	/ Value chain
E5.O1	<b>Opportunity for new business models, such as Zara Pre-Owned</b>	/ Own operations

① More information in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) of this Report.

## A. Our approach to resource use and circular economy [E5-1]

### A.1. Policies related to resource use and circular economy [E5-1]

E5.MDR-P\_01-06

The principles of action included in our Sustainability Policy and Ecosystems and Biodiversity Policy, steer our adoption of a business model that focuses on the use of lower-environmental-impact raw materials as opposed to conventional ones<sup>31</sup>, as well as efficiency, recyclability, durability and repairability, and proper waste management, to reduce the impact on society and the environment.

E5-1\_01; E5-1\_02

In this connection, the main commitments enshrined in our policies are as follows:

- / We are committed to **circularity**, from product design to considerations relating to product end of life, and improving resource and waste management throughout the value chain.
- / We promote **best practices** in the sourcing and use of natural materials, prioritising the use of materials, inputs and products with a lower environmental impact.
- / We are committed to the **responsible design** of our garments and the careful selection of raw materials, which allows us to source materials and textile fibres through **lower-impact production** systems.
- / In accordance with the internationally accepted 'Five Freedoms' of **animal welfare**<sup>32</sup>, products of animal origin must come from animals treated ethically and responsibly.

This intention is embodied in our **Fibres Plan**, which is aimed at all the textile fibres used in our products by 2030 having a lower environmental impact.

① More information on our policies and their updates in section [MDR-P. Policies](#) and in annex [Detailed information. Policies](#) of this Report.

## B. Targets related to resource use and circular economy [E5-3]

E5.MDR-T\_01-13

So as to move towards a more circular business model across the various phases of our activity, we have set ourselves various targets, ranging from the sourcing of raw materials, right through to the use and end of life of our products, by providing circularity services.

These targets are closely related to our Sustainability Policy, in which we are committed to circularity as a core aspect in our progress towards the decarbonisation of our value chain.

<sup>31</sup> More information on the criteria that fibres or materials must meet to be classified as having a lower impact in annex [Detailed information. Methodology](#) of this Report.

<sup>32</sup> This commitment is reflected in our Sustainability Policy, which refers to the international organization recognized as a reference in animal welfare.

## • Fibres Plan: use of lower-environmental-impact<sup>33</sup> fibres

One of the main commitments in terms of resource use is our Fibres Plan, which is aimed at 100% of the textile fibres used in our products by 2030 having a lower-environmental-impact as compared with conventional fibres.

This target is in line with the commitment to prioritising sourcing materials and products that avoid and reduce negative impacts on ecosystems throughout their life cycle, as set out in our Sustainability Policy and Ecosystems and Biodiversity Policy.

Accordingly, as the first milestone, in the latest campaign of 2025, we managed to ensure that almost all the polyester and linen used in our products have a lower-impact than their conventional equivalents<sup>34</sup>.

### Target: use 100% lower-impact fibres by 2030

	Current year	Target year
	2025	2030
<b>Total percentage of lower-impact fibres</b>	88%	100%
<b>Short-term targets</b>		
	Value reached	Target value
	2025	2025
/ 100% lower-impact polyester by 2025	98%	100%
/ 100% lower-impact linen by 2025	96%	100%

E5-3\_01; E5-3\_02; E5-3\_03; E5-3\_04

We aim to encourage the design of products that last over time and can be recycled at the end of their useful life. With this in mind, we train our designers and commercial teams in sustainability criteria and foster the use of materials with a lower-impact on biodiversity, in land use, in water consumption and in greenhouse gas emissions.

Our **Fibres Plan** is a cornerstone for improving our impact and advancing our sustainability strategy. Thanks to the progress achieved, in the latest campaign of 2025, 88% of the fibres used in our products came from lower-environmental-impact materials. Of these fibres, we highlight that 47% were recycled and 30% from organic or regenerative agriculture.

Further details of the main lower-impact fibres used in the latest Autumn/Winter 2025 campaign are provided below, as well as the third-party standard to which they belong:

SASB CG-AA-440a.3; SASB CG-AA-440a.4

Type of fibre	% over total of the type of fibre	
<b>Cotton</b>	Organic cotton (OCS/GOTS)	58%
	Cotton in conversion/transition (OCS/GOTS)	11%
	Recycled cotton (RCS/GRS)	21%
	Cotton from regenerative practices (Regenagri)	1%
<b>Man-made cellulosic fibres</b>	Other third-party standards (Canopy <sup>(1)</sup> and Changing Markets <sup>(2)</sup> ; or FSC)	92%
	European linen (European Flax certificate)	95%
<b>Linen</b>	Recycled linen (RCS/GRS)	1%
	Recycled polyester (RCS/GRS/Repreve/Eucertplast/Recyclclass/ISCC Plus)	98%

<sup>(1)</sup> Forest primary- and endangered-forest-free sourcing, categorized as 'green shirts' in Canopy's Hot Button Report.

<sup>(2)</sup> Man-made cellulosic fibres that meet the requirements of the Changing Markets Foundation's Roadmap towards responsible viscose & modal fibre manufacturing.

## • Provide circularity services such as Zara Pre-Owned in key markets

At Inditex we want to help our customers extend the useful life of their garments through services that promote circularity. In 2025, we have achieved our target of making these services available in our key markets. As of year-end, Zara Pre-Owned is in the consolidation phase in 17 markets<sup>35</sup>.

This target, materialized in one of our main actions in relation to use, end of life and waste management, is linked to our commitment to resource efficiency.

E5-3\_01; E5-3\_02; E5-3\_03; E5-3\_04; E5-3\_05; E5-3\_06; E5-3\_07; E5-3\_08; E5-3\_09

By providing circularity services, we foster the reuse of products, extending their useful life through repair, resale between third parties or donation to community organisations. These organisations sort the garments by their condition and quality, allocating them to the best possible purpose, such as donation to people at risk of exclusion or sale in second-hand shops. They also support the implementation of community projects in their markets.

In cases where a product is not reusable, it is recycled, whenever possible, aiming to limit the amount of waste generated and repurposing the raw materials obtained to make new garments. As per the tiers of the waste hierarchy — Prevent, Reduce, Reuse, Recycle, Recover, Dispose — this target contributes primarily to reuse and recycle.

E5-3\_13

① More information on the scope and calculation methodology of our targets in annex *Detailed information. Methodology* of this Report.

<sup>33</sup> More information on the criteria that fibres or materials must meet to be classified as lower-impact can be found in the annex *Detailed Information. Methodology* of this Report.

<sup>34</sup> Fibres whose origin could not be verified according to our internal procedures have been classified as 'conventional'.

<sup>35</sup> Spain, Germany, Austria, Belgium, Croatia, Slovakia, Slovenia, the United States, Finland, France, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal and the United Kingdom.

## C. Actions related to resource use and circular economy [E5-2]

E5.MDR-A\_01-12

Our sustainability strategy covers our aim to progress towards a circular economy model that **transforms waste into resources and that promotes lengthening the life of our products.**

The initiatives described below represent the main levers we currently have in place to promote resource efficiency, material circularity, and waste management throughout the value chain.

### Initiatives to progress towards a circular economy model

E5-2\_07

Action	Description	Results
<p><b>Sustainability Innovation Hub</b></p> <p><b>Related IROs:</b> E5.I1 / E5.I2 / E5.R1</p> <p><b>Time horizon:</b> 2020-2030</p> <p><b>Scope:</b> / Raw materials extraction/production / Value chain</p>	<p>/ Innovation centre designed to support the development, adoption and scaling of innovative fibre, material, production process and traceability technologies in the textile and footwear sector.</p> <p>/ We collaborate with startups, industry leaders, suppliers, academic and research institutions and other sector and industry organisations on proposals that are assessed based on their impact on social aspects, circularity, biodiversity and animal welfare, as well as being subjected to a life-cycle environmental analysis.</p> <p>/ In the research sphere, Inditex is pursuing its strategic agenda for research, development and early adoption of new fibres and materials.</p>	<p>/ Three new fibres approved and included in the Fibres Plan.</p> <p>/ Nine life cycle analyses.</p> <p>/ Collaboration with three experimental industrial facilities for fibres and materials.</p> <p>/ One joint patent in recycling technology.</p>
<p><b>Cotton Strategy</b></p> <p><b>Related IROs:</b> E5.I1 / E5.R1</p> <p><b>Time horizon:</b> 2024 - 2030</p> <p><b>Scope:</b> / Raw materials extraction/production</p>	<p>/ The aim is to establish a supply of cotton that ensures the well-being and resilience of growers, communities and related ecosystems.</p> <p>/ Fostering agricultural best practices associated with organic and regenerative cotton, helping improve soil and air quality, reduce pollution, increase water availability, promote biodiversity, and improve conditions for local communities.</p>	<p>/ First garments with cotton grown using regenerative practices (1%).</p> <p>/ In addition, 21% of recycled cotton and 58% of organic cotton in our garments.</p>

### Use, end of life and waste management

E5-2\_05; E5-2\_08

Action	Description	Results
<p><b>Zara Pre-Owned</b></p> <p><b>Related IROs:</b> E5.I2 / E5.I3 / E5.R1 / E5.O1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Use and maintenance / End of life</p>	<p>/ Initiative providing repair services and customer-to-customer sales of any garment from any Zara season, as well as donations.</p> <p>/ In donations, all collected items are delivered to local organisations that sort them for reuse or to be recycled if they have reached the end of their life cycle, where possible, supporting the development of projects in local communities.</p>	<p>/ Zara Pre-Owned is available in Spain, Germany, Austria, Belgium, Croatia, Slovakia, Slovenia, the United States, Finland, France, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal and the United Kingdom.</p>

Action	Description	Results
<p><b>Clothing collection programme</b></p> <p><b>Related IROs:</b> E5.I2 / E5.I3 / E5.R1</p> <p><b>Time horizon:</b> ongoing action</p> <p><b>Scope:</b> / Own operations / Use and maintenance / End of life</p>	<p>/ It allows our customers to donate products they no longer use, by means of containers located in our stores and, in certain markets, via home collection service from Zara.com.</p> <p>/ In Spain we work with Caritas to enable the donation of garments by means of containers located in the streets of various Spanish cities.</p> <p>/ The purpose of this programme is to classify these articles in accordance with the waste hierarchy principle. The organisations that receive the donations sort the garments, and those that are in good condition are donated to vulnerable people or resold to fund their social projects. Products that cannot be reused are sent for recycling or, as a last resort, for energy recovery.</p>	<p>/ Through containers located in 5,415 stores (both company-owned and franchised), 20,495 tonnes of garments and footwear were recovered (19,484 tonnes in 2024), donated entirely to <b>92 community organisations</b>. Our partners told us that:</p> <p>/ 53% were reused via donations to people in vulnerable situations or by reselling to finance community projects.</p> <p>/ The 47% could not be reused due to their characteristics or condition, and were sent to recycling projects (mainly downcycling), or, as a last resort, were sent to energy recovery.</p>
<p><b>Supply Chain Environmental Transformation Plan 2024-2027</b> ⓘ</p> <p><b>Waste management</b></p> <p><b>Related IROs:</b> E5.I1 / E5.I3 / E5.R1</p> <p><b>Time horizon:</b> 2024 - 2027</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Our <b>Green to Wear (GtW)</b> standard includes requirements on proper waste management: waste must be sorted, properly labelled and stored with adequate ventilation and leak prevention, especially in the case of hazardous waste.</p> <p>/ Facilities must have a contract in force with an authorised waste manager, a properly covered and updated hazardous waste inventory, a record of deliveries to the authorised waste manager, and a separate storage area where waste can be properly managed.</p>	<p>/ In 2025, we continued to work on the implementation of the Supply Chain Environmental Transformation Plan 2024-2027.</p>

## Agreements and collaborations

E5-2\_07

We establish collaborations with organisations like Textile Exchange, OCA, Global Fashion Agenda and Fashion for Good in initiatives to promote the availability of lower-environmental-impact raw materials, design geared to recyclability, the assessment of infrastructure necessary to process waste or the development of new forms of textile recycling.

We are members of ReHubs Europe, a non-profit organisation, aimed at scaling up the current capacities for collection, sorting, preparation and recycling of textile waste in Europe. We are also cofounders of the Association for the Management of Textile and Footwear Waste (AGRTC, by its Spanish acronym) in Spain, which was created to form the voluntary Collective System of Extended Producer Responsibility (EPR) for the textile and footwear waste stream: Re-Viste. Several pilot collection projects are scheduled to launch soon in a number of Spanish municipalities.

ⓘ More detail in the report *Partnerships*, available on Inditex's corporate website.

## D. Metrics related to resource use and circular economy [E5-4; E5-5]

### D.1. Resource inflows [E5-4]

E5-4\_01; E5-4\_02; E5-4\_03; SASB CG-AA-440a.4; SASB CG-AA-440a.3

The design of our products and selection of raw materials are factors that shape the impact of our products. Accordingly, a fundamental aspect of our sustainability strategy is the commitment to use lower-impact fibres<sup>36</sup>, enshrined in our Fibres Plan ⓘ.

In 2025, the volume of raw materials used in our products amounted to 705,554 tonnes (678,596 tonnes in 2024), which, by type, were broken down between 88 % fibres and 12 % non-fibres. With regard to the category of fibres, 53 % were natural fibres<sup>37</sup>, 38 % synthetic<sup>38</sup> and 9 % artificial<sup>39</sup>.

<sup>36</sup> More information on the criteria that fibres or materials must meet to be classified as lower-impact can be found in the annex *Detailed Information. Methodology* of this Report.

<sup>37</sup> Natural fibres are filaments obtained from natural sources that can be threaded to obtain strands, threads or twine.

<sup>38</sup> Synthetic fibres are made of polymers that are not naturally produced, but fully created in a chemical plant or a laboratory, almost always using petroleum or natural gas by-products.

<sup>39</sup> Man-made fibres are made using a natural component as a raw material that undergoes a number of processes in a chemical plant or a laboratory.

Raw material	Type	% of total tonnes of raw material	
		2025	2024
Biological raw materials	Cotton	43%	44%
	Man-made cellulosic fibres	8%	8%
	Linen	2%	2%
	Others <sup>(1)</sup>	3%	3%
	<b>Total biological</b>	<b>57%</b>	<b>57%</b>
Technical raw materials	Polyester	27%	26%
	Others <sup>(2)</sup>	17%	17%
	<b>Total technical</b>	<b>43%</b>	<b>43%</b>

<sup>(1)</sup> This category includes other raw materials like wool, leather, wood and paper, among others.

<sup>(2)</sup> This category includes other raw materials like polyamides, glass or certain metals, among others.

E5-4\_04; E5-4\_05

In 2025, 42% of the materials used in our products (textiles fibres and other non-fibre raw materials) came from recycled sources (33% in 2024). The recycled materials we use are chosen to fulfil the established technical and durability requirements, so that their inclusion does not compromise the product's performance and helps reduce the environmental impact in our supply chain.

In addition to the raw materials used directly to make our articles, we also use different materials in the packaging of our products. In 2025 we estimate that 509,361 tonnes of materials were used for this purpose, 86% biological packaging and 14% technical packaging (in 2024, 521,448 tonnes, 84% and 16% biological and technical packaging, respectively). Furthermore, we continue to improve our corporate systems to report the recycled content of our packaging with the required breakdown.

E5-4\_06

More information on the methodology used in annex [Detailed information. Methodology](#) of this Report.

## D.2. Resource outflows [E5-5]

E5-5\_01; E5-5\_02; E5-5\_03; E5-5\_04; E5-5\_06

At Inditex, our aim is to offer our customers an inspiring, high-quality and responsibly produced fashion proposal. We also intend to advance towards a **circular economy model** that permeates every level of our business, from the design and production processes to managing our stores, logistics and offices.

In the last five years, we have taken part as members of the Technical Secretariat in the development of the European Commission's **Product Environmental Footprint (PEF)** methodology. The PEF is a harmonised framework to quantify the environmental impact of clothing and footwear across a product's life cycle. In 2025, the European Commission approved the Product Environmental Footprint Category Rules (PEFCR) for these articles. We continue to support this methodology and to work on its continuous improvement.

Similarly, there is currently no harmonised methodology in the industry to calculate, like-for-like, the percentage of our products that are recyclable. Consequently, we are working with other important players to be able to report this information in the future.

E5-5\_05

In turn, our commitment to reducing our products impact also includes those items that accompany them. Accordingly, at Inditex we have chosen to eliminate single-use plastics that reach customers in the packaging containing our products. Our commitment in this sphere implies a continuous effort in innovation to avoid using single-use plastics in new product lines, at our suppliers and in other Group operations.

We also have the **#BRINGYOUROWN BAG (#TRAETUBOLSA)** initiative, aimed at raising our customers' awareness regarding the importance of choosing reusable alternatives, reducing waste and minimising the consumption of raw materials, water and energy. Through this initiative, currently present in 84 markets, we estimate that the number of bags and envelopes provided in our stores has been reduced by 50% since its launch in 2021. The proceeds from charging for these recycled paper bags and envelopes, which go to environmental projects, have amounted to 159 million euros since the initiative was launched. Of this amount, as at the end of the year, we have allocated 75 million euros<sup>40</sup> for projects in 46 markets.

More information on the projects to which the proceeds of **#BRINGYOUROWN BAG** have been donated in section [C. Actions related to biodiversity and ecosystems \[E4-3\]](#) of this Report.

On the other hand, we are working on improving our systems to report greater detail on these aspects, including the proportion of recyclable items.

### Waste management

We work on the properly management and separation of the waste generated by our activity. We see this waste as useful resources that can be repurposed or recycled, maximising its value and improving our impact. This approach is not confined to properly sorting materials for processing and recycling, but includes rethinking our processes to reduce waste generation at every stage: design, logistics, store and end of life.

In this regard, we have 15 TRUE certifications, processed by Green Business Certification Inc. for our headquarters, logistics centres and own factories —nine Platinum and six Gold certifications—. TRUE certification identifies 'environmentally responsible spaces that have achieved 90% or greater overall diversion from landfill or incineration'.

Waste generation at our headquarters, logistics centres and own factories is presented below<sup>41</sup>:

<sup>40</sup> Due to the time lag between charging for the bags and the formulation of initiatives, the amount currently raised exceeds the contribution allocated to projects.

<sup>41</sup> Waste generated in the Group's own stores is not included, as this information is not yet available at the required level of detail in the Company's systems. An estimate of this waste generation is provided below the table.

E5-5\_07; E5-5\_12; E5-5\_13; E5-5\_14

Type of waste	2025		2024	
	Tonnes	%	Tonnes	%
Cardboard and paper	37,189	64%	38,413	64%
Wood	6,533	11%	6,334	11%
Other non-hazardous waste	5,683	10%	5,800	10%
Plastic	7,501	13%	8,352	14%
Textile waste	693	1%	1,054	2%
Metal	423	1%	261	0%
Hazardous waste	131	0%	55	0%
<b>Total</b>	<b>58,154</b>	<b>100%</b>	<b>60,269</b>	<b>100%</b>

The destination of this waste was as follows, according to its treatment:

E5-5\_07; E5-5\_08; E5-5\_09; E5-5\_10; E5-5\_11; E5-5\_15

Destination of waste	2025				Total tonnes
	Hazardous		Non-hazardous		
	Tonnes	%	Tonnes	%	
<b>Diverted from disposal</b>	<b>97</b>	<b>74%</b>	<b>52,798</b>	<b>91%</b>	<b>52,895</b>
Recycling	33	25%	52,755	91%	52,788
Other waste recovery operations	53	40%	0	0%	53
Preparation for reuse	11	8%	43	0%	54
<b>Directed to disposal</b>	<b>35</b>	<b>26%</b>	<b>5,225</b>	<b>9%</b>	<b>5,260</b>
Landfilling	1	1%	4,828	8%	4,829
Other disposal operations	0	0%	0	0%	0
Incineration (with energy recovery)	33	25%	397	1%	430
Incineration (without energy recovery)	0	0%	0	0%	0
<b>Total</b>	<b>131</b>	<b>100%</b>	<b>58,023</b>	<b>100%</b>	<b>58,154</b>

Destination of waste	2024				Total tonnes
	Hazardous		Non-hazardous		
	Tonnes	%	Tonnes	%	
<b>Diverted from disposal</b>	<b>51</b>	<b>92%</b>	<b>54,910</b>	<b>91%</b>	<b>54,961</b>
Recycling	18	32%	54,651	91%	54,669
Other waste recovery operations	26	47%	0	0%	26
Preparation for reuse	7	13%	259	0%	266
<b>Directed to disposal</b>	<b>4</b>	<b>8%</b>	<b>5,303</b>	<b>9%</b>	<b>5,308</b>
Landfilling	3	6%	4,987	8%	4,990
Other disposal operations	0	1%	0	0%	0
Incineration (with energy recovery)	1	2%	316	1%	317
Incineration (without energy recovery)	0	0%	0	0%	0
<b>Total</b>	<b>55</b>	<b>100%</b>	<b>60,214</b>	<b>100%</b>	<b>60,269</b>

We continue working to improve our systems and the traceability of waste in the most complex and challenging cases, such as in our stores located in shopping centres that combine the management of all waste. Using the data available at the reporting date, we have estimated that in 2025 around 136,000 tonnes of waste was generated through the Group's own stores.

E5-5\_17

More information on the methodology used to calculate the waste generated at our facilities in annex *Detailed information. Methodology* of this Report.

# Taxonomy Regulation

The Inditex Group is subject to Regulation (EU) 2020/852 on EU Taxonomy (hereinafter 'Taxonomy'), which stipulates a series of obligations with regard to the disclosure of information relating to 'environmentally sustainable' activities. Since 2021, we have been reporting information concerning the Taxonomy in accordance with the applicable regulations, the scope of which has increased since that date with the publication of Delegated Regulation (EU) 2021/2139 (the Climate Delegated Act), Delegated Regulation (EU) 2021/2178 (the Disclosures Delegated Act) and Delegated Regulation (EU) 2023/2486 (the Environmental Delegated Act).

Delegated Regulation (EU) 2026/73 was adopted on 8 January 2026, amending Delegated Regulations (EU) 2021/2178, 2021/2139 and 2023/2486. That Regulation introduces changes to the content and format of Taxonomy information that may be applied on a voluntary basis for the 2025 financial year, with the aim of clarifying disclosure requirements and simplifying the presentation of the indicators. During this first year, Inditex has decided to apply this new Regulation in the presentation of the results of its Key Performance Indicators (KPIs).

In this context, and although the requirements and activities included in the Taxonomy are periodically updated, for now the Group's main activity —the distribution and sale of fashion and household products— is not currently included in the applicable regulatory framework. Nevertheless, there are other activities linked to the Group's business model that are included, as outlined later in this Report.

EU Taxonomy information is included in the annex Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation) of this Report, presented in the format required by the applicable regulation, together with the main assumptions used in the preparation of such information.

① More information in annex *Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)* of this Report.

# S. Social information

## [ESRS S]

S1. Own workforce

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S2. Workers in the value chain

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S4. Consumers

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# S1. Own workforce

## Material impacts, risks and opportunities related to our own workforce<sup>42</sup>

Code	Description	Phase of the value chain
S1.I1	<b>Quality employment.</b> This includes both working conditions and measures to enhance well-being	/ Own operations
S1.I2	Possible impact should our workforce not receive <b>adequate wages</b>	/ Own operations
S1.I3	<b>Social dialogue and respect for freedom of association and collective bargaining rights</b>	/ Own operations
S1.I4	<b>Work-related accidents and occupational diseases</b>	/ Own operations
S1.I5	<b>Professional development</b> and capacity to foster continuous learning and offer growth opportunities	/ Own operations
S1.I6	<b>Impacts</b> , both positive and negative, <b>linked to vulnerable groups</b> , including topics such as gender, LGBTQI+, socio-ethnic or disability	/ Own operations
S1.R1	<b>Risks related to human capital</b>	/ Own operations
S1.O1	<b>Business development opportunities by attracting and retaining talent</b>	/ Own operations

① More information in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) of this Report.

## A. Approach to our people [S1-1]

### A.1. Policies related to our people [S1-1]

S1.MDR-P\_01-06; S1-1\_01; S1-1\_03; S1-1\_04; S1-1\_07; S1-1\_09

We undertake to safeguard the rights of the people who make up Inditex and to foster continuous dialogue so as to take into account their interests. **Respect for and promotion of the human**, labour and non-labour rights of our teams is included in our Sustainability Policy and further developed in the Human Rights Policy. Furthermore, the Code of Conduct, along with other internal regulations, also reflects this protection and our commitment to ensure it is upheld and fostered among our teams, with an emphasis on collaboration and respectful communication among people, both internally and externally.

S1-1\_08

In particular, our Human Rights Policy and our Code of Conduct expressly prohibit forced and child labour. Furthermore, we do not tolerate any form of modern slavery or human trafficking in our organisation or in our value chain.

S1-1\_10; S1-1\_11

On the basis of our commitment to respect human rights, our regulations also include policies related to the **promotion of diversity and inclusion**, and **zero tolerance of any kind of discrimination or harassment**.

This prohibits discrimination on the grounds of race, ethnic origin, disability, illness, religion, marital status, sexual orientation, political opinion, age, nationality, sex, gender identity and expression or for any other reason at all levels of the Company.

S1-1\_12

We also recognise that people are unique in our differences and similarities. In keeping with our purpose 'We Design Opportunities for All', our Diversity and Inclusion Policy is the foundation on which to build initiatives to protect and provide equal opportunities for especially vulnerable groups in terms of human rights. These notably include those focused on equal treatment and opportunities at the workplace, socio-ethnic inclusion, inclusion of LGBTQI+ people or disability inclusion.

① More information on the SALTA programme and the INCLUYE programme in section [B.8. Processes to manage impacts on our people \[S1-3; S1-4\]](#) and in section [People with disabilities metrics \[S1-12\]](#) of this Report.

S1-1\_18

Moreover, one of our priorities is to comply with the principles of **universal accessibility**, especially for our workforce and customers who may have any kind of disability. That is why we adapt our workplace for people with disabilities or mobility issues.

<sup>42</sup> More information on the scope of our own workforce in section General Concepts of annex [Detailed information. Methodology](#) of this Report.

S1-1\_13; S1-1\_16

Our commitment to **diversity and inclusion** is driven by the Board of Directors and permeates throughout our whole Company. To apply our Policy, we develop procedures and implement initiatives driven by the Diversity and Inclusion department. This department is part of the Culture and Values team and is led by the person designated as **Global Diversity & Inclusion Officer**, who coordinates an international team. Among other functions, this team supports the **Diversity Champions**, who are responsible for this area in their markets, retail concepts and workplaces. In addition, to ensure transparency and independence, we have our Ethics Line.

S1-1\_05; S1-1\_06

To ensure that our policies are known and effective, we promote **continuous dialogue** with our teams, using tools such as the agreement with UNI Global Union, communication with the trade unions, implementation of training measures, and the provision of guaranteed communication and consultation channels such as the Ethics Line. This allows us to advance in our commitment to respect and promote decent work and the labour rights of our people.

① More information on our policies and their updates in section *MDR-P. Policies* and in annex *Detailed information. Policies* of this Report.

## B. Management of impacts related to our people [S1-2; S1-3; S1-4; S1-6; S1-8; S1-9; S1-10; S1-12; S1-13; S1-14; S1-15; S1-16]

### B.1. About us [S1-6]

S1-6\_01; S1-6\_02; S1-9\_03; S1-9\_04; S1-9\_05

It is a priority for Inditex to create **motivating, stable and safe** working environments, with equal opportunities and development, ensuring the utmost care for the conditions of our people. We strive to adapt our responses to the local needs of the 57 markets in which our employees are present, and to guarantee quality workplaces.

Our people in 2025

# 163,047 people

# 174 nationalities

#### Distribution by activity

	2025		2024	
	Number of employees	%	Number of employees	%
Store	140,064	85%	139,478	85%
Central services	12,016	7%	12,030	7%
Logistics	10,382	6%	9,981	6%
Factories	585	1%	594	1%
<b>Total</b>	<b>163,047</b>	<b>100%</b>	<b>162,083</b>	<b>100%</b>

#### Distribution by geography

	2025		2024	
	Number of employees	%	Number of employees	%
Americas	18,553	11%	18,743	12%
Asia and rest of the world	13,581	8%	14,139	9%
Spain	50,940	31%	49,915	31%
Europe (ex-Spain)	79,973	49%	79,286	49%
<b>Total</b>	<b>163,047</b>	<b>100%</b>	<b>162,083</b>	<b>100%</b>

#### Distribution by age

	2025		2024	
	Number of employees	%	Number of employees	%
Under 30 years old	88,680	54%	89,044	55%
30 to 50 years old	66,685	41%	66,560	41%
Over 50 years old	7,682	5%	6,479	4%
<b>Total</b>	<b>163,047</b>	<b>100%</b>	<b>162,083</b>	<b>100%</b>

#### Distribution by gender

	2025		2024	
	Number of employees	%	Number of employees	%
Women	119,744	73%	118,698	73%
Men	42,913	26%	42,554	26%
Non-binary	50	0.03%	28	0.02%
Other/ Unspecified	340	0.21%	803	0.50%
<b>Total</b>	<b>163,047</b>	<b>100%</b>	<b>162,083</b>	<b>100%</b>

S1-6\_04; S1-6\_05

A breakdown of the workforce for all markets in which the Company has employees is included below:

Market	Number of employees	
	2025	2024
<b>Europe (ex-Spain)</b>		
Albania	302	308
Germany	5,445	4,967
Austria	1,522	1,503
Belgium	3,112	3,112
Belarus	383	356
Bosnia-Herzegovina	383	401
Bulgaria	844	827
Croatia	1,243	1,241
Denmark	374	298
Slovakia	524	528
Slovenia	235	250
Finland	145	170
France	11,120	11,513
Greece	4,174	4,228
Hungary	1,217	1,224
Ireland	1,027	991
Italy	10,872	10,877
Luxembourg	332	325
North Macedonia	297	310
Monaco	45	38
Montenegro	201	178
Norway	373	315
The Netherlands	2,847	2,715
Poland	4,380	4,233
Portugal	7,212	7,261
United Kingdom	6,981	6,483
Czech Republic	721	729
Romania	2,658	2,850
Serbia	1,431	1,512
Sweden	636	659
Switzerland	1,566	1,427
Türkiye	6,287	6,267
Ukraine	1,084	1,190
<b>Total</b>	<b>79,973</b>	<b>79,286</b>

Market	Number of employees	
	2025	2024
<b>Europe (ex-Spain)</b>		
<b>Asia and rest of the world</b>		
Australia	1,690	1,879
Bangladesh	85	81
Cambodia	8	6
South Korea	1,728	1,663
United Arab Emirates	19	0
India	1,597	1,731
Japan	2,823	2,682
Kazakhstan	1,145	1,311
Morocco	45	44
New Zealand	127	121
Pakistan	14	12
Singapore	3	3
South Africa	499	502
Vietnam	20	21
Mainland China	2,846	3,036
Taiwan, China	464	486
Hong Kong SAR	434	521
Macao SAR	35	39
<b>Total</b>	<b>13,581</b>	<b>14,139</b>
<b>Spain</b>	<b>2025</b>	<b>2024</b>
Spain	50,940	49,915
<b>Americas</b>	<b>2025</b>	<b>2024</b>
Brazil	3,015	3,226
Canada	1,968	2,052
Chile	837	929
United States	6,124	5,952
Mexico	6,609	6,584
<b>Total</b>	<b>18,553</b>	<b>18,743</b>

S1-6\_13; S1-6\_14; S1-6\_15; S1-6\_16; S1-6\_17

① More information in [Note 6](#) of the Consolidated Annual Accounts and detailed information on the calculation in annex [Detailed information Methodology](#) of this Report.

## Distribution of the workforce by type of contract and type of working hours

In 2025, 82% of our workforce is on a permanent contract (83% in 2024). In terms of working hours, 58% of Inditex's employees work part-time and 41% work full-time in 2025 (57% part-time and 41% full-time in 2024).

This breakdown by type of working hours is typical of the retail sector, where there are especially busy periods during sales that require part-time reinforcements. We also often hire people who combine their work at Inditex with other activities, such as academic development.

S1-6\_09

The Full-Time Equivalent (FTE) workforce, a meaningful indicator when it comes to analysing employment quality, shows the workforce after consolidating all working hours to full-time. In 2025, it represented 78% of total jobs (78% in 2024).

The tables below show the different types of contract and working hours for our people by gender, region, age and job classification:

S1-6\_07; S1-6\_08; S1-6\_18; S1-6\_19; S1-6\_20

### Breakdown by gender and type of contract/working hours

2025					2024				
Women	Men	Non-binary	Other/ Unspecified	Total	Women	Men	Non-binary	Other/ Unspecified	Total
<b>Number of employees</b>									
119,744	42,913	50	340	<b>163,047</b>	118,698	42,554	28	803	<b>162,083</b>
<b>Number of permanent employees</b>									
98,157	35,417	41	308	<b>133,924</b>	97,775	35,483	28	697	<b>133,983</b>
<b>Number of temporary employees</b>									
21,586	7,496	9	33	<b>29,123</b>	20,923	7,071	1	106	<b>28,100</b>
<b>Number of non-guaranteed-hour employees</b>									
1,282	461	1	0	<b>1,744</b>	1,337	549	0	0	<b>1,886</b>
<b>Number of full-time employees</b>									
45,181	21,124	16	119	<b>66,440</b>	45,848	21,239	10	98	<b>67,195</b>
<b>Number of part-time employees</b>									
73,281	21,328	33	221	<b>94,863</b>	71,513	20,767	18	705	<b>93,003</b>

### Breakdown by region and type of contract/working hours

2025					2024				
Europe (ex-Spain)	Spain	Asia and rest of the world	Americas	Total	Europe (ex-Spain)	Spain	Asia and rest of the world	Americas	Total
<b>Number of employees</b>									
79,973	50,940	13,581	18,553	<b>163,047</b>	79,286	49,915	14,139	18,743	<b>162,083</b>
<b>Number of permanent employees</b>									
65,946	43,531	7,859	16,587	<b>133,924</b>	64,509	43,256	8,598	17,620	<b>133,983</b>
<b>Number of temporary employees</b>									
14,027	7,409	5,722	1,965	<b>29,123</b>	14,777	6,659	5,541	1,123	<b>28,100</b>
<b>Number of non-guaranteed-hour employees</b>									
0	0	1,744	0	<b>1,744</b>	0	0	1,886	0	<b>1,886</b>
<b>Number of full-time employees</b>									
28,311	25,156	7,003	5,970	<b>66,440</b>	28,242	25,230	7,408	6,314	<b>67,195</b>
<b>Number of part-time employees</b>									
51,662	25,784	4,834	12,583	<b>94,863</b>	51,044	24,685	4,845	12,428	<b>93,003</b>

**Breakdown by age and type of contract/working hours**

2025				2024			
Under 30 years old	30 to 50 years old	Over 50 years old	Total	Under 30 years old	30 to 50 years old	Over 50 years old	Total
<b>Number of employees</b>							
88,680	66,685	7,682	<b>163,047</b>	89,044	66,560	6,479	<b>162,083</b>
<b>Number of permanent employees</b>							
64,160	62,298	7,466	<b>133,924</b>	65,635	62,076	6,271	<b>133,983</b>
<b>Number of temporary employees</b>							
24,520	4,387	217	<b>29,123</b>	23,407	4,484	208	<b>28,100</b>
<b>Number of non-guaranteed-hour employees</b>							
1,442	296	6	<b>1,744</b>	1,579	297	10	<b>1,886</b>
<b>Number of full-time employees</b>							
22,067	38,941	5,432	<b>66,440</b>	23,108	39,432	4,655	<b>67,195</b>
<b>Number of part-time employees</b>							
65,171	27,448	2,244	<b>94,863</b>	64,357	26,831	1,815	<b>93,003</b>

**Breakdown by job classification and type of contract/working hours**

2025				2024			
Management	Supervisor	Specialist	Total	Management	Supervisor	Specialist	Total
<b>Number of employees</b>							
9,745	13,927	139,375	<b>163,047</b>	9,667	15,056	137,361	<b>162,083</b>
<b>Number of permanent employees</b>							
9,511	13,635	110,777	<b>133,924</b>	9,425	14,689	109,868	<b>133,983</b>
<b>Number of temporary employees</b>							
234	292	28,598	<b>29,123</b>	241	366	27,493	<b>28,100</b>
<b>Number of non-guaranteed-hour employees</b>							
0	0	1,744	<b>1,744</b>	0	0	1,886	<b>1,886</b>
<b>Number of full-time employees</b>							
9,372	12,564	44,503	<b>66,440</b>	9,312	13,553	44,329	<b>67,195</b>
<b>Number of part-time employees</b>							
373	1,363	93,127	<b>94,863</b>	354	1,503	91,146	<b>93,003</b>

S1-6\_11; S1-6\_12

In 2025, 135,184 leaves were recorded (138,152 leaves in 2024), which represents a turnover ratio of 86% in 2025 (88% in 2024). The Group's voluntary turnover rate was 32% (36% in 2024), while non-voluntary turnover rate was 54% (52% in 2024). Turnover is influenced by the nature of the retail sector, with a marked seasonality. The existence of peaks in activity that require reinforcement of teams with temporary contracts especially impacts non-voluntary rotation, since it includes leaves due to the end of the contract of this collective.

**B.2. Diversity and inclusion [S1-4; S1-9; S1-12]**

S1.MDR-A\_01-12

Our people are at the heart of our commitment to diversity and inclusion, which is why we have developed a strategy based on the following four global pillars, upon which we implement a number of different actions:



/ Gender equality / LGBTQI+ inclusion  
/ Socio-ethnic inclusion / Disability inclusion

### / Gender equality

Ensuring equal treatment and opportunities at the workplace has always been a part of our core. We nurture diverse and inclusive workplaces in which women, who represent 73% of our workforce, feel empowered in their professional development and free of any discriminatory practices. By empowering all people equally with the aim of strengthening our growth and the success of the Company and society as a whole.

Cultivating **women's talent** has enabled us to keep maintaining a solid commitment in regard to their leadership within the Group: in 2025, **76% of the Company's management positions are filled by women** (77% in 2024).

Of our achievements in diversity and inclusion best practices, we highlight the **GEEIS (Gender Equality European and International Standard)** certification at several of our subsidiaries. Between 2018 and 2025, the global corporate Group and 9 of our subsidiaries worldwide (Belgium and Luxembourg, France, Italy, the Nordic hub, Germany, Ukraine, Bulgaria, Romania and the United States) were awarded this certification. This is enabling us to consistently and continuously deploy our gender equality policies in the various markets.

Action	Description	Results
<b>Promoting STEM talent</b> <b>Related IROs:</b> S1.I5 / S1.I6 / S1.O1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ Thanks to <b>Women in Tech</b> , our work is grounded on two pillars: the need to influence society, supporting actions that encourage girls and young women to take an interest in science and technology; and the impact on women in the field of technology.  / Internally, we develop projects that showcase the importance of gender equality in this field, and our talent pool promotes fairness and diversity within the technology team.	/ In 2025, 22% of our STEM positions were held by women.

### / LGBTQI+ inclusion

We foster safe and inclusive environments, fair treatment and equal opportunities for everyone, regardless of their sexual orientation, gender identity or expression, and we implement awareness campaigns and non-discrimination policies.

Action	Description	Results
<b>I AM PROUD initiative</b> <b>Related IROs:</b> S1.I6 / S1.R1 / S1.O1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ Our <b>I AM PROUD</b> corporate project evidences our commitment to creating safe spaces where everyone can express themselves authentically and feel fully respected. We promote the true representation of our people through visible and educational actions, ensuring that every voice can be heard without fear of prejudice, gender stereotypes or any other kind of discrimination.	/ In 2025, we carried out local awareness initiatives in 48 markets. The campaign focused on promoting environments that provide psychological safety and fostering everyday work cultures based on respect, active listening and collective care.

### / Socio-ethnic inclusion

We strive to combat any kind of exclusion, discrimination or violence on the grounds of ethnic origin, religion, social background or vulnerability, and we create employment opportunities for groups facing social and economic barriers.

Action	Description	Results
<b>SALTA programme</b> <b>Related IROs:</b> S1.I1 / S1.I5 / S1.I6 / S1.O1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ The aim here is to generate employment opportunities for persons at risk of exclusion, at our stores, logistics centres and factories, so as to pave the way for their professional growth.  / According to the social circumstances of each market, <b>SALTA</b> is adapted to ensure that these opportunities actually reach individuals or groups at risk of exclusion from the labour market due to facing socio-economic barriers (refugees, young immigrants, minority ethnic groups, and so on).  / We work with various NGOs that support us in the process of selection, training and follow-up of the participants. Our teams are also involved, mentoring, training and supporting the recruits.	/ More than 2,100 people have joined our teams in stores, logistics platforms and factories and more than 4,800 people have taken part in this initiative as mentors, trainers or tutors since 2008.  / This programme is present in 22 markets. <sup>43</sup>

<sup>43</sup> Germany, Australia, Austria, Brazil, Canada, South Korea, Croatia, Spain, the United States, France, Greece, India, Italy, Kazakhstan, Mexico, Poland, Portugal, the United Kingdom, Czech Republic, Romania, Switzerland and Türkiye.

## / Disability inclusion

Our disability inclusion strategy is grounded on three priority areas: **employability**, direct recruitment and professional development; **awareness** and training for our people in connection with disability; and the **accessibility** of work spaces, inclusive shopping experience and cross-cutting projects.

Action	Description	Results
<b>INCLUYE programme and Impact Week</b>  <b>Related IROs:</b> S1.I1 / S1.I5 / S1.I6 / S1.O1  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own workforce	/ <b>INCLUYE</b> , created in 2021, drives the socio-occupational integration of people with disabilities.	/ In 2025, 3,339 people with disabilities work in our office, store, logistics and factory teams.
	/ The programme involves local organisations that work to achieve the occupational integration of people with disabilities, and accompany them in their integration as a key factor for successful employability.	ⓘ More information in section <i>People with disabilities metrics [S1-12]</i> of this Report.
	/ With the aim of promoting the full inclusion of people with disabilities in our workforce, every year we celebrate the <b>Impact Week</b> , in which we focus on disability inclusion.	/ In 2025, we held training and awareness events in all our markets worldwide.
	/ Its purpose is to raise awareness and mobilise our workforce to continue to promote accessibility projects, customer experience and inclusion of people with disabilities, thereby helping to break down barriers and foster equal opportunities.	

In addition to these initiatives, we develop other socio-occupational integration projects such as **for&from**, which generates synergies with non-profit organisations by opening stores staffed by people with different types of disabilities, with the commercial support of our concepts.

This collaborative model allows us, on the one hand, to generate employment opportunities for people with disabilities, and, on the other, to ensure revenues for the organisations themselves to continue to

fund new projects and strengthen this associative ecosystem. In 2025, we opened the second Zara Home for&from store in Portugal, bringing the total to 17 stores in Spain, Italy, Mexico and Portugal.

ⓘ More detail on actions related to diversity and inclusion in the document *Diversity and Inclusion* available on the Inditex corporate website.

## Diversity metrics [S1-9]

S1-9\_01; S1-9\_02; S1-9\_06

The distribution of our people by gender and job classification in 2025 is thus as follows:

### Distribution by gender and job classification

Job classification	2025								Total
	Women	Men	Non-binary	Other/Unspecified	Women	Men	Non-binary	Other/Unspecified	
Management	7,447	76%	2,298	24%	0	0%	0	0%	9,745
Supervisor	9,636	69%	4,289	31%	1	0.01%	1	0.01%	13,927
Specialist	102,661	74%	36,325	26%	49	0.04%	339	0.24%	139,375
<b>Total</b>	<b>119,744</b>	<b>73%</b>	<b>42,913</b>	<b>26%</b>	<b>50</b>	<b>0.03%</b>	<b>340</b>	<b>0.21%</b>	<b>163,047</b>

Job classification	2024								Total
	Women	Men	Non-binary	Other/Unspecified	Women	Men	Non-binary	Other/Unspecified	
Management	7,457	77%	2,210	23%	0	0%	0	0%	9,667
Supervisor	10,435	69%	4,617	31%	2	0.01%	1	0.01%	15,056
Specialist	100,806	73%	35,727	26%	26	0.02%	802	0.58%	137,361
<b>Total</b>	<b>118,698</b>	<b>73%</b>	<b>42,554</b>	<b>26%</b>	<b>28</b>	<b>0.02%</b>	<b>803</b>	<b>0.50%</b>	<b>162,083</b>

In turn, the Company has a total of six women in its Senior Management<sup>44</sup>, which represents a 26.09% out of the total members (seven women, 33.33% in 2024).

① More detail on Senior Management can be found in the Senior Management and relationship with the executive management section in the *Annual Corporate Governance Report*.

In terms of age, our workforce is made up of people from different generations, the youngest groups being the largest, as evidenced by the average age of our workforce, which is **31 years old** (31 years old also in 2024).

### People with disabilities metrics [S1-12]

S1-12\_01; S1-12\_02; S1-12\_03

At the end of 2025, we directly employed 3,339 people with disabilities (3,142 people with disabilities in 2024), representing 2% of the annual average workforce. Notably, in 2024 we exceeded our target of doubling the number of people with disabilities we employed with respect to 2021. We continue working to ensure the inclusion of this community in our workforce.

#### People with disabilities in our workforce

Gender	2025		2024	
	Number of employees	%	Number of employees	%
Women	2,061	62%	1,923	61%
Men	1,266	38%	1,207	38%
Non-binary	1	0.03%	0	0%
Other/Unspecified	11	0.3%	12	0.4%
<b>Total</b>	<b>3,339</b>	<b>100%</b>	<b>3,142</b>	<b>100%</b>

① More information in annex *Detailed information. Methodology* of this Report.

### Agreements and collaborations

We consolidate our commitment to diversity and inclusion by collaborating with various entities. These include Arborus, through the European and international label GEEIS (Gender Equality European and International Standard), and the European Network Against Racism (ENAR).

Additionally, we have partnerships with the Business Network for LGBTI Diversity and Inclusion (REDI) in Spain, which aims to foster an inclusive and respectful working environment in organisations, and with myGwork, a global professional network aimed at fostering the connection between companies and LGBTQI+ talent, offering resources and opportunities to help create safe, equitable and collaborative environments, in which inclusion translates into innovation and business competitiveness.

In the field of disability inclusion, Inditex is a member of the ILO Global Business and Disability Network, of which we have been part of the Steering Committee since January 2025. Moreover, we are also members of Disability:In. These alliances, as well as those we have at the local level, are established with the objective of continuing to work on best practices to ensure real and sustainable inclusion over time.

<sup>44</sup> As per the definition established for these purposes in Circular 3/2021, of 28 September, of Spain's National Securities Market Commission (CNMV, by its Spanish acronym), which approves the new model corporate governance and director remuneration reports, 'Senior Management' means those executives who report directly to the Board or to the Chief Executive Officer of the Company and, in any event, the Chief Audit Officer.

Inditex also promotes the inclusion of people with disabilities through two university chairs, developed in partnership with the Miguel Hernández University of Elche and APSA, and with the University of Barcelona. These collaborations foster research, specialized training, and the creation of employment opportunities for people with intellectual and developmental disabilities. The chairs combine training programs, innovative methodologies, and knowledge exchange between academia and our teams.

① More detail in the document *Partnerships*, available on Inditex's corporate website.

### B.3. Equal pay and remuneration policy [S1-10; S1-16]

#### Adequate wages

S1-10\_01

All of our workforce receive adequate wages, according to the analysis based on applicable agreements, legal benchmarks or recognised methodological sources, such as the Anker methodology.

#### Average remuneration and gender pay gap

S1-16\_03

At Inditex we are committed to **equal pay for women and men** and we remunerate our team in accordance with the Group's values, guaranteeing non-discrimination for reasons of gender, age, culture, religion, race or any other circumstance. Our remuneration policy is therefore determined by the value that each person contributes through their professional experience, dedication and responsibility.

As a Group with a strong international presence, we strive to ensure that our remuneration policy is adapted to the specific circumstances of each of the 57 markets in which our teams are present. Accordingly, we align the standard remuneration with the benchmark practices in each of these markets in their local currency.

Inditex's remuneration comprises **a fixed component and a variable component**.

/ Experience, dedication and responsibility within the Company are the factors that determine fixed remuneration.

/ The variable part depends on pre-established, quantifiable and measurable indicators, linked both to the Company's results and to the fulfilment of the sustainability objectives of the office employees.

Based on this criterion, variable remuneration depends solely on objective parameters, and not on a discretionary assessment of the person's individual performance. This aims to eliminate any room for discrimination. In this regard, **variable remuneration is one of the key components of Inditex's remuneration policy and applies to employees in all areas of the Company's activity**.

In our stores, the most widely used variable remuneration system is that of the monthly sales commission scheme. This is a way to reward the engagement of store employees in key issues as sales results, feedback on products and store coordination and organisation.

### Global average remuneration

Disclosure of information pursuant to Act 11/2018 on non-financial information and diversity

Average remuneration is defined as the average wages in the Group—considering the total salary: fixed plus variable, consisting of commission and bonus— translated into euros, using the average exchange rate in 2025. Based on this calculation, global average remuneration in this period at Inditex amounted to 31,750 euros gross annually (30,850 euros in 2024).

With regard to this figure, it is relevant to take into account that the number of employees in Spain, our home market, only represents 31% of the headcount, as a significant part of the remaining 69% staff are based in markets where wages translated into euros give rise to lower average remuneration (the same percentages as in 2024, 31% and 69% of workforce).

By gender, the average remuneration of women in 2025 amounted to an annual gross figure of 31,074 euros, and that of men came to 35,818 euros (women: 29,694 euros in 2024; men: 33,932 euros in 2024).

It is important to note that these two figures are not representative in terms of equal pay: the overall difference between men and women is due to a higher presence of women in a significant number of markets where average remuneration is lower on account of the exchange rate effect. As explained above, the indicator that provides the most transparency in terms of equal pay for men and women is the pay gap. In 2025, as can be seen in the detailed table, this indicator demonstrates that there is no gender pay gap in the Company.

Based on these premises, the average remuneration by age and by job classification is provided below:

Average remuneration in €	2025	2024
<b>Job classification</b>		
Management	92,578	85,586
Supervisor	49,727	47,467
Specialist	27,918	26,434
<b>Age</b>		
Under 30 years old	24,015	22,740
30 to 50 years old	40,501	39,141
Over 50 years old	68,248	66,132

S1-16\_02

The ratio between the total annual remuneration of the highest paid individual and the median remuneration of all employees is 267 (278 in 2024)<sup>45</sup>.

### Gender pay gap

S1-16\_01

Inditex is committed to equal pay. For quantification purposes, we use the gender pay gap, which is the indicator that most reliably represents the real difference in pay between women and men.

S1-16\_03

The gap is calculated on the basis of the median salary in each market considering the total salary: fixed plus variable, consisting of commission and bonus.

The outcome of the analysis carried out in 2025 shows **wage parity between men and women in Inditex**. In total salary, women have been paid the same as men, with a gender pay gap of 0%. The global gender pay gap shows a slight variation compared to previous years—in 2024, women were paid 0.7% more than men—which is explained by staff turnover recorded during that period.

The pay gap by geographic area is detailed below:

S1-16\_04

Geography	2025	2024	2023
Spain	0.0%	1.1%	0.3%
Europe (ex-Spain)	0.5%	0.9%	0.5%
Americas	0.1%	0.4%	0.7%
Asia and rest of the world	-3.2%	-1.3%	0.8%
<b>Total</b>	<b>0.0%</b>	<b>0.7%</b>	<b>0.5%</b>

If we break down the gap by job classification, in 2025 it was 0% for specialists (1% in 2024 and 1% in 2023), -2% for supervisor positions (-3% in 2024 and -4% in 2023) and -5% for management positions (-6% in 2024 and -5% in 2023), respectively representing 85%, 9% and 6% of our people in 2025.

More information in annex *Detailed information. Methodology* of this Report.

## B.4. Social relations [S1-8]

S1-8\_01

Globally, the percentage of our workforce covered by local collective bargaining agreements is 61% (61% also in 2024), while within the European Economic Area (EEA) the figure is 83% (84% in 2024). As in the previous year, in Spain, 100% of the workforce is covered by collective bargaining agreements.

S1-8\_02; S1-8\_03; S1-8\_06; S1-8\_08

For our workforce in EEA countries, we have various collective bargaining agreements, depending on the market in which the employees are located. The percentages of collective bargaining coverage and workplace representation for our workforce in 2025 are included below:

<sup>45</sup> The calculation criteria have been updated in accordance with the specifications included in the Annex *Detailed Information. Methodology*. To ensure comparability of the information, the figure for the previous year has been restated.

Coverage rate	2025			2024		
	Collective Bargaining Coverage		Social dialogue	Collective Bargaining Coverage		Social dialogue <sup>46</sup>
	Employees (EEA)	Employees (Non-EEA)	Workplace representation (EEA)	Employees (EEA)	Employees (Non-EEA)	Workplace representation (EEA)
0-19%	Bulgaria; Denmark; Slovakia; Greece; Hungary; Ireland; Poland; Czech Republic; Romania	Europe (ex-Spain); Asia and rest of the world	Bulgaria; Denmark; Slovakia; Slovenia; Greece; Hungary; Ireland; the Netherlands; Czech Republic; Romania	Bulgaria; Slovakia; Greece; Hungary; Ireland; Poland; Czech Republic; Romania	Europe (ex-Spain); Asia and rest of the world	Bulgaria; Croatia; Slovakia; Slovenia; Greece; Ireland; the Netherlands; Czech Republic; Romania
20-39%	-	Americas	-	Denmark	Americas	Denmark
40-59%	-	-	Germany; Italy	-	-	Germany; Hungary; Italy
60-79%	Germany; Norway	-	Norway	Germany	-	-
80-100%	Austria; Belgium; Croatia; Slovenia; Spain; Finland; France; Italy; Luxembourg; the Netherlands; Portugal; Sweden	-	Austria; Belgium; Croatia; Spain; Finland; France; Luxembourg; Poland; Portugal; Sweden	Austria; Belgium; Croatia; Slovenia; Spain; Finland; France; Italy; Luxembourg; Norway; the Netherlands; Portugal; Sweden	-	Austria; Belgium; Spain; Finland; France; Luxembourg; Norway; Poland; Portugal; Sweden

S1-8\_04

We work to guarantee the right of participation of our workforce worldwide. That is why our people have minimum guarantees in their working conditions, regardless of whether or not they are covered by collective bargaining agreements.

Proof of this are the commitments reflected in the Code of Conduct and the renewal in October 2024 of our **Global Agreement** for implementation of fundamental labour rights and decent work, with the international trade union federation UNI Global Union.

S1-8\_07

In turn, in 2019, Inditex formally founded the Company's European Works Council (EWC), a key body for assurance and effectiveness of information and consultation of workers. In 2025, we signed a joint declaration with the EWC to establish a framework of measures needed to address the employment of senior staff, strengthening the Company's commitment to generational diversity at the workplace.

① More information in section [B.9. Processes for engaging with own workforce \[S1-2\]](#) of this Report.

## B.5. Work-life balance [S1-15]

Disclosure of information pursuant to Act 11/2018 on non-financial information and diversity

At the Inditex Group we promote work-life balance, advocating especially for **co-responsibility**, which we consider to be both a right and a duty. We work to implement work-life balance measures in all the markets.

In Spain, these measures are enshrined in our **Equality Plans**. These Plans include, among other things, the possibility of splitting up leave periods for hospital stays or care of relatives up to second degree of kinship, flexible working hours for adaptation periods at nursery or infant schools, or the extension of leave with job guarantee for personal matters, studies, international adoption or care of dependent family members, in addition to various improvements with respect to ordinary legal requirements, such as the extension of breastfeeding leave.

At an international level, we strive to improve the rights guaranteed by the local legislation of each market:

/ We promote measures to broaden the rights enshrined in local legislation, such as flexible working hours, efficient organisation of teams, extending leave for caring for children and/or dependants and even financial assistance to help cover the cost of childcare or other care, as well as transport allowance and/or restaurant vouchers. Example of these measures are in place in markets like Germany, Austria, Bosnia-Herzegovina, Croatia, the United States, France, Greece, Italy, North Macedonia, and the United Kingdom, among others.

/ An increasing number of markets are extending family health coverage, either as a social benefit paid for by the subsidiary itself or by negotiating more favourable health insurance conditions. In addition to Spain, through its flexible remuneration plan, markets such as Brazil, Canada, Mainland China, Greece, Mexico and Romania already offer this type of benefit.

/ In 2025, several markets strengthened their social and health coverage by launching new programmes and benefits to suit local needs. These notably include initiatives in Bangladesh, Bosnia-Herzegovina, India, North Macedonia, and Portugal, covering improvements in medical attention, health and life insurance and additional benefits. These measures strengthen our global commitment to our people's health, safety and well-being.

In addition, the Inditex Group promotes the **right to workplace digital disconnection**, pursuant to Spain's Data Protection Act (Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights). Notwithstanding the commitment acquired at the corporate level, negotiations with workers' representatives have resulted in other measures on this front, included both in the Equality Plans of the logistics companies, and in the Group's Equality Plan, applicable in Spain.

<sup>46</sup> The information related to Slovakia has been restated in 2024 as a result of a review process of the information.

Internationally, the right to disconnect is one of several measures aimed at improving work-life balance. In this regard, subsidiaries such as France have already implemented it for several years, and more recently, in 2024, markets such as Australia and Slovenia have introduced specific digital disconnection laws.

In other markets where there is no specific legislation in this regard, we implement information and awareness initiatives, along with technical measures applied to our corporate systems, such as e-mail, to encourage these healthy work habits.

S1-15\_01; S1-15\_02; S1-15\_03

Inditex advocates for all our people to have the social protections regulated in the local legislation of each market. In 2025, 94% of our workforce was entitled to maternity, paternity or child fostering leave (99% in 2024). In this period, 5% of those people took such leave, with 6% corresponding to women and 2% to men (6% in 2024, 7% women y 3% men).

Below is a breakdown of maternity and paternity leave:

Gender	2025		2024	
	Number of employees	%	Number of employees	%
Women	6,494	88%	6,865	88%
Men	910	12%	966	12%
<b>Total</b>	<b>7,404</b>	<b>100%</b>	<b>7,831</b>	<b>100%</b>

## B.6. Developing talent and training [S1-4; S1-13]

S1.MDR-A\_01-12

In the talent management sphere, we focus on:

- / **Attracting the best talent.** Collaboration with universities and schools is a key part of our strategy for attracting talent. We have different programmes that help incorporate talent to our creative, technological and business areas.
- / Offering **opportunities for professional development and growth**, primarily through internal promotion and mobility.
- / Providing with opportunities for **continuous learning**.
- / Creating a safe and motivating working environment that enable us to **retain talented professionals and strengthen their commitment**.

Action	Description	Results
<b>Talent recruitment programmes</b>  <b>Related IROs:</b> S1.15 / S1.01  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own workforce	/ <b>Junior Talent:</b> a global programme for incorporating young professionals with learning itineraries, mentoring and real projects from day one. It includes the Creatives, Business and Tech branches, and has an international focus and cultural diversity.	/ In 2025 more than 4,100 candidates took part, 140 professionals joined from 40 universities and 11 nationalities, further building the Group's pool of young talent.
<b>Training, promotion and talent development programmes</b>  <b>Related IROs:</b> S1.15 / S1.01  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own workforce	/ The <b>Sustainable Fashion School (SFS)</b> is one of the main technical training initiatives aimed at our product teams. This training allows us to reinforce our teams' technical know-how and key skills in connection with sustainability, broadening the scope and impact on our collections.  / In 2025, in addition to the Foundations of Textile Manufacturing programme, accredited by the University of Leeds (the United Kingdom), we added a specialised denim capsule, certified by Polimoda Fashion School in Florence (Italy), focusing on history, fabrics, processes and responsible design.	/ Over the course of the three editions of the Foundations of Textile Manufacturing at the SFS, over 1,850 people have been trained  / 460 people trained in the denim capsule.
	/ <b>Changemakers</b> is a community that drives cultural transformation from within stores, integrating sustainability, diversity, and inclusion into daily operations.  / Its members receive training, empower their teams, and promote initiatives through the <b>Boost The Change</b> platform, which allows them to share and track actions across all markets.	/ A community of over 5,000 Changemakers.  / Implemented across all retail concepts, except Massimo Dutti, where it will be rolled out throughout 2026.
	/ Inditex <b>Leadership Academy:</b> a set of leadership programmes developed alongside prestigious universities like IE Business School, aimed at fostering approachable, inspiring and transformative leadership across all of the Group's brands.	/ This year we trained more than 200 people from our management teams, adding to the more than 1,000 who have already gone through our Leadership School.

Our training, promotion and talent development initiatives allow us to **foster internal promotion**. Thus, in 2025, 80% of the Group's vacancies were filled internally, which means that more than 9,100 employees were promoted over the course of the year. By gender, 73% of the promotions were women, 26% men, 0.02% non-binary people and 0.34% other/unspecified gender. These figures are consistent with the gender distribution of our workforce. This commitment to creating internal development opportunities translates into around 650 promotions among our office employees and more than 2,500 changes of functions, department, retail format or market.

## Talent and training metrics [S1-13]

S1-13\_04

Our aim is to provide training experiences that help our people to respond optimally to the challenges they face daily. To this end, we offer practical and tailored learning opportunities that respond to two needs: on the one hand, the business, offering initiatives aimed at

improving individual or collective performance and helping our employees to do their job better; and, on the other hand, promoting opportunities for our people to learn beyond their current role, to be inspired and encouraged to explore new perspectives.

From 1 February 2025 to 31 January 2026, a total of more than 3.4 million training hours were imparted to more than 2.5 million participants (around 3.3 million hours and more than 2.5 million participants in 2024)<sup>47</sup>.

Accordingly, in 2025 the number of unique people trained<sup>48</sup> was 199,037 (214,952 in 2024), and the breakdown by gender was 145,147 women, 52,491 men, 65 non-binary and 1,334 persons of other/unspecified gender (155,964, 55,418, 40 and 3,530, respectively, in 2024).

Details of the training indicators are as follows:

S1-13\_01; S1-13\_03

### Distribution by job classification

	2025			2024		
	Training hours	Participants	Hours per person	Training hours	Participants	Hours per person
Management	306,520	179,915	31.5	231,490	174,359	23.9
Supervisor	325,316	189,987	23.4	313,953	203,122	20.9
Specialist	2,842,294	2,220,646	20.4	2,747,344	2,165,970	20.0
<b>Total</b>	<b>3,474,130</b>	<b>2,590,548</b>	<b>21.3</b>	<b>3,292,787</b>	<b>2,543,451</b>	<b>20.3</b>

### Distribution by gender

	2025			2024		
	Training hours	Participants	Hours per person	Training hours	Participants	Hours per person
Women	2,518,261	1,907,612	21.0	2,338,801	1,877,398	19.7
Men	935,771	656,839	21.8	914,974	626,523	21.5
Non-binary	1,231	1,109	24.4	699	541	24.7
Other/Unspecified	18,866	24,988	55.5	38,314	38,989	47.7
<b>Total</b>	<b>3,474,130</b>	<b>2,590,548</b>	<b>21.3</b>	<b>3,292,787</b>	<b>2,543,451</b>	<b>20.3</b>

## B.7. Health, safety and well-being [S1-4; S1-14]

S1.MDR-A\_01-12

We continue to advance in our firm commitment to the health, safety and well-being of our people, by implementing international regulations, guaranteeing compliance with the highest standards and establishing continuous improvement indicators as part of the ISO 45001:2018 management system.

We endeavour to implement proactive measures to identify and mitigate potential risks, as well as to nurture a culture of safety, health and well-being that fosters individual and collective responsibility. After listening to our teams and conducting periodic risk assessments and incident analyses, we undertake to identify areas for improvement and to implement corrective measures in a timely and effective manner.

<sup>47</sup> The year-on-year variation is partially linked to the implementation of the global training campaign on the update of the Code of Conduct carried out in 2024.

<sup>48</sup> A person can attend more than one training course. In the indicator 'unique people trained', those people who have attended more than one course are counted only once.

Some of the main health, safety and well-being actions are:

Action	Description	Results
<b>Training and education of employees to perform tasks in a safe and healthy manner</b> <b>Related IROs:</b> S1.I4 / S1.I5 / S1.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ We provide <b>training programmes</b> tailored to a variety of tasks and positions, with objectives ranging from the initial training to the essential training needed to work safely and prevent risks at the workplace. / These programmes include, among others, first aid training, specific training for handling machinery and equipment, and periodic refresher sessions on safety and emergency procedures.	/ In 2025, a total of 279,859 employees took part, accumulating 221,254 training hours (190,589 participants and 155,784 training hours in 2024).
<b>Promoting well-being</b> <b>Related IROs:</b> S1.I1 / S1.I3 / S1.I4 / S1.I6 / S1.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ Creation of the <b>Wellbeing Committees</b> , cross-functional bodies that coordinate various initiatives related to diversity, equality, health promotion, inclusion, work-life balance, mental health, working hours, nutrition, ergonomics, workspaces, sports activities, employee mobility, and participation in social events and initiatives. / In addition, mental well-being plans have been implemented to strengthen emotional health and consolidate a culture of care and support for employees.	/ During 2025, new Wellbeing Committees were established in Bulgaria, Hungary, Kazakhstan, the Netherlands, and Switzerland, bringing the total to 26 markets. / Mental well-being schemes are in place in 20 markets.
<b>Prevention initiatives</b> <b>Related IROs:</b> S1.I4 / S1.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Own workforce	/ <b>Prevention of musculoskeletal injuries:</b> we continuously evaluate ergonomics in our workplaces and provide onboarding training in this connection. We encourage task rotation, regular rest and active breaks and open communication on health and safety matters.	/ In 2025, 3,918 people were trained in work teams (8,477 people trained in 2024). / More than 14,762 participants in initiatives such as the Back School and Preventive and Recovery Plans, at both logistics centres and stores (7,983 participants in 2024).

## Health and safety metrics [S1-14]

S1-14\_01

Our health and safety management system optimises the monitoring of safety conditions in the workplace to reduce incidents and aims to increase workers' participation in health-promoting activities, including emergency and first aid training.

Since 2014 we have been implementing the **ISO 45001:2018 management system**, internationally recognised for its ability to control risks and improve occupational health and safety performance. In 2025, this system, considered to be the highest standard in health and safety, is being implemented in a total of 33 markets and 612 workplaces, covering 94% of our own workforce (29 markets, 336 workplaces and 86% of our own workforce in 2024). In 2025 we also obtained that

certification in the markets of Brazil, the United States, New Zealand, the Netherlands, and North Macedonia, and we maintained certification of our refurbishment and construction works in Europe, carried out by GOA INVEST, S.A.

Furthermore, we have been recognized as a Healthy Organization in 27 markets, which highlights our comprehensive management, addressing both physical and psychosocial aspects, allocating significant resources to the well-being of our teams and promoting active participation in the community.

The key indicators on accident rates at our own logistics, store, office and manufacturing activities are shown below:

## Accident rates

S1-14\_04; S1-14\_05

Gender	Number of recordable accidents		Frequency rate		Severity rate	
	2025	2024	2025	2024	2025	2024
Women	30	43	0.21	0.29	0.01	0.01
Men	11	12	0.19	0.20	0.01	0.01
<b>Total</b>	<b>41</b>	<b>55</b>	<b>0.20</b>	<b>0.27</b>	<b>0.01</b>	<b>0.01</b>

## Work-related health events

S1-14\_06

Gender	Occupational diseases		Other health events		Total	
	2025	2024	2025	2024	2025	2024
Women	6	14	302	268	308	282
Men	5	7	156	259	161	266
<b>Total</b>	<b>11</b>	<b>21</b>	<b>458</b>	<b>527</b>	<b>469</b>	<b>548</b>

S1-14\_02; S1-14\_03

In 2025 and 2024, there were no fatalities resulting from recordable accidents or work-related health events in our workforce, or of other collaborators carrying out tasks in our own facilities, in any of our markets.

S1-14\_07

The number of days lost due to recordable work-related accidents, health events or deaths was 15,110 days in 2025 (16,695 in 2024).

## B.8. Processes to manage impacts on our people [S1-3; S1-4]

S1-3\_01; S1-4\_01; S1-4\_02; S1-4\_05; S1-4\_08; S1-4\_09

In terms of **prevention and mitigation** of our negative impacts, we focus our efforts on guaranteeing equal pay and preventing the gender gap in our people, minimising the risk of accidents and occupational diseases, ensuring protection against situations of harassment at work, or the lack of training.

We design actions to manage our impacts, risks and opportunities, as detailed throughout this chapter. Where the impact has already occurred, we apply actions from a dual perspective of remedying the negative effect and preventing its recurrence. This is the case, for example, of our health, safety and well-being initiatives for our workforce, aimed at addressing work-related accidents and occupational diseases.

S1-3\_02; S1-3\_04; S1-3\_05; S1-3\_06; S1-3\_07; S1-3\_08; S1-3\_09

We also do this by developing human rights due diligence processes and implementing grievance mechanisms that enable us to identify negative impacts affecting our workforce and act accordingly. To this end, as stated in our Code of Conduct, in addition to via our Ethics Line, employees may also submit any queries or concerns through their manager or the Human Resources department.

① More information on how the Ethics Line works, including follow-up, control and ensuring its efficacy in section [A.2. Grievance mechanism: the Ethics Line \[G1-1; G1-4; S1-17\]](#), and regarding compliance awareness, sensitisation and training in section [A.3. Prevention and detection of corruption and bribery \[G1-3\]](#) of this Report.

S1.SBM-3\_04; S1-4\_03; S1-4\_06

With regard to risk prevention and mitigation, we promote a favourable workplace and strictly comply with labour regulations, thereby reducing the risk of labour disputes. We also develop strategies to attract and retain talent, and implement effective communication channels to facilitate early resolution of potential discrepancies. We are also working on measures for outreach, prevention and promotion of occupational health, safety and well-being.

In addition to preventing and mitigating the negative impacts deriving from our activity, we are committed to the well-being and development of our teams, with a special focus on promoting diversity, equality and inclusion throughout the Company.

S1-4\_07

As an opportunity, we identify the **attraction and retention of talent** as a key factor in driving the development of our business. We therefore carry out strategic actions, such as our talent programmes, mentioned above.

S1-4\_04

In this context, it is important to note that we follow up each of our actions and their results. This means that we can prolong initiatives that generate a real impact and eliminate or improve on those that do not obtain the expected performance.

S1-4\_18

Moreover, we design our actions in consideration of the UN Sustainable Development Goals (SDGs). Through our workforce-related initiatives, we mainly contributed to the following SDGs:



## B.9. Processes for engaging with own workforce [S1-2]

S1-2\_01; S1-2\_02; S1-2\_03

At Inditex we believe that it is essential **to listen to and involve** our people to correctly manage the actual and potential impacts that may affect them.

Our relationship strategy includes constant communication with our teams, harnessing relationship and dialogue mechanisms that help us to ensure that their perspectives are heard and incorporated into our decision making, and taken into account in the development and evaluation phases of impact prevention and mitigation strategies. We highlight the following:

### / Social dialogue mechanisms

Our commitment to the right of participation is regulated by the Code of Conduct. In its section on adequate working conditions, we guarantee the right of all workers to join, associate with and/or create the trade union of their choice, as well as the right to collective bargaining. The Code also encompasses respect for employees' right to have trade unions and workers' representatives represent them and negotiate their working conditions collectively.

In turn, we also have an active role in social dialogue through our relationship with the international trade union federation UNI Global Union and the Company's European Works Council (EWC), a body for assurance and effectiveness of information and consultation of workers on transnational issues.

### / Internal communication with our people

**INET**, our main internal communication channel is a tool that allows us to connect with our people and enhance their engagement. Available in website and app format, this tool allows us to communicate Group news in real time, simplify and digitalise the day-to-day processes of our people or strengthen connections between our employees. We also have internal communication spaces for each brand, which connect all our stores.

### / People department

This team, present in each of the markets where we have own workforce, is the first contact point for our people, ensuring an ongoing and direct relationship with those who work in the Group.

S1-2\_04

Responsibility for relationships with our people rests with the Inditex Group's Chief People Officer, by delegation of the Chief Executive Officer.

### Agreements with our people

S1-2\_05

Inditex plays an active part in the social dialogue through its relationship with **UNI Global Union** (UNI). The Global Agreement for the respect and promotion of decent work and labour rights, which covers 100% of the Group's workforce, was signed by both parties in 2009 and renewed in 2024. Its principles are required of franchisees, subcontractors and suppliers of services.

The Agreement sets out the minimum rights and respect for statutory, contractual or collective agreement provisions that confer higher rights, in matters such as working hours or the protection of a safe, healthy and sustainable working environment, and promotion of best practices for occupational health and safety with the appropriate equipment and training, in accordance with the ILO principles. These notably include:

**/ Freedom of association and the right to collective bargaining**, with specific mention to the application of ILO Conventions No. 87 and 98, stating that 'Inditex recognises the right of trade unions to represent workers and to regulate through collective bargaining the terms and conditions of their employment'.

**/ Freedom to join any trade union**, guaranteeing non-discrimination on the basis of membership.

**/ When setting the wages** of the people working for the Group, in addition to the provisions of international labour standards and those arising from national legislation and collective bargaining agreements, the definition of the minimum living wage, as endorsed by the ILO Governing Body in session on 13 March 2024, shall be also taken into account.

**/ Compliance with working hours**, as per the requirements set by national law and national collective bargaining agreements (with reference to ILO Conventions No. 1 and 47 and Recommendation No. 116).

In **Spain**, an agreement was reached in 2024 with the Federation of Services of the trade union *Comisiones Obreras*, applicable to the store employees of the retail concepts, concerning the management of the experience of senior staff in matters relating to the guarantee of continuity and reduction of working hours due to age. Its most relevant aspects are: minimum guarantee of continuity after 8 years in the Company; loyalty bonus after 20 and 25 years; and reduction of working hours from 2025 onwards upon turning 55 for those with at least 10 years of seniority.

In turn, in 2025 the annual incentive agreement for store employees was renewed. This agreement entitles them to receive an annual bonus linked to the achievement of sales targets, recognising extraordinary performance in this regard.

Moreover, the Group has a **Equality Plan** in Spain since 2023. The key aspect of this Plan is that it encompasses all retail concepts and central services, thus unifying the provisions under previous plans. This Plan coexists with the equality plans already in place at all our logistics centres and factories and has the following aim:

/ To guarantee the **principle of equal treatment**, applying the gender perspective in terms of access, job performance and professional development at all levels and at all stages of the professional career.

/ To apply the **gender perspective** to all areas, consolidating an environment that fosters the co-responsible exercise of the rights to a personal, family and work-life balance and avoiding any type of discrimination or unfavourable treatment related to pregnancy, maternity and breastfeeding.

/ To continue to guarantee **equal pay** for equal work.

/ To promote an **equality culture** within the Company through the dissemination of the values of gender equality and non-discrimination of any person.

/ To consolidate an **inclusive, non-sexist and non-discriminatory** internal and external communication, disseminating an image of the Group in which there is respect for women and men and for equal opportunities.

**/ To prevent and penalise sexual or gender-based harassment.**

① More information on the measures established in terms of work-life balance after the signing of the Group's Equality Plan in Spain in section [B.5. Work-life balance \[S1-15\]](#) of this Report.

S1-2\_06

Evidence of the efficacy of our existing mechanisms for social relations and dialogue is that we have reached agreements with our workforce that are beneficial to both parties. Along these lines, we have a **Company's European Works Council (EWC)**, a body for assurance and effectiveness of information and consultation of workers on transnational issues.

Furthermore, to promote constructive and effective social dialogue at the local level at Inditex subsidiaries, training is provided to our People areas and store managers concerning trade union rights and cooperation with our workforce's legal representatives. Thus, the works councils and management of our subsidiaries meet periodically to inform, consult and listen to the union representatives and reach agreements to improve people's working conditions and quality of life.

S1-2\_07; S1.SBM-3\_11

Furthermore, at Inditex we endeavour **to guarantee equal opportunities and promote safe, discrimination-free environments** for all. Under the framework of our diversity and inclusion strategy, we actively listen to the groups at the greatest risk, such as migrants, people in a situation of social exclusion or with disabilities, as well as various groups, including those in the LGBTQI+ community who might be facing specific vulnerabilities.

Against this backdrop, we work with global and regional expert organisations that focus on fighting against discrimination and promoting equality in all areas: racial, gender, sexual orientation, gender identity, disability, etc. These organisations also share their views to help us to improve our programmes. This is the case of organisations such as the European Network Against Racism (ENAR) in Europe and Open To All in the United States, which advocate for the development of campaigns and programmes to raise awareness about racism and discrimination.

① More information on stakeholder engagement in section [B. Stakeholder engagement \[SBM-2\]](#) of this Report.

# S2. Workers in the value chain

## Material impacts, risks and opportunities related to value chain workers

Code	Description	Phase of the value chain
S2.I1	<b>Working conditions.</b> This includes both working conditions and measures to enhance the well-being of value chain workers	/ Raw materials extraction/production / Supply chain
S2.I2	Impacts related to not receiving <b>adequate wages</b> , which affects the well-being of value chain workers	/ Raw materials extraction/production / Supply chain
S2.I3	<b>Social dialogue and respect for freedom of association and collective bargaining rights</b>	/ Raw materials extraction/production / Supply chain
S2.I4	<b>Work-related accidents and occupational diseases</b>	/ Raw materials extraction/production / Supply chain
S2.I5	<b>Impacts related to vulnerable groups</b> , such as women, migrants and workers linked to the extraction or production of raw materials	/ Raw materials extraction/production / Supply chain
S2.R1	<b>Risks related to value chain workers</b>	/ Supply chain

① More information in section *B. Material impacts, risks and opportunities [IRO-1; SBM-3]* of this Report.

## A. Our approach to value chain workers [S2-1]

### A.1. Policies related to value chain workers [S2-1]

S2.MDR-P\_01-06; S2-1\_07; S2-1\_08

At Inditex, we develop policies that set out the conditions we want to pass on to the workers in the value chain, with the aim of:

- / Fostering **respect for human rights**.
- / Providing those who work in our supply chain with the tools for their **empowerment, participation and well-being**.
- / Creating **social value** in workers' communities in a responsible way and driving industry transformation.

S2-1\_05; S2-1\_06

Accordingly, the manufacturers of the products that the Group places on the market, as well as all other supplier companies, are required to comply not only with the **Code of Conduct for Manufacturers and Suppliers** (which defines minimum standards of ethical and responsible behaviour that must be met by all of the Group's manufacturers and suppliers, including the prohibition of child and forced labour), but also with the **Code of Conduct**, insofar as it applies to them, and the Human Rights Policy.

S2-1\_01; S2-1\_02

We therefore foster respect for human rights and fair working conditions. In particular:

- / We embrace the United Nations Sustainable Development Goals (SDGs).
- / We promote and respect human rights, in line with the United Nations Guiding Principles on Business and Human Rights.

/ We develop measures to prevent, mitigate and remediate negative impacts related to our activity, as well as to the activities of our business partners.

/ We drive sustainability alongside our suppliers, contributing to the improvement of supply chain workers' living conditions and to the development of their communities.

① More information on our policies and their updates in section *MDR-P. Policies* and in annex *Detailed information. Policies* of this Report.

S2-1\_03; S2-1\_04; S2-1\_09; S2-4\_11

To implement these commitments, we draw mainly on our Workers at the Centre strategy and our supply chain management initiatives, which are focused on identification, support and remediation in the event of supplier non-compliance.

① More information in sections *B.1. Supply chain management [G1-2]* and *A.2. Grievance mechanism: the Ethics Line [G1-1; G1-4; S1-17]* of this Report.

Furthermore, we develop mechanisms for collaboration and dialogue with our stakeholders through the supplier clusters and commercial and sustainability teams. And we have entered into partnerships that allow us to complement this dialogue, such as with the Ethical Trading Initiative and ACT (Action, Collaboration, Transformation). In this regard, we highlight our Global Framework Agreement with IndustriALL Global Union, whereby we promote social dialogue in our supply chain.

Furthermore, through the internal communication channel implemented by virtue of it, any complaints within its scope that may be received are managed jointly and by means of social dialogue.

## B. Targets related to value chain workers [S2-5]

S2.MDR-T\_01-13; S2-5\_04

In 2023, we set ourselves the target **of reaching three million people** over a three-year period (2023-2025) through our Workers at the Centre strategy, our primary tool to foster respect for human and labour rights of the workers of the supply chain and promote their well-being and that of their communities. In 2025, we achieved this goal, reaching 3.1 million people over the course of this three-year period.

### Target: reach three million people with the Workers at the Centre strategy by 2025

	Current period	Target year
	2023-2025	2025
People reached since 2023	3.1 million	3 million

S2-5\_01; S2-5\_02; S2-5\_03

A key factor in designing our strategy, targets and actions is close continuous collaboration and dialogue with specialist organisations and leading players, allowing us to track how effective our actions are and define new areas for improvement to fulfil our strategies and goals.

More information on the scope, methodology and calculation changes in the year in annex *Detailed information. Methodology* of this Report.

## C. Management of impacts related to value chain workers [S2-2; S2-3; S2-4]

### C.1. Processes for engaging with value chain workers [S2-2]

S2-2\_01; S2-2\_02; S2-2\_03; S2-2\_05; S2-4\_15

We believe that the relationship with the people who are part of our value chain is fundamental to correctly manage the impacts that may affect them. To this end, we have different specific relationship and dialogue mechanisms to listen to their views and take them into account in our decision making, adapting our strategies to suit their needs.

#### / Supplier clusters

Through our ten supplier clusters, we are able to generate local spaces for dialogue and collaboration on the ground, allowing us to learn the perspectives and needs of stakeholders and inform our strategies. We have clusters in Spain, Portugal, Morocco, Türkiye, India, Bangladesh, Pakistan, China, Vietnam and Cambodia.

Our local teams in these markets allow us to focus especially on the context of these regions, and they play a key role in the management and implementation of our actions. This ongoing communication and collaboration is crucial in the design and implementation phases of our actions within the Workers at the Centre strategy.

In this connection, we underscore the importance of dialogue with workers both during the implementation of the strategy and as part of our supply chain management. For example, during the regular audits that we carry out on our manufacturers and suppliers, we are in direct contact with the people who work in our supply chain, through direct interviews with them and their representatives, in those cases where they are present in the factories.

#### / Global Framework Agreement with IndustriALL Global Union

First signed in 2007 and most recently renewed in 2019, this Global Framework Agreement allows us to foster worker participation and human rights respect in the workplace, with a particular focus on freedom of association and collective bargaining. It also gives us a crucial direct listening channel, enabling us to:

- Manage incident at any workplace in the supply chain by fostering social dialogue.
- Encourage the involvement of our supply chain workers' legitimate representatives.

S2-3\_02

Our **Global Framework Agreement** also constitutes a specific communication and contact mechanism, reinforcing the other available grievance mechanisms. Its functioning is articulated through the relationship with local affiliates, the legitimate workers' representatives, who channel their concerns via an escalation process developed between Inditex and IndustriALL with the aim of promoting social dialogue. Moreover, we have also established mechanisms for joint access to workplaces as part of this Agreement.

S2-3\_05

For a better understanding of the main points of the Global Framework Agreement, we provide training for local affiliates in different countries. This strengthens the knowledge of the people working in our supply chain regarding this mechanism, so as to foster social dialogue in our supply chain as a way of solving any incident that may be reported to Inditex through this mechanism.

S2-2\_07; S2.SBM-3\_08; S2.SBM-3\_01

These and other dialogue mechanisms allow us to compile information that informs our analysis of the potential impacts of our operations on value chain workers, so as to take into account everyone who might be impacted, whether positively or negatively. Although our analysis encompasses everyone in the supply chain, we have developed a **specific approach for particularly vulnerable groups**. Accordingly, our Workers at the Centre strategy places a particular focus on women, migrants workers and workers involved in the production of raw materials. In this way we aim to listen to those people who are least represented and who may be most affected.

S2-2\_06

We rely on our clusters to gauge the effectiveness of our engagement with the different stakeholders. Likewise, our collaborations are embodied in various actions as part of the Workers at the Centre strategy, which we evaluate by monitoring each project using general and/or specific indicators, depending on the initiatives.

S2-2\_04

Lastly, the Chief Sustainability Officer has operational responsibility for stakeholder engagement, delegated by the Chief Executive Officer. This includes relations with people in our supply chain, as part of its oversight of the sustainability strategy.

① More information in section [A.1. Governing Bodies \[GOV-1; GOV-2\]](#) of this Report.

## C.2. Processes to remediate negative impacts on value chain workers [S2-3]

S2-3\_01; S2-3\_02

The identification of potential and actual negative impacts related to our activity allows us to increase our capacity to prevent, mitigate and remediate their effects. That is why we endeavour to assess the impacts linked to those working in our supply chain. To achieve this we conduct continuous due diligence and we promote grievance mechanisms, which help us detect potential negative impacts and introduce the necessary measures to **prevent, mitigate and remedy** their effects.

① More information in section [B. Statement on due diligence \[GOV-4\]](#) of this Report.

Our primary tools in this regard are:

/ The initiatives of the **Workers at the Centre strategy** —which focus on managing the impacts identified in our due diligence process in human rights in the supply chain— allowing us to implement actions aligned with our Priority Impact Areas.

/ Our **supply chain management**: we ensure compliance with our requirements in the supply chain, including our Code of Conduct for Manufacturers and Suppliers, enabling us to trigger action mechanisms in the event of a non-compliance. Specifically, this compliance programme is structured primarily through audits and Corrective Action Plans (CAPs).

- Through our **Corrective Action Plans (CAPs)**, we develop roadmaps to support manufacturers in their continuous improvement processes and help them to correct and prevent any non-compliance with our Code of Conduct for Manufacturers and Suppliers that is detected through social audits.

① More information in section [B.1. Supply chain management \[G1-2\]](#) of this Report.

/ Specific **remediation plans for protection against child labour and the safeguarding of refugees**, including remediation measures in such cases.

- **Child labour remediation plan**: we implement a mandatory process that is triggered if a worker under the minimum age established in our Code of Conduct for Manufacturers and Suppliers is found. From the moment it is activated, suppliers and factories are responsible for developing and implementing a series of feasible corrective actions, as well as providing schooling opportunities for the child and paying the child a living allowance until the minimum working age established in our Code of Conduct for Manufacturers and Suppliers is reached or, alternatively, employing an adult family member in place of the child. In addition, to ensure compliance, our teams perform a continuous monitoring, also in collaboration with external expert organisations.

- **Refugee and migrant remediation plans**: they are carried out if our assessments identify migrant or refugee workers in a non-regular situation in any of the production facilities with whom we work. In these plans we assess the working and living conditions of these workers in order to provide support to them and their families if necessary, and we can do this in collaboration with expert NGOs.

/ Fostering **social dialogue, as a lever for conflict resolution**, carried out under the umbrella of our Global Framework Agreement with IndustriALL Global Union.

S2-3\_03; S2-3\_04; S2-3\_05; S2-3\_06; S2-3\_09; S2-3\_11; S2-3\_12

Meanwhile, value chain workers have access to the **Ethics Line**, which is available to all our stakeholders.

① More information on the workings of the Ethics Line, including follow-up, control and ensuring its efficacy in section [A.2. Grievance mechanism: the Ethics Line \[G1-1; G1-4; S1-17\]](#) of this Report.

## C.3. Actions and metrics related to value chain workers [S2-4]

S2-4\_10; SASB CG-AA-440a.3

We strive to implement practices and strategies that both minimise any potential impacts related to our activity that could affect workers in our supply chain and that also foster respect for human rights and the well-being of workers in the supply chain and their communities.

From this standpoint, we are committed to promote **responsible purchasing practices** to avoid potential impacts on the working conditions, wages or benefits of workers.

Additionally, to inform our actions, we conduct comprehensive **due diligence** in connection with human rights, backed by a continuous exercise of identifying and prioritising potential impacts, so as to identify the main areas for action. In this vein, we work with **Shift**, a leading organisation in human rights and business, in the framework of the conceptualisation of the saliency exercise in human rights. This analysis, along with other information sources, allows us to develop the Priority Impact Areas of our strategy.

Furthermore, the high number of social audits and Corrective Action Plans we conduct allow us to monitor and control potential incidents regarding supply chain workers' rights. We report the results of these audits grouped by theme in this Report.

More information in section [B.1. Supply chain management \[G1-2\]](#) of this Report.

S2.SBM-3\_04

In addition, as part of our due diligence, we pinpoint those groups and stages of our supply chain that are most susceptible to potential human rights violations. Thus, the cultivation of raw materials is one of the most vulnerable. In this regard, we work hand in hand with the International Labour Organization (ILO), within the framework of our Public-Private Partnership, for the promotion and respect of the Fundamental Principles and Rights at Work (FPRW) in cotton-growing communities in markets such as India or Pakistan. We also develop projects to promote regenerative cotton farming in India, and we partner with The Fair Labour Association (FLA) to improve working conditions in these communities.

S2-4\_01; S2-4\_02; S2-4\_05; S2-4\_06; S2-4\_07

These identification processes allow us to establish the necessary actions to prevent, mitigate and remediate any potential negative impacts. Consequently, when we see that an impact has occurred or is occurring, we activate our previously explained remediation tools, allowing us to:

- / Minimise the negative effect on people in the supply chain.
- / Endeavour to remediate it as much as possible.
- / Apply a dual perspective of prevention to minimise the chances of its recurring in the future.

To assess its effectiveness, we rely on regular audits and support for suppliers.

S2-4\_08

By minimising and addressing our potential impacts on workers in our supply chain, we are also able to minimise our risks, as this reduces the chances of their materialising.

S2-4\_03; S2-4\_16

Furthermore, with the aim of promoting respect for human rights and the well-being of supply chain workers and their communities, we take a collaborative approach of global and local implementation, from a systemic perspective. To this end, we develop a number of tools, including our Workers at the Centre strategy.

**Workers at the Centre**

S2.MDR-A\_01-12; S2-4\_12

The Workers at the Centre 2023-2025 strategy is based on **respect for the human rights** of the workers in the supply chain. Through it, in 2025 we involved 3,992 suppliers and factories and since the start of the cycle of the strategy we have reached **3.1 million people**.

This strategy is structured into five **Priority Impact Areas** or PIAs (**Social dialogue, Living wages, Respect, Health and Resilience**) with specific targets and lines of action that, in 2025, materialised through 30 initiatives and solutions developed at the factories themselves and/or in their communities by our teams or along with partner organisations.

The main actions carried out as part of the Workers at the Centre strategy are:

Action	Description	Results
<p><b>Social dialogue:</b> Facilitating mature industrial relations as a vehicle for a more participative society.</p> <p><b>Related IROs:</b> S2.I1 / S2.I3 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Actions linked to worker participation under the umbrella of the Global Framework Agreement with IndustriALL Global Union.</p> <p>/ Promotion of ecosystems for dialogue and improvement of grievance mechanisms.</p>	<p>/ 1,031,467 people reached since the start of this strategy cycle.</p> <p>/ 311 factories involved in Bangladesh, Cambodia, Egypt, Indonesia, Pakistan, Türkiye, Vietnam in 2025.</p>
<p><b>Living wages:</b> Setting the conditions for the achievement of living wages in the Inditex supply chain.</p> <p><b>Related IROs:</b> S2.I1 / S2.I2 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Collaboration in establishing the necessary conditions for collective bargaining.</p> <p>/ Promotion of responsible purchasing practices.</p> <p>/ Implementation of management systems and favourable practices.</p>	<p>/ 120,050 people reached since the start of this strategy cycle.</p> <p>/ 68 factories involved in Bangladesh, Cambodia, China, Morocco, Portugal, Vietnam in 2025.</p> <p>/ ACT (Action, Collaboration, Transformation) survey on responsible purchasing practices among buyers and manufacturers.</p>
<p><b>Respect:</b> Promoting safe and respectful environments, free from discrimination, abuse or harassment.</p> <p><b>Related IROs:</b> S2.I5 / S2.I5 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Actions related to respectful work environments free from any kind of violence and harassment.</p> <p>/ Fostering a fair recruitment and employment culture, including remediation programmes for migrant workers.</p>	<p>/ 259,458 people reached since the start of this strategy cycle.</p> <p>/ 127 factories involved in China, India, Morocco, Pakistan, Türkiye in 2025.</p>

Action	Description	Results
<p><b>Health:</b> Protecting the health and safety of workers in the supply chain, and improving their well-being.</p> <p><b>Related IROs:</b> S2.I1 / S2.I4 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Actions to ensure workers' physical health and safety in the workplace.</p> <p>/ Promoting well-being.</p>	<p>/ 2,159,028 people reached since the start of this strategy cycle.</p> <p>/ 1,397 factories involved globally in 2025.</p>
<p><b>Resilience:</b> Contributing to create preventive, adaptive and transformative capacities for development.</p> <p><b>Related IROs:</b> S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Raw materials extraction/production / Supply chain</p>	<p>/ Social protection programmes.</p> <p>/ Projects linked to just transition and the future of work.</p> <p>/ Promotion of prosperous livelihoods, with a particular focus on workers involved with raw materials.</p>	<p>/ 85,919 people reached since the start of this strategy cycle.</p> <p>/ 69 factories involved in India, China, Vietnam in 2025.</p> <p>/ Communities linked to cotton production in India, Pakistan, Türkiye.</p>
<p><b>Cross-cutting actions across all PIAs</b></p> <p><b>Related IROs:</b> S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1</p> <p><b>Time horizon:</b> 2023 - 2025</p> <p><b>Scope:</b> / Supply chain</p>	<p>/ Development of facility management systems that guarantee and enhance respect for workers' rights through the EVOLVES project.</p> <p>/ Training on human and labour rights in our supply chain as part of the GROWS project.</p>	<p>/ 1,236,811 people reached since the start of this strategy cycle.</p> <p>/ 2,126 factories involved globally in 2025.</p>

S2-4\_17

Through these actions, we contributed, among others, to the following Sustainable Development Goals (SDGs):



S2-4\_04

To analyse and test the effectiveness of our actions, we perform detailed monitoring of each one of them. To this end, we have common indicators for all the actions, such as the number of people reached, and individual indicators by type of initiative, which we obtain through different methods such as, for example, surveys of our supply chain workers.

In addition to this oversight and active engagement in the projects, in some cases we also undertake monitoring visits to assess the correct implementation of the projects.

More detail on the strategy in the document *Workers at the Centre*, available on Inditex's corporate website.

**Agreements and collaborations**

At Inditex we understand that our sustainability targets for the supply chain are shared by other stakeholders. Accordingly, we take an open and collaborative approach with a range of organisations and we actively participate in the industry's global initiatives. In this regard, we develop our actions in partnership with expert organizations, both local and international, such as the Ethical Trading Initiative (ETI), IndustriALL Global Union, the International Accord for Health and Safety in the Textile and Garment Industry, the International Labour Organization (ILO), ACT (Action, Collaboration, Transformation), or Reimagining Industry to Support Equality (RISE), to name but a few.

More detail in the document *Partnerships*, available on Inditex's corporate website.

# S4. Consumers

## Material impacts, risks and opportunities related to consumers

Code	Description	Phase of the value chain
S4.I1	<b>Possible loss of our customers' personal data</b> , which might impact on their privacy and trust	/ Own operations
S4.I2	<b>Impacts related to the health and safety of our products</b> during their use	/ Use and maintenance
S4.I3	We promote an inclusive shopping experience and work to prevent <b>potential impacts related to consumer discrimination</b>	/ Own operations
S4.I4	We assume the responsibility of maintaining an ethical, objective, transparent and dialogue-based relationship with our customers and the rest of our stakeholders, and therefore we incorporate <b>responsible marketing practices</b>	/ Own operations
S4.R1	<b>Risks related to consumers' rights</b>	/ Own operations

① More information in section [B. Material impacts, risks and opportunities \[IRO-1; SBM-3\]](#) of this Report.

## A. Our approach to consumers [S4-1]

### A.1. Policies related to consumers [S4-1]

S4.MDR-P\_01-06; S4-1\_01; S4-1\_02; S4-1\_03; S4-1\_06

Our policies establish key principles in our relationship with people, in a bid to have a positive effect on our surrounding environment, while mitigating any potential negative impacts. In this way, we commit to:

/ **Respecting** our customers' human rights, rejecting any kind of discrimination.

/ Complying with the most demanding **quality, health and safety standards**.

/ Guaranteeing **information security**, particularly in connection with our customers' data and privacy.

/ Promoting **responsible marketing and communication**, providing accurate, clear and comprehensive information about products, and avoiding offensive, discriminatory content or content that promote an unhealthy image.

We are mindful of the impact of our products and the image they transmit. That is why we want our campaigns, and the image of the models who appear on them to convey a diverse, multicultural and positive reality that celebrates the product by presenting it in a detailed way that is faithful to its properties and qualities.

S4-1\_04; S4-1\_05

One of our main tools for customer engagement and dialogue are our **customer service mechanisms**, which establish a direct avenue of communication for any issue or query that may arise, allowing us to detect and act to address any potential infringement of their rights.

This set of mechanisms, described in the following sections of this Report, offers a range of ways to address any query or complaint in connection with their rights or other matters of interest to them.

① More information on our policies and their updates in section [MDR-P. Policies](#) and in annex [Detailed information. Policies](#) of this Report.

## B. Management of impacts related to consumers [S4-2; S4-3; S4-4]

### B.1. Processes for engaging with consumers [S4-2]

S4-2\_01; S4-2\_02; S4-2\_04

We have various mechanisms of relationship and dialogue with our customers, allowing us to listen to their perspectives and take them into account in making decisions to properly manage the actual and potential impacts on them. In this connection, we highlight:

#### / **Specialised customer service teams**

Commercial format's specialised customer service teams of the Group's retail concepts are among the main channels for engaging with consumers, primarily at the operating level. These areas handle customer contacts —calls, e-mails, WhatsApp messages or messages on social media profiles— concerning questions on products, the purchasing process, shipments, incidents or any current issues affecting the brands, among others. The Customer Service manager of each of our retail concepts is responsible for overseeing these services.

### / Store teams

Our flexible business model based on multi-brand omni-channel and the integration of retail space, both physical and online, allows us to generate a differential shopping experience, responding to our customers' needs in a tailored manner at the right time and place.

To fulfil this commitment to our customers' experience, the work of our physical and online store teams is crucial, as they form the first line of direct contact with consumers. In particular, our physical store teams communicate daily with the people who visit our establishments, directly handling their queries or informing them about the available customer care and complaints mechanisms as they require them.

### / Communication channels: websites, app and social media

Our digital channels enable us to interact with our customers in more than 200 markets. These channels not only showcase our collections, but they allow us to convey our principles in the content we generate on our platforms, fulfilling our commitment to responsible marketing practices.

#### S4-2\_03

Our ongoing relationship with our customers takes place before, during and after the purchase process, through the various channels mentioned above. This interaction is initiated both at the customer's behest, when they need to raise a query or file a complaint, and by the Company, as it provides information on its product range and services.

Through these actions, we seek to understand their perspectives and concerns, which we take into account as we design our strategy. This applies not only in terms of our products, but also when it comes to preventing and mitigating impacts, and evaluating the effectiveness of the measures and their subsequent renewal or updating.

#### S4-2\_05

At Inditex we therefore measure the effectiveness of our customer services by a detailed follow up on our interactions. This allows us to gauge whether the communication is efficient, and determine whether our customer services are aligned with their needs.

#### S4-2\_06; S4.SBM-3\_07

Throughout the entire process, special consideration is given to the views and impacts relating to consumers who might be especially vulnerable. Special attention is paid to consumers who depend on accurate and accessible information on our products and their components, and to the most vulnerable users or those at greater risk of being harmed, like children. Continuous dialogue with the customers themselves and our various partner organisations allows us to integrate their perspective into the Company's operations.

## B.2. Processes to remediate negative impacts on consumers [S4-3]

S4-3\_01; S4-3\_02; S4-3\_03; S4-3\_04; S4-3\_05; S4-3\_06; S4-3\_09

We identify our potential and actual negative impacts so as to prevent, mitigate and remedy their effects, also with respect to our customers. Depending on the nature of the identified impacts, we have three preferred ways to manage issues or concerns raised by our customers: customer service teams and channels, official grievance mechanisms and the Ethics Line.

① More information on how the Ethics Line works, including follow-up, control and ensuring its efficacy in section [A.2. Grievance mechanism: the Ethics Line \[G1-1; G1-4; S1-17\]](#) of this Report.

#### S4-3\_13

With regard to the communications received through the **customer service channels**, from the operational level, our aim is to ensure the quality and efficacy of the service offered. Consequently, our customer service agents have access to a specific training platform that contains all the procedures and manuals.

To guarantee the effectiveness of the channels and with the aim of effecting continuous improvement of the service, we conduct monthly controls of customer interactions, to monitor the quality of the customer care provided. Accordingly, commercial format's teams develop contact monitoring plans, through which key variables —such as incidents resolved without recontact or the number of recontacts— are analysed in order to continuously assess and improve service effectiveness.

Our teams field a range of queries related to our products and the purchase process through the various available communication channels. In 2025, 21 million cases were handled through Customer Services in all the markets where we have a commercial presence. They are classified as follows:

Type of cases handled	2025	2024
Pre-purchase (product availability, special collections, customisation, purchasing process, checkout and sustainability, among others)	15%	26%
Post-purchase (order status, shipments, delivery times, changes and returns, gift cards, among others)	80%	70%
Customer Service (customer account, web/app, channels, social media, among others)	5%	5%
Complaints and claims (includes any customer feedback, as well as formal complaints)	0.03%	0.02%

The claims figure includes complaint forms and claim procedures processed in Spain through official consumer complaint and response mechanisms, which in 2025 totalled 6,781 (6,924 cases processed in Spain in 2024). The main reason for these complaint forms is related to product returns and exchanges, and store and online sales.

S4-3\_03; S4-3\_09

Our customer service channels can be accessed via all our online store websites and apps. Likewise, the physical store staff pass on information about customer service and other formal complaints mechanisms as and when necessary.

S4-3\_11; S4-3\_12

In handling customer complaints and concerns, we maintain the utmost respect for **confidentiality, privacy and data protection**. In the specific case of our customer service channels, customers only need to provide contact information when their query is related to an order or when it requires subsequent follow-up or action by our customer service team. All other communications can be made anonymously.

To foster the implementation of our privacy programme, we carry out various cross-cutting projects aimed at improving the shopping experience, such as removing or blocking any sensitive information provided by customers as a security measure.

### B.3. Actions and metrics related to consumers [S4-4]

S4.MDR-A\_01-12; S4-4\_01; S4-4\_02; S4-4\_04; S4-4\_05; S4-4\_06; S4-4\_07; S4-4\_08; S4-4\_10; S4-4\_12

With regard to our customers, we underscore our efforts to ensure data protection, special measures to protect their health and safety, both in our stores and relating to our products, and the accessibility and inclusion of all of them. The actions we carry out were designed to manage our impacts, risks and opportunities, whether actual or potential.

Accordingly, we have standards, training plans and prevention and control programmes focused on preventing, mitigating and remedying any impact on our customers' health and safety. Likewise, our product health and safety teams are coordinated with all areas of the Company to ensure an adapted response to any notification from customers, community organisations or supervisory bodies regarding product incidents, carrying out technical assessments and following up. If we find indications that a product might not be safe, it is withdrawn and our internal procedure is activated to communicate the situation and recall any units sold.

S4-1\_07; S4-4\_11

Furthermore, the Ethics Line allows us to track possible human rights infringements or irregularities, so that we can process the pertinent cases and promote the action required.

① More information in section [A.2. Grievance mechanism: the Ethics Line \[G1-1; G1-4; S1-17\]](#) of this Report.

S4-4\_03; S4.SBM-3\_05

Furthermore, our Customer Experience initiative takes a customer-centric approach, analysing the feedback received and developing teams' skills, as a way to continuously improve their experience in every interaction with Inditex.

At Inditex, we develop the websites and apps for our brands, as well as the recruitment and professional development platforms —Inditex Careers and InTalent—, by integrating criteria that take into account the accessibility needs of everyone. Our commitment is guided by the principles of W3C Web Accessibility Initiative (WAI) and compliant with WCAG 2.2 AA-level conformance standard, which offer key recommendations for creating inclusive digital content.

These guidelines allow digital environments to make accommodations for a range of needs, including for users with blindness or low vision, hearing loss, learning difficulties, cognitive limitations, limited movement, speech disabilities and photosensitivity, among others. To verify that they are properly applied, our digital channels are reviewed and tested by teams specialising in development and accessibility.

This approach ensures that anyone can interact with our retail channels and access our career opportunities equally.

With regard to physical accessibility, our stores feature architectural designs and accommodations that facilitate access, mobility and shop safely and independently, providing an inclusive shopping experience.

This is all part of a **global accessibility ecosystem** that we have rolled out in our offices, stores and logistics platforms, underpinning a people-centric, transversal model that is geared towards truly inclusive and universal design. This design enhances the experience, not only of those who benefit directly from these measures, but of all users.

### Health and safety

SASB CG-AA-250a.1; SASB CG-AA-250a.2

The health and safety of our products is a priority for Inditex. Accordingly, we have standards, training plans and prevention and control programmes devised to ensure that our products comply with the strictest requirements and guidelines of all markets where we operate.

We work with technology companies, research centres and laboratories of international renown, and we develop our own programmes, to ensure that our products meet the Company's different standards.

In this regard, our standards include specific product requirements that are generally applicable and mandatory for all the articles we sell<sup>49</sup>, covering processes from design to manufacturing. Currently, we also have eight product standards, each with a different scope.

<sup>49</sup> For those articles that are outside the scope of Inditex's health and safety standards, a risk assessment is carried out and, where applicable, are subject to minimum requirement reports specifically compiled in accordance with the legal requirements that apply to the type of product and the markets where they are sold.

## Product standards

Standard	Scope
<b>Safe to Wear</b>	Garments and accessories, including trimmings and fabrics used in their manufacture
<b>Safe to Wear for Children's Footwear</b>	Children's footwear
<b>Clear to Wear</b>	Garments, fabrics, footwear, accessories and home textiles
<b>Physical Testing Requirements</b>	Garments, footwear, accessories and home textiles
<b>Active to Wear</b>	Garments and fabrics
<b>i+Cosmetics</b>	Cosmetics
<b>i+Food Contact Materials</b>	Products in direct contact with food
<b>i+Home Fragrance and Candles</b>	Home fragrances, candles and their accessories

In addition to the actions covered in section *B. Actions related to pollution [E2-2]*, which focus on pollution, we develop additional initiatives that strengthen our commitment to our customers' health and safety:

Action	Description	Results
<b>Health and safety</b> <b>Related IROs:</b> S4.I2 / S4.R1 <b>Time horizon:</b> ongoing action <b>Scope:</b> / Product	/ To verify compliance with our health and safety standards, we use our <b>Picking</b> inspections programme to ensure that our textile products comply, among others, with our Safe to Wear (StW) and Physical Testing Requirements (PTR) standards. / To strengthen compliance with the <b>Safe to Wear</b> standard, we provide our suppliers with manufacturing guidelines that include measurement tables with specific safety requirements.	/ The programme's results in 2025 show an initial degree of compliance by our textile articles of 99.7% for StW and 99.4% for PTR (99.7% and 99.3%, respectively, in 2024).

## Data protection and privacy

We strive to promote the values of respect for privacy and to ensure an appropriate level of compliance with data protection and privacy regulations.

The Data Protection and Privacy department advises business and technology areas in the projects they launched throughout the year to ensure they are compliant with privacy requirements from the outset (privacy by design). During the year, the analysis of 70 projects involving the processing of customer data have been documented.

In addition to this, in 2025 we have taken the following actions:

Action	Description	Results
<b>Data protection and privacy</b>  <b>Related IROs:</b> S4.I1 / S4.R1  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own operations	/ As for training, we continue to work on the promotion of the privacy culture at the Company through the <b>privacy course</b> , which is mandatory for all office teams who process different stakeholders' personal data.	/ This year, 87% of our staff required to take this course have completed it (97% in 2024).
	/ Due to their greater exposure to privacy risks, we have carried out initiatives focused on other groups that we consider a priority due to their potential processing of personal data. In 2025, we focused on <b>training store staff</b> , who have direct contact with customers, and on certain operations, also involving their personal data.	/ We have trained 83% store staff in 31 markets in 2025 through a biennial training program that will continue to be implemented progressively throughout 2026.
	/ We have worked on cases that could potentially affect <b>customers' personal data</b> in order to determine whether a security breach had occurred and, if so, whether it was necessary to notify the data protection authorities and/or the affected persons.  / In response to these cases, the necessary action plans have been put in place to avoid a recurrence in the future.	/ In 2025, two cases affecting personal data security occurred where the Company deemed it necessary to notify the data protection authorities (four cases in 2024) in which the affected persons were also informed of the situation.

S4-4\_17

We therefore take into account the path outlined by the UN Sustainable Development Goals (SDGs) in designing our actions in relation to customers contributing mainly to SDG 12.



## Agreements and collaborations

Through collaborations and agreements with specialised organisations such as Open to All, ENAR and RED1, we work to broaden awareness concerning the various realities and needs of different groups and communities, and take the necessary measures to ensure that our stores are spaces where everyone feels welcome. Furthermore, in the United States, since 2022 we have been adhered to the Mitigate Racial Bias in Retail Charter, a commitment signed by more than 80 retailers from different industries to advocate for sharing best practices and eliminating bias of all kinds, especially racial bias, and for introducing actions that foster inclusive shopping experiences for everyone.

In the European Union, meanwhile, our headquarters in Spain and 15 of our subsidiaries (Germany, Austria, Belgium, Bulgaria, Croatia, Denmark, Slovenia, France, Greece, Luxembourg, the Netherlands, Poland, Portugal, Romania and Sweden) signed the Diversity Charter. This is a public commitment to create inclusive spaces that are free of discrimination, and to promote diversity and equal opportunities for staff and customers.

This type of collaboration and partnerships are aimed at improving the customer experience by adopting policies that generate more respectful and inclusive environments for everyone entering our stores, regardless of their personal characteristics.

More detail in the document *Partnerships*, available on Inditex's corporate website.

# G. Governance information [ESRS G]

G1. Business conduct

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# G1. Business conduct

## Material impacts, risks and opportunities related to business conduct

Code	Description	Phase of the value chain
G1.11	<b>Whistleblowing channel management</b> , enabling internal and external stakeholders to confidentially report any possible breaches of ethical principles, incorporating protections for whistleblowers and helping to foster a corporate culture of integrity	/ Own operations / Value chain
G1.12	<b>Promotion of regulatory development and industry improvement</b> through Inditex's involvement in sector initiatives and forums for dialogue with stakeholders	/ Own operations / Value chain
G1.13	<b>Possible instances of corruption, fraud, bribery and other unlawful acts</b> linked to the exposure and characteristics of the Company's operation and its value chain	/ Own operations / Supply chain
G1.14	<b>Supplier relations management</b> , including the integration of social and environmental criteria and <b>responsible purchasing practices</b>	/ Value chain
G1.R1	<b>Risks arising from the relationship with key suppliers</b>	/ Value chain
G1.R2	<b>Risks related to cybersecurity</b>	/ Own operations / Value chain

① More information in section *B. Material impacts, risks and opportunities [IRO-1; SBM-3]* of this Report.

## A. Corporate ethical culture and solid compliance architecture [GOV-1; G1-1; G1-3; G1-4; G1-5; S1-17]

### A.1. Corporate culture and business conduct [GOV-1; G1-1]

The ethical culture of the Inditex Group is based on the premise that **'the how matters'**. Our ethical commitments and the action principles that should guide our day-to-day activities and our relations with all our

teams and the supply chain are set out in our Codes of Conduct and developed upon further in other internal rules.

G1.MDR-P\_01-06

Essential internal regulations:	
<b>Core regulations</b>	
/ Code of Conduct ①	/ Compliance Policy ①
/ Code of Conduct for Manufacturers and Suppliers ①	/ Internal Regulations Policy
	/ Human Rights Policy ①
	/ Sustainability Policy ①
<b>Integrity and transparency</b>	
/ Due Diligence Policy ①	/ Anti-Money Laundering and Terrorist Financing Policy ①
/ Integrity Policies:	/ Conflict of Interest Policy ①
• Gifts and Invitations Policy ①	/ Criminal Risk Prevention Policy ①
• Policy on Dealings with Public Servants ①	/ Policy on Public Policy ①
• Policy on Donations and Sponsorships ①	
<b>Ethics Line</b>	
/ Global Policy on Internal Reporting Channels ①	/ Regulations of the Ethics Committee
/ Ethics Line Procedure ①	
① More detail in the <i>Compliance function Transparency Report</i> available on the Inditex corporate website.	

## Strategy and governance

### G1.GOV-1\_01

The Board of Directors defines and approves the ethical commitments reflected in the Codes of Conduct and ensures compliance with them.

The Audit and Compliance Committee is tasked with competences for risk management and business conduct, including supervision of the Compliance function. On a quarterly basis, and whenever so required, the Audit and Compliance Committee receives reports on Compliance's activities, including, but not limited to, the functioning of the Ethics Line, oversight of the Model of Criminal Risk Prevention, the functioning of the Global Compliance Model, the annual work Plan, budget, means and resources of the Compliance department, and the internal rules that are submitted to the Board of Directors for approval. The Audit and Compliance Committee may raise questions and make proposals for measures aimed at improving the functioning of the Global Compliance Model. The Committee in turn reports to the Board of Directors on these matters.

The Compliance function is corporate and coordinates all areas with compliance responsibilities within the Inditex Group. It is comprised of the Ethics Committee and the Compliance department, which is a part of the General Counsel's Office.

The independence of the Compliance function is guaranteed by the appointment of the members of the Ethics Committee by the Board of Directors and by the direct liaising of the Chief Compliance Officer with the Audit and Compliance Committee, ensuring that the ultimate control of the Model's efficiency depends exclusively on the Board of Directors.

The governing, management and supervisory bodies of the Compliance function are detailed below:

## Governance, management and supervision of the Compliance function

### Board of Directors

Responsibilities:

- / Defining the Group's ethical commitments and promoting the corporate ethical culture
- / Approving the Group's Codes of Conduct and corporate policies
- / Overseeing the risk internal control and management systems, including Compliance risks

### Audit and Compliance Committee

Responsibilities:

- / Assessment of the effectiveness of internal financial and non-financial risk management and control systems
- / Identification of the most significant financial and non-financial risks
- / Oversight compliance and effectiveness of compliance policies and procedures

### Ethics Committee

Decision-making body of the Compliance function

Responsibilities:

- / Overseeing compliance with the Codes of Conduct
- / Overseeing the Model of Criminal Risk Prevention
- / Ethics Line management
- / Responsible for the Internal Reporting System

Comprised of:

- / General Counsel and Secretary of the Board of Directors
- / Chief Compliance Officer
- / Chief People Officer
- / Chief Sustainability Officer
- / Chief Audit Officer (with voice, but without vote)
- / Ethics Line Manager

### Compliance department

Operational management of the Compliance function

Responsibilities:

- / Organisation and coordination of internal regulation
- / Coordination and reporting with different departments entrusted with Compliance duties
- / Periodic reporting to the Ethics Committee and the Audit and Compliance Committee
- / Coordination of the Global Compliance Model and its implementation

It is a part of the General Counsel's Office and is comprised of:

- / Chief Compliance Officer
- / Ethics Line Manager
- / Rest of the Compliance department

## G1.GOV-1\_02

To ensure that the Board of Directors and its respective Committees, which have competencies relating to business conduct, have an appropriate composition that allows them to properly discharge their duties, the Company has a **Diversity of Board of Directors Membership and Director Selection Policy**, approved by the Board of Directors.

Likewise, the Audit and Compliance Committee Regulations establish that the members of the Committee, as a whole, must be appointed on the basis of their knowledge and experience in, among other areas, financial and non-financial risk management, as well as their relevant technical expertise in relation to the Company's sector of activity.

The Nomination Committee understands that, as a general rule, to properly carry out its oversight duties, members of the Board of Directors must, as a whole, be of recognised solvency, competence, experience and merit: (i) in the Company, the Group and retail sector; (ii) in economics and finance, as well as in accounting, auditing and risk management; (iii) in regulatory compliance and corporate governance; (iv) in the digital and new technologies sector; (v) in sustainability; (vi) in different geographical markets; and (vii) in business management, leadership and strategy.

① More information about the Board skills matrix in the *Annual Corporate Governance Report*, Board of Directors section.

## A.2. Grievance mechanism: the Ethics Line [G1-1; G1-4; S1-17]

G1-1\_02; G1-1\_13; S1-17\_07; S2-3\_12; S4-3\_12

The **Ethics Line** is the preferred internal communication channel, strictly confidential, through which any employee, director and/or shareholder of any company of the Group, as well as anyone working under the supervision and management of manufacturers, suppliers, contractors and subcontractors of the Inditex Group, or any other person who, in accordance with applicable law, must be considered an informant, may communicate, including anonymously:

/ **Questions** about the interpretation or application of the Codes of Conduct or any other internal rules of conduct within the purview of the Ethics Committee.

/ **Breaches and other instances of non-compliance** of the applicable legislation, the Codes of Conduct or of any other internal rule of conduct within the purview of the Ethics Committee, affecting Inditex and committed by employees, manufacturers, suppliers or third parties with whom the Group has a direct employment, commercial or professional relationship. Any breaches or irregularities on human rights<sup>50</sup> or related to corruption, fraud and bribery can also be reported via this channel.

The Ethics Line includes both the Global Ethics Line and the various Local Ethics Lines available in 17 markets, complying with the requirements and/or best practices applicable in those markets.

Through this mechanism, we monitor all possible cases, processing the appropriate reports and making any necessary decisions.

## How the Ethics Line works

**1. Concerns:** The person concerned reports an incident through the channels provided for this purpose on the intranet (INET), the supplier extranet and on [www.inditex.com](http://www.inditex.com).

**2. Management:** the Ethics Committee acknowledges receipt of the report and evaluates whether it falls within the scope of application of the Ethics Line.

**3. Investigation:** the Ethics Committee carries out the investigation process in collaboration, where applicable, with other areas.

**4. Measures:** upon completion of the investigation and after granting the affected party the right to be heard, the Ethics Committee will issue its decision on:

- / The closing of proceedings, where no breach exists; or
- / The existence of a breach, its severity and whether it is appropriate to take disciplinary measures and/or complementary actions.

In the event of a **breach**, the **measures** to be taken will be determined in collaboration with the corresponding department depending on the breach's severity and other circumstances, and **may consist of**:

- / The immediate correction of the breach and the adoption of measures to remedy and prevent future breaches.
- / Disciplinary measures (warning, admonishment, dismissal).

In line with best practices, the Group has a tool provided by an external supplier that allows to receive and manage concerns at the Ethics Line. It is accessible **24 hours a day, 7 days a week** and is available in 25 languages.

G1-1\_05; G1-1\_12; S1-3\_09; S2-3\_06; S2-3\_11; S4-3\_06; S4-3\_11

The Ethics Line is governed by the principles and guarantees established in the **Global Policy on Internal Reporting Channels** and in the **Ethics Line Procedure**. These internal regulations incorporate international best practices in connection with human rights and adapt the Ethics Line to the requirements of the markets in which the Group operates—in particular, to the requirements derived from the transposition into Member States' law of Directive (EU) 2019/1937 on the Whistleblower Protection Directive, which include, among others, personal data protection and the rights of persons using whistleblowing mechanisms—.

These internal rules offer the following guarantees and protection measures to the parties involved in the process:

- / Utmost confidentiality.
- / Presumption of innocence and preservation of the right to honour of the persons affected by the report.
- / Non-retaliation against any reporter or any person helping the informer during the investigation.

<sup>50</sup> Includes potential inherently severe violations such as child labour or forced labour, in accordance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and/or the OECD Guidelines for Business.

/ Appropriate use of personal data processed.

/ The parties' right to be heard.

① More detail on the Ethics Committee and the Ethics Line is available on our intranet, as well in the 'Ethics Line' tab and in the *Compliance function Transparency Report*, both available on the Inditex corporate website.

G1-1\_08

As stated in the Global Policy on Internal Reporting Channels, the Ethics Committee, as the body responsible for the Group's Internal Reporting System, must lead any investigations that may be necessary and propose, where needed, the appropriate remediation, prevention and awareness measures. It must carry out its duties independently, impartially and autonomously, respond for the Internal Reporting System's management and diligent processing of concerns received via the Ethics Line and other Internal Reporting Channels within this system. In accordance with the Regulations of the Ethics Committee, its members must refrain from taking part in the examination, deliberation and/or voting stages on matters in which they incur a conflict of interest. The Ethics Line Procedure regulates the deadlines for the processing and investigation of concerns received, to ensure that they are properly handled. Those deadlines are consistent with applicable regulations.

G1-1\_14

In accordance with our Code of Conduct and Global Policy on Internal Reporting Channels, the Company strictly prohibits any form of retaliation or threat of retaliation against persons who report any matter in good faith, as well as against persons who cooperate in the investigation of such matters.

S1-3\_06; S1-3\_04; S1-3\_08; S2-3\_03; S2-3\_05; S2-3\_09; S4-3\_03; S4-3\_05; S4-3\_09

In order to ensure that our stakeholders are aware of the Ethics Line, we include information and facilitate access to it via our INET, supplier

extranet and corporate website. We also carry out specific actions to ensure that this information reaches the different groups:

/ We conduct **training, awareness and communication activities**, as part of the Compliance Training Plan, tailored to the risk profile of the different groups of employees of the Inditex Group.

/ Our **Code of Conduct for Manufacturers and Suppliers** explicitly designates this Line as a preferred and confidential channel available to value chain workers. This Code must be accepted in order to be able to work with Inditex and requires manufacturers and suppliers to post the Code, translated into the local language, on their premises and to appoint a management representative who is responsible for its implementation. Compliance with the requirements is verified through social audits we carry out regularly at our manufacturers and suppliers.

S1-3\_07; S1-3\_08; S2-3\_04; S2-3\_05; S4-3\_04; S4-3\_05

Evidencing stakeholders' knowledge and trust of the Ethics Line is that concerns are received from the various groups, and that these communications have increased during the year, for example in the case of our teams and workers in the value chain.

### Concerns received through the Ethics Line

Concerns to the Ethics Line (including both the Global Ethics Line and the various Local Ethics Lines) are recorded in a tool through which they can be tracked. Periodically, the Compliance department reports to the Audit and Compliance Committee on the activity of the Ethics Line and the development of the cases submitted through it. Thus, the concerns received through the Ethics Line are monitored and controlled and their effectiveness is guaranteed.

During 2025, the Ethics Line recorded a total of 1,164 concerns (791 concerns in 2024), 447 related to our people (280 in 2024) and 124 related to our value chain. The following are the concerns received by topic, in accordance with the compliance risks taxonomy:

Concerns received by topic	2025	2024
Human rights, people and culture (harassment and discrimination)	231	200
Labour rights, health and occupational safety	678	419
Preventing corruption and bribery <sup>(1)</sup>	59	44
Planet and environmental protection	0	14
Protection of assets and security in legal transactions	3	1
Fraud prevention in public administration	0	0
Data protection and privacy	2	0
Queries	94	67
Others	97	46
<b>Total number of concerns</b>	<b>1,164</b>	<b>791</b>

<sup>(1)</sup> Including cases related to potential behaviours of taking advantage of the position in Inditex to obtain personal business opportunities or other benefits, fraud or non-compliance with procedures.

G1-4\_04; G1-4\_06; G1-4\_07; G1-4\_08; S1-17\_01; S1-17\_02; S1-17\_03

Breakdown of non-compliance cases and measures taken	2025	2024
Confirmed cases of corruption or bribery	9	4
(i) Disciplinary measures or termination of employment due to confirmed cases of corruption	5	3
(ii) Total number of confirmed cases where corrective measures have been adopted, or contracts with business partners have been terminated or not renewed due to corruption-related offences	4	1
Confirmed cases related to the protection of labour rights, health and occupational safety	25	21
(i) Disciplinary measures or termination of employment due to confirmed cases affecting labour rights, health and occupational safety	17	18
(ii) Total number of confirmed cases where corrective measures have been adopted or contracts with business partners have been terminated, or not renewed due labour rights vulnerations	8	3
Confirmed cases related to the protection of human rights, people and culture	22	13
Confirmed cases of discrimination	3	4
(i) Disciplinary measures or termination of employment due to confirmed cases of discrimination	3	4
Confirmed cases of harassment	19	9
(i) Disciplinary measures or termination of employment due to confirmed cases of harassment	13	8
(ii) Total number of confirmed cases of harassment where corrective measures have been adopted or contracts with business partners have been terminated or not renewed	6	1
Other non-compliance with the Code of Conduct	4	3

In all cases where a breach is confirmed, appropriate remedial measures were adopted depending on the nature of the breach detected and its severity. These measures consisted, depending on the case, of disciplinary measures (from warnings to termination of employment relationships), training or review of internal procedures.

#### Concerns related to human rights

S1-17\_08; S1-17\_09; S1-17\_10; S2-1\_09; S2-4\_11; S4-1\_07; S4-4\_11  
During 2025 and 2024, no inherently severe human rights-related incidents have been confirmed for our employees or other stakeholders.

Similarly, the Ethics Line detected no breaches of the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

S1-17\_04

As far as the National Contact Points for OECD Multinational Enterprises are concerned, no reports have been received, neither related to our people, nor of any other kind.

S1-17\_05; S1-17\_06; S1-17\_11; S1-17\_12

Furthermore, no significant fines, penalties or damages have been received as a result of the cases and claims materialised during 2025 and 2024 processed by the Ethics Line and related to our people in matters of discrimination or human rights.

#### Concerns related to corruption and bribery

G1-4\_01

With regard to the confirmed reports of corruption, no relevant aspects affecting the Company have been observed in any of them.

At the same time, during 2025 and 2024, the Group has not been aware, either through its Ethics Committee or through other means, of the processing of legal proceedings concerning corruption or bribery that affect the Company.

G1-4\_02

Consequently, in 2025 and 2024, the Inditex Group did not receive either through the channels available for this purpose any significant

fines or non-monetary penalties for non-compliance with the applicable laws or regulations in the filed of corruption or bribery.

### A.3. Prevention and detection of corruption and bribery [G1-3]

G1-1\_01; G1-3\_01; G1-3\_02

The ethical culture of the Inditex Group is integrated and implemented in all our operations through our **Global Compliance Model**. Its purpose is to ensure compliance with the law and the ethical commitments undertaken by Inditex, and to protect the Company and the interests of our stakeholders, preventing or limiting any type of legal liability.

At Inditex we have zero tolerance for corruption of any kind and are committed to complying with anti-corruption laws in all markets where we operate.

G1-3\_03

The Global Compliance Model is continuously updated, evaluated and improved to ensure it is in line with the Group's operations, legal requirements, and recommendations and best practices in this area. As part of this Model, Inditex has a **Model of Criminal Risk Prevention** in Spain, along with local models for the prevention of corruption and other crimes in other markets. All have the shared aim of preventing and managing risks related to the potential commission of crimes, including corruption, bribery and fraud.

The main anti-corruption risks to which the Group is inherently exposed due to its activity, in accordance with the applicable legislation, are identified in the Global Compliance Model. The Model identifies risks relating to the prevention of: corruption in business, corruption in international transactions, bribery of public officials and influence peddling.

Inditex has specific controls in place to mitigate corruption, fraud, money laundering and terrorist financing in its operations. These notably include the Integrity Policies (Donations and Sponsorships, Gifts & Invitations, and Dealings with Public Servants), the Conflicts of Interest Policy, the Policy on Public Policy, the Anti-Money Laundering and Terrorist Financing Policy, and the Due Diligence Policy, which are described in the annex *Detailed information. Policies*.

We also have a compliance due diligence process, aimed at ensuring that our relations with our business partners, suppliers and large customers are aligned with anti-corruption, anti-money laundering and terrorist financing legislation, and with international standards and best practices in this sphere. Furthermore, it aims to guarantee compliance with the sanctions and commercial restrictions approved by, at least, the United Nations, the European Union, and certain countries such as the United States or the United Kingdom, as well as compliance with the regulations on the prevention of forced labour and on due diligence concerning the value and supply chains currently in place in the various jurisdictions where the Group operates.

The Audit and Compliance Committee is responsible for risk management and business conduct, including supervision of the Compliance function.

① More detail on Compliance function's reports in the *Annual Corporate Governance Report* and in the *Compliance function Transparency Report* available on the Inditex corporate website.

## Communication and awareness-raising

G1-3\_05

We provide everyone in the Inditex Group with knowledge of and access to the internal rules that apply to them, through newsletters, the 'Internal Regulations' tab on INET, the supplier extranet or the 'Ethical Commitment' tab on the corporate website ([www.inditex.com](http://www.inditex.com)).

G1-3\_06

Training our people and suppliers is key to strengthening our corporate ethical culture and implementing our Global Compliance Model across all our operations. The promotion of the corporate ethical culture is supported by a **Compliance Training Plan**, with training and awareness-raising measures adapted to the risk profile of the Group's employees.

G1-1\_10; G1-1\_11; G1-3\_07; G1-4\_03

With regard to the Training Plan, it should be noted that, in the 2025 financial year, 88% of the priority group within our workforce has received training (in-person or online) on the subject of Compliance. This training has been aimed at employees who, either on account of their position and responsibilities or because of the type of activity they carry out, are exposed to a greater risk of compliance breaches and, in particular, the commission of offences relating to corruption in business.

The compliance training metrics linked to the priority group of employees are presented in the table below:

### Priority group (employees) <sup>(1)</sup>

Job classification	2025		2024	
	No. of unique people trained <sup>(2)</sup>	% of the priority group	No. of unique people trained <sup>(2)</sup>	% of the priority group
Management <sup>(3)</sup>	671	83%	4,765	84%
Supervisor	2,700	88%	3,101	92%
Specialist	8,717	89%	7,861	85%
<b>Total</b>	<b>12,088</b>	<b>88%</b>	<b>15,727</b>	<b>86%</b>
<b>Region</b>				
Americas	551	93%	1,111	95%
Asia and rest of the world	1,077	96%	1,401	90%
Spain	8,443	87%	9,001	85%
Europe (ex-Spain)	2,017	88%	4,214	85%
<b>Total</b>	<b>12,088</b>	<b>88%</b>	<b>15,727</b>	<b>86%</b>

<sup>(1)</sup> Employees who, due to their position, responsibility or duties, are exposed to compliance risks. The target group has changed since the previous year, so the year-on-year information is not comparable.

<sup>(2)</sup> When a person has attended various training sessions in the year, they are counted only once.

<sup>(3)</sup> This category also includes members of the Management Committee and Senior Management.

G1-3\_08

With regard to the Board of Directors, 100% of its members have received training on compliance and/or corruption or bribery, as in the previous year.

① More detail in the *Compliance function Transparency Report* available on Inditex's corporate website.

## A.4. Political influence [G1-5]

Our Policy on Public Policy sets out the Inditex Group's commitment to a transparent and responsible development of the preparation of public policy-making processes that affect our business activities, our stakeholders and society at large. The Policy details the roles and responsibilities of Inditex governing bodies and employees in relation to its application.

G1-5\_09

Our public policy activities focus primarily on the following main topics: sustainability, trade, transport, digital, reporting and finance.

G1-5\_10

For the development of these activities, the Inditex Group is a member of the European Union Transparency Register, and its registration number is 518095443081-20.

G1-5\_01; G1-5\_02

Much like our Policy on Public Policy, Inditex's Policy on Donations and Sponsorships expressly prohibits making donations to political parties, either directly or indirectly. This prohibition is included in the Company's Code of Conduct, which adds that, as a general rule, no person from Inditex may offer, grant, solicit or accept, either directly or indirectly, gifts or invitations, of any kind and from any authorities or public officials.

More information in section *MDR-P. Policies* and in annex *Detailed information. Policies* of this Report.

G1-5\_03; G1-5\_06; G1-5\_07; G1-5\_08

Therefore, in compliance with these policies, no contributions were made (in cash and/or in kind) to political parties during 2025 and 2024.

G1-5\_11

With respect to our governing bodies, no members of the Board of Directors have held a comparable position in government administrations in the two years prior to their appointment. Furthermore, our Conflicts of Interest Policy states that if the recruitment of any person by the Group, especially persons coming from public authorities, may give rise to a conflict of interest, the Ethics Committee may propose that suitable measures be agreed to safeguard the Group's interests, in accordance with our Codes of Conduct and internal regulations.

## B. Our suppliers [G1-2; G1-6]

### B.1. Supply chain management [G1-2]

G1-2\_02

**Our business model is based on an agile and flexible supply chain.**

This enables us to meet demand and adapt to new social and environmental standards quickly and efficiently.

**Proximity** is one of the key criteria of our supply chain, allowing us to respond nimbly to the market. A very significant portion of the cutting, sewing, dyeing, washing, printing or finishing factories that manufactured our garments in 2025 are located in proximity markets such as Spain, Portugal, Morocco or Türkiye.

SASB CG-AA-000.A

Overall, as of 2025 we had 6,684 factories which include all tiers of our supply chain<sup>51</sup> in 49 markets and employed more than three million people (6,615 factories, 50 markets and more than three million people in 2024).

## The supply chain at Inditex in 2025

### Distribution by geography

**European Union:** 914 factories

**Europe outside the EU:** 1,161 factories

**Americas:** 29 factories

**Asia and rest of the world:** 4,133 factories

**Africa:** 447 factories

### Distribution by process

**2,549** Spinning, weaving, and other raw material processes

**87** Cutting

**3,240** Sewing

**111** Dyeing and washing

**158** Printing

**207** Finishing

**332** Non-textile products

A fundamental tool for managing our supply chain are our supplier clusters, spaces to foster dialogue and cooperation with industry actors. In 2025, as in previous years, we worked with ten clusters based in our main production markets: Spain, Portugal, Morocco, Türkiye, India, Bangladesh, Pakistan, Vietnam, China and Cambodia.

### Main policies, standards and principles on which our supply chain management is based

We have implemented a series of policies and standards that all suppliers and manufacturers wishing to form part of our supply chain must accept—insofar as they apply to them—before receiving orders from Inditex. They are our Inditex Minimum Requirements (IMRs).

<sup>51</sup> At Inditex, we apply our policies and procedures to all the factories in our supply chain, including tier 1 factories and those above tier 1, regardless of which stage of the supply chain they belong to.

Notable among these requirements are the following:

**/ Code of Conduct for Manufacturers and Suppliers (CCMS):** lays the foundation on which we build our relationships with suppliers and manufacturers in our supply chain. This Code includes the requirements that our suppliers and manufacturers must meet with regard to labour rights, product health and safety and environmental issues.

**/ Green to Wear:** our own standard aimed at reducing environmental impact, as well as improving the health and safety of our articles and fostering best practices.

**/ Traceability Requirements for Manufacturers and Suppliers:** increase the level of detail of the minimum traceability requirements for our suppliers reflected in the CCMS.

To verify compliance with these requirements, we conduct regular and periodic controls to ensure that our standards are upheld. The breach of any of them may entail the termination of the business relationship.

Meanwhile, internally we promote **responsible purchasing practices**, guiding the decisions of our buyers and product teams. In this connection, our involvement in the ACT initiative (Action, Collaboration, Transformation) is pivotal.

### Traceability of the supply chain

We see traceability as **our ability to identify and trace the history, application, location and distribution of products, parts and materials**<sup>52</sup>. Our suppliers must know their supply chain and work only with manufacturers and intermediaries that comply with our sustainability standards and that have been previously assessed and approved by Inditex. They must thus report which facilities and intermediaries are involved in each production process, from fibre or yarn to the final garment for each order. They must also prove the use of lower-impact raw materials<sup>53</sup>.

To ensure that these requirements are met, we rely on an ecosystem that allows us to evaluate the traceability of our products. We also provide training to help our suppliers solve specific challenges regarding the use and understanding of traceability procedures.

#### Traceability assessment

We use various control mechanisms operating in parallel to verify compliance with our Traceability Requirements:

**/ Designation control check:** we check that our suppliers have provided information on their supply chain by the established deadline.

**/ Review of certificates:** we check the raw materials' certificates to approve them.

**/ Traceability audits:** we verify the information provided by our suppliers on site, through unannounced visits to the production facilities. In 2025, 10,709 traceability audits were carried out (10,387 audits in 2024).

When we uncover critical non-compliances in these assessments, we develop traceability corrective action plans to support our suppliers in implementing improvements to ensure compliance with our traceability requirements.

### Monitoring, assessment and continuous improvement

G1-2\_03; SASB CG-AA-430b.1

**Our aim is to build strong, long-standing relationships with our suppliers.** Consequently, in 2025, 10,164 audits were carried out (10,923 in 2024) to the factories in our supply chain, performed by our own teams and external auditors, specialised by type of audit and trained in accordance with the Inditex methodology.

#### / Pre-assessment

These audits are carried out before a new factory proposed for working with Inditex can receive any order from the Group. They ensure that it is compliant with the Code of Conduct for Manufacturers and Suppliers. Without this first step, no facility can join our supply chain.

In 2025, 1,815 pre-assessment audits were carried out, and 100% were performed by external auditors (2,175 and 100% in 2024, respectively).

#### / Environmental preliminary assessment

In the case of facilities subject to our Green to Wear standard, an environmental preliminary assessment is also carried out remotely by external auditors. This assesses that the new facilities meet our minimum environmental requirements.

In 2025, 435 environmental preliminary assessments were executed (251 in 2024).

#### / Social audits

After the pre-assessment, we conduct social audits regularly that allow us to verify compliance with our Code of Conduct for Manufacturers and Suppliers (CCMS). These audits consist of a site visit, including a document review, verification of facilities and interviews with workers and company management.

Social audits may be carried out by internal or external auditors. To ensure their quality, we carry out control audits to verify that Inditex methodology is being properly implemented.

Furthermore, social audits may also follow the methodology of the Social & Labor Convergence Program (SLCP), aimed at eliminating audit fatigue in global supply chains. The process consists of a self-assessment performed by the factory itself, which is verified by an independent audit firm authorised by the SLCP. This verification is then shared by the factory among the various stakeholders.

In 2025, 6,039 social audits were performed on factories in our supply chain, 99% of which were carried out by external auditors (6,468 in 2024, 98% of which were carried out by external auditors)<sup>54</sup>.

<sup>52</sup> Definition consistent with Recommendation No. 46 of the United Nations Economic Commission for Europe, which advocates enhancing traceability and transparency of sustainable value chains in the garment and footwear sector.

<sup>53</sup> More information on the criteria that fibres or materials must meet to be classified as having a lower impact in annex *Detailed information, Methodology* of this Report.

<sup>54</sup> Includes social audits carried out using the Inditex methodology and those carried out using the Social & Labor Convergence Program (SLCP) methodology integrated in our systems.

Accordingly, 57% of active factories in 2025 were audited (58% in 2024) either via a pre-assessment or social audit conducted in that year. For context, bear in mind that the frequency of social audits mainly varies in accordance with the ranking obtained in the previous audit. Thus, the interval between the audits of the manufacturers rated 'A' or 'B' will be longer than for those rated 'C' or 'D'.

In addition, social audits using our own methodology have also been carried out in more than 50 external logistics centres this year (60 in 2024).

SASB CG-AA-430b.2; SASB CG-AA-430b.3

**As a result of the social audits, the manufacturers are classified with a social ranking** based on their degree of compliance with the Code of Conduct for Manufacturers and Suppliers. They are classified progressively, with an 'A' rating meaning the highest compliance and a 'Subject to CAP - D' rating the lowest, while a rating of 'PR' identifies those factories in the process of being audited.

In 2025, the social ranking of the active manufacturers in our supply chain was as follows:

### Classification of factories in our supply chain by their social ranking

Classification	2025		2024	
	Number of factories	%	Number of factories	%
A	4,068	61%	3,757	57%
B	2,141	32%	2,453	37%
Subject to CAP - C	136	2%	103	2%
Subject to CAP - D	270	4%	248	4%
PR	69	1%	54	1%
<b>Total</b>	<b>6,684</b>	<b>100%</b>	<b>6,615</b>	<b>100%</b>

In terms of compliance with the Code of Conduct for Manufacturers and Suppliers, the performance in active factories of our supply chain is shown in the following table:

### Compliance with the Code of Conduct for Manufacturers and Suppliers in 2025

	Africa	Americas	Asia	Europe outside the EU	European Union
No forced labour	■	■	■	■	■
Child labour is rejected <sup>(1)</sup>	■	■	■	■	■
No discrimination	■	■	■	■	■
Respect for freedom of association and collective bargaining	▲	■	■	■	■
No harsh or inhumane treatment	■	■	■	■	■
Hygiene at work	●	▲	●	●	●
Wage compliance	●	▲	◆	●	▲
Working hours	■	▲	◆	◆	■
Environmental awareness	■	■	■	■	■
Regular work	▲	■	■	◆	■
Implementation of the Code <sup>(2)</sup>	◆	▲	●	◆	●

<sup>(1)</sup> Includes the lack of suitable systems for verifying the age of workers.

<sup>(2)</sup> Includes the lack of suitable systems for registering and communicating with workers.

■ Over 90%      ▲ Between 70% and 90%      ● Between 50% and 70%      ◆ Less than 50%

#### / Environmental audits

Compliance with our Green to Wear standard, targeting facilities that carry out processes with higher environmental impact, is regularly verified through environmental audits. In 2025, 1,875 environmental audits were carried out (2,029 in 2024).

These audits are mostly conducted by external auditors in announced visits during which documentation is reviewed and, where applicable, waste water samples are analysed. The results are shared with the rest of the sector within the framework of our collaboration with Zero Discharge of Hazardous Chemicals (ZDHC).

SASB CG-AA-430a.2

54% of active factories in 2025 within the scope of our Green to Wear standard<sup>55</sup> have been audited either by means of an environmental preliminary assessment or through an environmental audit. As a result of the latter audits, 71% of the audited factories are rated 'A' or 'B', which are the highest environmental performance ratings in our methodology.

SASB CG-AA-430b.2

#### / Continuous improvement

We know that continuous improvement is key to supply chain management. Accordingly, we use **Corrective Action Plans (CAPs)**, which are roadmaps to support manufacturers in their improvement processes and help them to correct and prevent non-compliances. These plans may be carried out in collaboration with other organisations, such as NGOs and trade unions. In the most sensitive non-compliance cases —classified as being 'Subject to CAP' according

<sup>55</sup> In 2025 the minimum requirements and the scope of Green to Wear audits were expanded to include processes such as spinning and weaving. Accordingly, the percentages of factories audited and degrees of compliance are not comparable to those of 2024.

to social or environmental standards— the plan lasts approximately six months.

In 2025, the following CAPs were carried out:

- **Social CAPs:** we carried out 410 CAPs (306 in 2024).
- **Environmental CAPs:** we launched 590 CAPs (353 in 2024).

Despite the importance for Inditex of accompanying the manufacturers in the supply chain in improving their social and environmental performance, our commitment to compliance with our standards entails a zero tolerance policy with those who do not show a willingness to improve. Therefore, if, after collaboration and support to the factory, critical non-compliance is revealed through an audit, the factory will not be able to continue its commercial relationship with our Company.

#### / Other continuous improvement tools

In addition to the CAPs, our Company implements various improvement and support initiatives for manufacturers, such as those developed as part of the Workers at the Centre strategy. In 2025 we also continued with our improvement plans, as part of our Supply Chain Environmental Transformation Plan, with a particular emphasis on water, discharges, management of chemical products and energy.

① More information in chapter *S2. Workers in the value chain* and in section *Sustainability Strategy* of this Report.

① More detail in the document *Supply chain: management to transform the sector*, available on Inditex's corporate website.

## B.2. Payment practices [G1-6]

### G1-2\_01

Mutual respect and trust are the basis for Inditex's relationships with its suppliers. The Group has devised third-party payment procedures that indicate the importance of complying with legal and agreed payment deadlines for the proper functioning of the value chain, based on long-term relationships and responsible financial management.

These procedures are mandatory for all the Group's companies in connection with managing payments with all kinds of suppliers, including suppliers classified as SMEs. They define the payment periods, as well as the payment means.

### G1-6\_01; G1-6\_02; G1-6\_03

With regard to payment practices, the most common method of payment to our suppliers is by bank transfer, and the Group also offers its suppliers various financing programmes.

In addition, specifically focusing on the suppliers across our supply chain, we belong to ACT (Action, Collaboration, Transformation) and adhere to its five specific commitments in connection with responsible purchasing practices, that include agreeing and respecting fair payment conditions and, therefore, respecting the established payment periods.

The following table shows the Group's average payment period, along with the standard payment period and the percentage of payments within the standard payment period, arranged by type of supplier:

Type of supplier	Supplier's origin	2025			2024		
		Average payment period (days)	Standard payment term <sup>(1)</sup> (days)	% of payments within the standard period	Average payment period (days)	Standard payment term <sup>(1)</sup> (days)	% of payments within the standard period
Trade creditor's invoices <sup>(2)</sup>	European Union	42	60	92%	36	60	94%
	Rest of the world	34	60	94%	32	60	95%
Procurements: Finished product <sup>(3)</sup>	European Union	96	90	81%	99	90	82%
	Rest of the world	98	90	93%	98	90	95%
Procurements: Raw material <sup>(3)</sup>	European Union	60	60	98%	60	60	98%
	Rest of the world	128	120	91%	122	120	94%

<sup>(1)</sup> The Group concentrates its main payments twice a month.

<sup>(2)</sup> The Group pays its suppliers within 60 days in accordance with current EU regulations. However, 72% of the volume of payments made to these creditors has been paid within 30 days in 2025 (75% in 2024).

<sup>(3)</sup> Payments outside the standard period correspond to merchandise with validation retained in the warehouse or supplier blocks.

### G1-6\_05

① More information in annex *Detailed information. Methodology* of this Report.

### G1-6\_04

In 2025, as in the previous year, no legal proceedings have been brought against the Group for delays in payment to its suppliers, manufacturers and/or third parties.

## C. Cybersecurity

Disclosure of entity-specific information

### C.1. Our approach to cybersecurity

#### Governance and strategy

In 2025, we have strengthened our commitment to continuous improvement in managing information security, in a framework aimed at guaranteeing confidentiality, integrity and availability of information and the processes underpinning Inditex's sales and distribution channels.

The Information Security Policy remains a core pillar of this model. Along with its associated regulations and procedures, it defines the principles guiding the actions of all our people to ensure they are aligned with corporate goals and standards when it comes to information security.

The Information Security department is the area responsible for ensuring compliance with this policy and promoting the measures necessary for its effective implementation. At the same time, the Information Security Committee, comprising members of Senior Management, is the supervisory body that ensures that best practices in security management, regulatory compliance and ethical values are properly implemented throughout the Company, as provided in the Regulations of the Information Security Committee.

More information on the Information Security Policy in section [MDR-P. Policies](#) and in annex [Detailed information. Policies](#) of this Report.

The Chief Information Security Officer Charter establishes the framework of action and competencies associated with this role, defining its place within the organisational structure. This document regulates the levels of organisational autonomy and independence — reporting to the Chief Executive Officer—, responsibilities and reporting lines that ensure effective management that is in keeping with the corporate governance principles.

The **Cybersecurity Advisory Committee**, a consultative and advisory body made up of independent experts, has continued its work in the last year, consolidating its place as a reference for strategic support in connection with information security. The Committee held two sessions in 2025, in which it continued to offer specialised advice and supported the Company as it develops its cybersecurity strategy. At these meetings, the Committee analysed the risks emanating from the geopolitical context, the impact of artificial intelligence, the most common threats and new intrusion techniques, highlighting the need to strengthen training and internal awareness. It also looked at the incident reporting and management models, the information classification and protection strategies and how cybersecurity is tailored to the particular characteristics of the sector.

More detail on the composition of the Cybersecurity Advisory Committee in the [Annual Corporate Governance Report](#).

On the other hand, the unwavering support of senior management in the field of cybersecurity continues to be a key aspect for driving investment aimed at reducing the risks associated with threats. This investment endeavour has allowed us to consolidate and strengthen our plan for continuous improvement of capabilities, as well as to promote new strategic initiatives aligned with the Company's objectives

in terms of protection, resilience and management of technological risks.

In response to the current context and external threats, and with the aim of continuing to drive continuous improvement in response to unpredictable evolving risks, we have developed the capabilities outlined in our strategic cybersecurity plan. This plan is aimed at ensuring a comprehensive and proactive approach to protection in our Company to enable us to anticipate potential threats, optimise the use of resources and guarantee business continuity in the event of an incident. We also harness professional research, guidance and advisory services from expert analysts who provide real-time support on long-term strategic needs and our short-term tactical requisites.

#### Compliance

Our commitment to cybersecurity includes a robust strategy, Senior Management's backing and strict compliance with international best practices and regulations.

We continue our ongoing monitoring of the cybersecurity regulations and in 2025 we completed the adaptation of the Digital Operational Resilience Act (DORA), enhancing our operational resilience and cybersecurity in the financial sector. We also commenced an analysis of the applicability, scope and implications of the Cyber Resilience Act (CRA). The aim of this study is to ensure regulatory compliance and the integration of cybersecurity requirements in our products and processes, in keeping with European standards to boost digital resilience.

As in previous years, we conducted various external assessments, both mandatory and voluntary, which allow us to measure our alignment with domestic and international cybersecurity best practices and standards. We have maintained the Korean Information Security Management System (K-ISMS), along with the Multi-Layer Protection Scheme (MLPS), which evidences our adherence to legal cybersecurity requirements in South Korea and China. In 2025 we also successfully renewed all major information security certifications:

**/ Payment Card Industry-Data Security Standard 4.0 (PCI-DSS)**, on the protection of our customers' payment card data.

**/ ISO/IEC 27001:2022**, which evaluates our Information Security Management System.

In addition, the Cybersecurity and Data Protection and Privacy departments maintain close collaboration to ensure compliance with the obligations arising from privacy regulations in the various markets.

In 2025 we continued to promote the initiative aimed at boosting the visibility of the security level of our leading partners, even before they are contracted, with the goal of reducing the risks associated with third parties. At the same time, we continue to strengthen security in our supply chain, having a team dedicated to carrying out reviews, assessments and implementing controls to verify the level of security and guarantees provided by suppliers.

## C.2. Actions and metrics related to cybersecurity

Throughout 2025, we continued to strengthen our defence capabilities to improve detection and response to threats such as DDoS attacks, credential stuffing and the vulnerabilities of third parties. We also carry out exercises to assess critical system recovery and mitigate continuity risks, grounded on an infrastructure that is certified in keeping with its high performance and reliability.

Our main actions in connection with cybersecurity in 2025 were as follows:

Action	Description	Results
<b>Detection and response</b>  <b>Related IROs:</b> G1.R2  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own operations	/ We have a <b>specialised cyberintelligence team</b> , tasked with continuous monitoring and the early detection of risks and threats. In 2025 we continued to examine the actors that might pose a threat to the Company, and their techniques, tactics and procedures (TTPs).	/ The analysis of these actors enabled us to identify the methods they use, assess our degree of readiness in respect of their TTPs and propose improvements to optimise our detection and response capabilities.
	/ We own a <b>Security Operations Centre (SOC)</b> available 24 hours a day, 7 days a week in charge of the detection, analysis, notification and resolution of potential security incidents that may affect the Company.	/ In 2025 a total of 66 events of interest were recorded. The most salient ones were reported to the Information Security Committee. None of these events had a material impact on our operations or financial statements.
<b>Intrusion prevention</b>  <b>Related IROs:</b> G1.R2  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own operations	/ The deployment of prevention measures is one of the most important tasks of our activity, and for this purpose we have a number of public and private <b>vulnerability detection</b> programmes aimed at pinpointing weaknesses in our perimeter.	/ We have processed 105 reports linked to our vulnerability detection programmes.
	/ We have carried out new <b>Red Team</b> scenarios, focusing on simulating attacks targeting the Company; the goal being to try to identify our weaknesses and to improve our security status.	/ Our main priorities are again the prevention of leaks and theft of sensitive information, the availability of critical services (sales and distribution) and the control of information integrity, with an emphasis on financial information.
<b>Training and awareness</b>  <b>Related IROs:</b> G1.R2  <b>Time horizon:</b> ongoing action  <b>Scope:</b> / Own operations	/ <b>Cybersecurity training</b> for members of the Board of Directors, as well as the Company's international management.	/ In 2025, we continued to implement individual training programmes to most effectively boost the knowledge of priority groups.
	/ Specialised training programmes for our software development teams, focused on strengthening security best practices and guaranteeing compliance with applicable regulations.	/ We provided specialised training to more than 4,000 users in 2025.
	/ We have expanded our in-house training catalogue by introducing new training pills that tackle emerging deepfake and artificial intelligence threats.  / We carry out social engineering exercises, with a particular focus on phishing tactics, aimed at verifying and reinforcing our people's awareness, enhancing their ability to identify and respond to threats.	

Furthermore, we remain committed to the automation of security operations, improving the speed, scalability, accuracy and efficiency of detection and response to cyberthreats. Likewise, we recognise the increasing importance of artificial intelligence; we are exploring new tools and analysing the risks and opportunities associated with it.

### Agreements and collaborations

We also promote security by partnering with public and private organisations, which allows us to stay abreast of the latest innovations and trends, giving us early insight into developments in this area. For example, we work with the NGO CyberPeace Institute, which helps

vulnerable communities protect themselves and recover from cyberattacks.

In addition, we are members of CSIRT.es (Platform of Spanish Cybersecurity and Incident Management Teams) and TF-CSIRT (Working Group of Security Incident Response Teams). We also belong to specialised cybersecurity forums such as the Centre for Industrial Cybersecurity (CCI), the Spanish Association for the Advancement of Information Security (ISMS Forum) and the Executive Action Forum, promoted by the RSA Conference.

# Annexes

Detailed information. Policies

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Detailed information. Methodology

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Disclosure of information required by Act 11/2018,  
regarding non-financial information and diversity (Tax Information)

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Disclosures pursuant to Article 8 of Regulation (EU) 2020/852  
(Taxonomy Regulation)

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Content indexes

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# Detailed information. Policies

MDR-P\_01; MDR-P\_02; MDR-P\_03; MDR-P\_04; MDR-P\_05

## Cross-cutting Policies

Guiding principle and key contents	Scope	Main related standards and other considerations
<p><b>Code of Conduct</b></p> <p>Approved by the Board of Directors on 17 July 2012 and amended on 6 February 2024 Accountable for the implementation: Ethics Committee</p> <p>Related IROs: E1.I1 / E1.I2 / E2.I1 / E2.I2 / E3.I1 / E3.I2 / E4.I1 / E5.I1 / E5.I2 / E5.I3 / S1.I1 / S1.I2 / S1.I3 / S1.I4 / S1.I5 / S1.I6 / S1.R1 / S1.O1 / S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1 / S4.I1 / S4.I2 / S4.I3 / S4.I4 / S4.R1 / G1.I1 / G1.I2 / G1.I3 / G1.I4 / G1.R1 / G1.R2</p>		
<p>/ Ethical commitments as a Company</p> <p>/ Principles that guide our actions as a part of the Inditex team and with respect to stakeholders: respect, honesty and integrity, transparency and responsibility</p> <p>/ Grievance mechanisms</p> <p>/ It emphasizes management's commitment 'Tone from the top' and includes the fundamental role of team leaders in the application of the Code and in the promotion of the corporate ethical culture</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p> <p>/ It promotes the alignment of suppliers, factories along the supply chain and related third parties</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• International Bill of Human Rights and Principles of the United Nations Global Compact</li> <li>• Main ILO Conventions</li> </ul> <p>/ Collaboration in the review process by a representative group of employees and the Sustainability and Inclusion Advisory Committee (previously known as the Social Advisory Board)</p> <p>/ The European Works Council was informed</p>
<p><b>Code of Conduct for Manufacturers and Suppliers</b></p> <p>Published in 2001 and last updated by the Board of Directors on 17 July 2012 Accountable for the implementation: Ethics Committee</p> <p>Related IROs: E1.I1 / E1.I2 / E2.I1 / E2.I2 / E3.I1 / E3.I2 / E4.I1 / E5.I1 / E5.I2 / E5.I3 / S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1 / G1.I1 / G1.I3 / G1.I4 / G1.R1</p>		
<p>/ Minimum standards for an ethical and responsible behaviour that must be observed by all of the Group's manufacturers and suppliers</p> <p>/ Pre-requisite to be a part of our supply chain</p>	<p>/ All manufacturers and suppliers involved in purchasing, manufacturing and finishing of the products sold by the Group</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• Principles of the Organisation for Economic Cooperation and Development (hereinafter, the 'OECD')</li> <li>• Base Code of the Ethical Trading Initiative</li> <li>• Principles of the United Nations Global Compact</li> <li>• ILO Conventions</li> </ul> <p>/ Consideration of the interests of supply chain factory workers</p>
<p><b>Human Rights Policy</b></p> <p>Approved on 12 December 2016 by the Board of Directors and last updated on 6 February 2024 Accountable for the implementation: Sustainability department and its chief officer</p> <p>Related IROs: S1.I1 / S1.I2 / S1.I3 / S1.I4 / S1.I5 / S1.I6 / S1.R1 / S1.O1 / S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1 / S4.I1 / S4.I2 / S4.I3 / S4.I4 / S4.R1 / G1.I1 / G1.I3 / G1.I4 / G1.R1 / G1.R2</p>		
<p>/ Commitment to respect internationally recognised human rights, both labour and non-labour</p> <p>/ Identification of the rights most directly linked to the Group's activities and stakeholders</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• International Bill of Human Rights, Principles of the United Nations Global Compact and Guiding Principles on Business and Human Rights (UN)</li> <li>• ILO Conventions and Declaration</li> <li>• OECD Guidelines for Multinational Enterprises</li> </ul> <p>/ Consideration of stakeholders' expectations and involvement of the Sustainability and Inclusion Advisory Committee</p>

**Guiding principle and key contents****Scope****Main related standards and other considerations****Sustainability Policy**

E1	E2	E3	E4	E5	S1	S2	S4	G1
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Approved by the Board of Directors on 9 December 2015 and amended on 4 February 2025  
Accountable for the implementation: Sustainability department and its chief officer

Related IROs: E1.11 / E1.12 / E1.R1 / E2.11 / E2.12 / E2.R1 / E3.11 / E3.12 / E3.R1 / E4.11 / E4.R1 / E5.11 / E5.12 / E5.13 / E5.R1 / E5.O1 / S1.11 / S1.12 / S1.13 / S1.14 / S1.15 / S1.16 / S1.R1 / S1.O1 / S2.11 / S2.12 / S2.13 / S2.14 / S2.15 / S2.R1 / S4.11 / S4.12 / S4.13 / S4.14 / S4.R1 / G1.11 / G1.12 / G1.13 / G1.14 / G1.R1 / G1.R2

<p>/ The Group's commitment to Sustainability</p> <p>/ General principles and action lines for integrating sustainable practices throughout the business model and stakeholder engagement</p> <p>/ Commitment to driving a transformation that contributes to the development of a fair and resilient society and a clean, healthy and sustainable environment</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p> <p>/ It promotes the alignment of suppliers, factories along the supply chain and related third parties</p>	<p>/ Main related third-party standards, including:</p> <ul style="list-style-type: none"> <li>International Bill of Human Rights, Principles of the United Nations Global Compact and Guiding Principles on Business and Human Rights (UN), ILO Conventions and OECD Guidelines.</li> <li>The Kunming-Montreal Global Biodiversity Framework, the Paris Climate Agreement and the Principles of the CEO Water Mandate initiative.</li> </ul> <p>/ Involvement of the Sustainability and Inclusion Advisory Committee</p>
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**Sustainability Stakeholder Relations Policy**

E1	E2	E3	E4	E5	S1	S2	S4	G1
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Approved by the Board of Directors on 4 February 2025  
Accountable for the implementation: Sustainability department and its chief officer

Related IROs: E1.11 / E1.12 / E1.R1 / E2.11 / E2.12 / E2.R1 / E3.11 / E3.12 / E3.R1 / E4.11 / E4.R1 / E5.11 / E5.12 / E5.13 / E5.R1 / E5.O1 / S2.11 / S2.12 / S2.13 / S2.14 / S2.15 / S2.R1 / G1.11 / G1.12 / G1.13 / G1.14 / G1.R1 / G1.R2

<p>/ Grounds for managing stakeholder engagement in connection with sustainability</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p>	<p>/ Involvement of the Sustainability and Inclusion Advisory Committee</p>
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**Policies related to environmental standards (ESRS E)****Policies and key contents****Scope****Main related standards and other considerations****Energy Policy**

E1	E2	E3	E4	E5	S1	S2	S4	G1
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Approved by the Board of Directors on 4 February 2025  
Accountable for the implementation: Sustainability department and its chief officer

Related IROs: E1.11 / E1.12 / E1.R1 / E2.12 / E4.11

<p>/ Commitment to promoting responsible energy supply and management that help reduce GHG emissions in our own operations and value chain, by promoting energy efficiency and selecting the best energy sources.</p> <p>/ Complementary and additional measures to contribute to improve the integrity and resilience of energy infrastructure, as well as actions aimed at sector transformation</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p> <p>/ It promotes the alignment of suppliers, factories along the supply chain and related third parties</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Paris Climate Agreement</li> </ul> <p>/ The interests and concerns of stakeholders in this field were taken into account when drawing up the Policy</p> <p>/ Involvement of the Sustainability and Inclusion Advisory Committee</p>
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**Policies and key contents****Scope****Main related standards and other considerations****Water Policy**

E1 E2 E3 E4 E5 S1 S2 S4 G1

Approved by the Board of Directors on 4 February 2025  
Accountable for the implementation: Sustainability department and its chief officer

Related IROs: E1.I1 / E1.I2 / E1.R2 / E1.I2 / E1.R1 / E2.I1 / E2.I2 / E2.R1 / E3.I1 / E3.I2 / E3.R1 / E4.I1 / E4.R1

/ Commitment to water valuation across our own operations and the value chain	/ The entire Group (companies and individuals)	/ Related third-party standards: <ul style="list-style-type: none"> <li>Principles on valuing water of the UN High Level Panel on Water</li> </ul>
/ Minimising the water footprint impact; protecting, conserving and restoring ecosystems; promoting access to water, sanitation and hygiene; ensuring a good water governance and driving transformation at industry level	/ People who provide services or collaborate with the Group (including the Board of Directors)	/ The interests and potential impacts on stakeholders were taken into account when drawing up the policy
	/ It promotes the alignment of suppliers, factories along the supply chain and related third parties	/ Involvement of the Sustainability and Inclusion Advisory Committee

**Ecosystems and Biodiversity Policy**

E1 E2 E3 E4 E5 S1 S2 S4 G1

Approved by the Board of Directors on 10 September 2024  
Accountable for the implementation: Sustainability department and its chief officer

Related IROs: E1.I1 / E2.I1 / E2.I2 / E2.R1 / E3.I1 / E3.I2 / E3.R1 / E4.I1 / E4.R1 / E5.I1 / E5.R1

/ Commitment to no deforestation, no degradation or no conversion of natural ecosystems, as well as to the betterment of biodiversity and the ecosystem health	/ The entire Group (companies and individuals)	/ Related third-party standards: <ul style="list-style-type: none"> <li>Accountability framework</li> </ul>
/ Promotion of the balanced and sustainable management, preservation and recovery of ancient and endangered forests and other natural ecosystems	/ People who provide services or collaborate with the Group (including the Board of Directors)	<ul style="list-style-type: none"> <li>Conclusions of the Global Assessment Report on Biodiversity and Ecosystem Services (IPBES)</li> <li>The Kunming-Montreal Global Biodiversity Framework</li> </ul>
	/ Suppliers of product and non-product that supply materials, products or services that may pose a material risk, as well as their supply chain	<ul style="list-style-type: none"> <li>Consultations with expert organisations (WWF, Conservation International, Canopy...)</li> <li>Involvement of the Sustainability and Inclusion Advisory Committee</li> </ul>

**Policies related to social standards (ESRS S)****Policies and key contents****Scope****Main related standards and other considerations****Diversity and Inclusion Policy**

E1 E2 E3 E4 E5 S1 S2 S4 G1

Approved by the Board of Directors on 12 December 2017 and partially amended on 14 December 2020  
Accountable for the implementation: People department and its chief officer

Related IROs: S1.I5 / S1.I6 / S1.R1 / S1.O1

/ Promotion of diverse teams and a culture of equality, inclusion and respect, based on multiculturalism and gender diversity, gender identity and expression, race, ethnicity, age, education, socio-economic class, disability, religion, sexual orientation, etc.	/ The entire Group (companies and individuals)	/ Related third-party standards: <ul style="list-style-type: none"> <li>GEEIS and GEEIS Diversity certifications</li> </ul>
	/ We promote its application to all related natural and legal person (workers in the supply chain, customers, suppliers, contractors and those who participate in selection processes)	<ul style="list-style-type: none"> <li>UN Standards of Conduct for Business against LGBTIQ+ discrimination at a global level</li> <li>Engagement with our people through affinity groups, worker representatives, or through Diversity Champions</li> </ul>

Policies and key contents	Scope	Main related standards and other considerations
<p><b>Global Anti-Harassment Policy</b></p> <p>Approved by the Board of Directors on 15 March 2022 and amended on 7 November 2023 Accountable for the implementation: People department and its chief officer</p> <p>Related IROs: S1.I6 / S1.R1</p>		E1 E2 E3 E4 E5 <b>S1</b> S2 S4 G1
<p>/ Commitment to the prevention of harassment of any type or form</p> <p>/ Prohibition of any kind of physical, sexual, psychological or verbal harassment or abuse to any member of our workforce, as well as any conduct that might create an intimidating, offensive or hostile work</p>	<p>/ The entire Group (companies and individuals), both in their relationship with other members of the Group and with any other stakeholder</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• Convention No. 190 and Recommendation No. 206 of the ILO on violence and harassment</li> </ul> <p>/ Involvement through social dialogue, in the implementation of protocols against sexual harassment in the Equality Plans with trade union representatives in Spain</p>
<p><b>Occupational Health and Safety Policy</b></p> <p>Approved by the Board of Directors on 10 September 2019 and amended on 13 December 2022 Accountable for the implementation: People department and its chief officer</p> <p>Related IROs: S1.I4 / S1.R1</p>		E1 E2 E3 E4 E5 <b>S1</b> S2 S4 G1
<p>/ Commitment to and continuous improvement of workplace well-being, health and safety, and effective management of work-related accidents and occupational diseases</p> <p>/ Foundation for our occupational health and safety management systems</p>	<p>/ The entire Group (companies and individuals)</p>	<p>/ Related third-party standards: ISO 45001</p> <p>/ Involvement through occupational health and safety training and management plans, with the participation of stakeholders</p>
<p><b>Information Security Policy</b></p> <p>Approved by the Board of Directors on 10 December 2019 Accountable for the implementation: Information Security department and its chief officer</p> <p>Related IROs: S4.I1 / S4.R1 / G1.R2</p>		E1 E2 E3 E4 E5 S1 S2 <b>S4</b> <b>G1</b>
<p>/ Principles and guidelines whereby the Group protects its information and the information shared with third parties</p> <p>/ To ensure the necessary confidentiality, maintaining the integrity and ensuring the availability of the information handled by the Group</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons linked to Inditex, when possible due to the nature of the relationship and when conducive to compliance</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• Payment Card Industry-Data Security Standard 4.0 (PCI-DSS)</li> <li>• ISO/IEC 27001:2022</li> <li>• Korean Information Security Management System (K-ISMS)</li> <li>• Multi-Layer Protection Scheme (MLPS)</li> </ul>
<p><b>Compliance Policy regarding Personal Data Protection and Privacy</b></p> <p>Approved by the Board of Directors on 11 June 2019 Accountable for the implementation: Data Protection and Privacy department and its officer</p> <p>Related IROs: S4.I1 / S4.R1 / G1.R2</p>		E1 E2 E3 E4 E5 S1 S2 <b>S4</b> <b>G1</b>
<p>/ Establishment and standardisation of the degree of compliance with the standards and best practices that most strongly guarantee data protection and privacy</p> <p>/ Principles and commitments in the processing of personal data under the Group's control</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons linked to Inditex, when possible due to the nature of the relationship and when conducive to compliance</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>• Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (General Data Protection Regulation)</li> </ul>

## Policies related to the governance standard (ESRS G)

Policies and key contents	Scope	Other considerations
<p><b>Compliance Policy</b></p> <p>Approved by the Board of Directors on 13 December 2016 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I1 / G1.I3 / G1.I4 / G1.R1</p>		E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b>
<p>/ Compliance with applicable legislation, internal regulations and the ethical commitments voluntarily undertaken by Inditex</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons linked to Inditex, when possible due to the nature of the relationship and when conducive to compliance</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>
<p><b>Due Diligence Policy</b></p> <p>Approved by the Board of Directors on 10 September 2019 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3 / G1.I4 / G1.R1</p>		E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b>
<p>/ Describing the process for the identification and analysis of business partners, suppliers and large customers in connection with corruption, fraud, international trade sanctions and similar risks</p> <p>/ List of the means available to implement due diligence</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons linked to Inditex, when possible due to the nature of the relationship and when conducive to compliance</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>
<p><b>Gifts and Invitations Policy</b></p> <p>Approved by the Board of Directors on 19 September 2017 and amended on 6 February 2024 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3</p>		E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b>
<p>/ Commitment to zero tolerance of corruption and bribery, and to actively combat and condemn any corrupt practices.</p> <p>/ Measures to prevent and detect practices relating to gifts and invitations that could compromise the integrity of the Group</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>
<p><b>Policy on Dealings with Public Servants</b></p> <p>Approved by the Board of Directors on 19 September 2017 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3</p>		E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b>
<p>/ To actively combat and strongly condemn any corrupt practices and any form of bribery of public servants, including facilitation payments</p> <p>/ Guidelines to prevent corruption and bribery</p>	<p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons related to Inditex, if applicable</p>	<p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>

Policies and key contents	Scope	Other considerations
<p><b>Policy on Donations and Sponsorships</b></p> <p>Approved by the Board of Directors on 19 September 2017 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3</p>	<p>/ Commitment to zero tolerance of corruption and bribery, and to actively combat and condemn any corrupt practices</p> <p>/ Compliance with the main anti-corruption and anti-bribery regulations applicable in the markets in which the Group operates</p>	<p>E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b></p> <p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>
<p><b>Anti-Money Laundering and Terrorist Financing Policy</b></p> <p>Approved by the Board of Directors on 13 March 2018 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3</p>	<p>/ Determination of criteria to prevent Group companies from being used to carry out any kind of money laundering and/or terrorist financing operations</p> <p>/ Definition of the due diligence processes implemented within the Company</p>	<p>E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b></p> <p>/ The entire Group (companies and individuals)</p> <p>/ Other natural or legal persons linked to Inditex, when possible due to the nature of the relationship and when conducive to compliance</p> <p>/ The interests, expectations and needs of stakeholders were taken into account when drawing up the Policy</p>
<p><b>Conflict of Interest Policy</b></p> <p>Approved by the Board of Directors on 16 July 2019 and last amended on 6 February 2024 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I1 / G1.I3 / G1.I4 / G1.R1</p>	<p>/ Development of the Group's action principles and guidelines for conduct in connection with conflicts of interest</p> <p>/ Measures to prevent and detect, disclose and manage conflicts of interest</p>	<p>E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b></p> <p>/ The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group</p> <p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> <li>France's Sapin II Law (Loi Sapin II)</li> <li>UK Bribery Act</li> <li>US Foreign Corrupt Practices Act (FCPA)</li> </ul>
<p><b>Criminal Risk Prevention Policy</b></p> <p>Approved by the Board of Directors on 19 July 2016 and amended on 12 March 2024 Accountable for the implementation: Compliance department and its chief officer</p> <p>Related IROs: G1.I3</p>	<p>/ Principles governing our commitment to the prevention, detection and management of criminal risks to which we are potentially exposed</p> <p>/ Guidance on the conduct persons in the Inditex Group should observe while carrying out their duties</p> <p>/ Regulation of the Model of Criminal Risk Prevention, included within the Global Compliance Model</p>	<p>E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b></p> <p>/ All Group companies and people in teams in Spain (including actions and operations carried out outside Spanish territory)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p> <p>/ Related third-party standards:</p> <ul style="list-style-type: none"> <li>Spain's Criminal Code</li> </ul> <p>/ Analysis of stakeholder engagement to identify the criminal risks to which the Company is potentially exposed due to its activity</p>

Policies and key contents	Scope	Other considerations
<p><b>Global Policy on Internal Reporting Channels</b></p> <p>Approved by the Board of Directors on 3 May 2023 Accountable for the implementation: Ethics Committee</p> <p>Related IROs: S1.I1 / S1.I2 / S1.I3 / S1.I4 / S1.I5 / S1.I6 / S1.R1 / S1.O1 / G1.I1 / G1.I2 / G1.I3 / G1.I4 / G1.R1 / G1.R2</p> <p>/ General principles applicable to the implementation of the Inditex Group's Internal Reporting System and to the different Internal Reporting Channels that comprise it</p> <p>/ Protection guarantees for Whistleblowers making use of the System as provided in the Policy</p>	<p>The entire Group (companies and individuals)</p>	<p>E1 E2 E3 E4 E5 <b>S1</b> S2 S4 <b>G1</b></p> <p>Related third-party standards:</p> <ul style="list-style-type: none"> <li>Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (the 'Whistleblower Protection Directive')</li> </ul> <p>/ Report to the European Works Council (EWC)</p>
<p><b>Ethics Line Procedure</b></p> <p>Approved by the Board of Directors on 17 July 2012 and last updated on 3 May 2023 Accountable for the implementation: Ethics Committee</p> <p>Related IROs: S1.I1 / S1.I2 / S1.I3 / S1.I4 / S1.I5 / S1.I6 / S1.R1 / S1.O1 / S2.I1 / S2.I2 / S2.I3 / S2.I4 / S2.I5 / S2.R1 / S4.I1 / S4.I2 / S4.I3 / S4.I4 / S4.R1 / G1.I1 / G1.I2 / G1.I3 / G1.I4 / G1.R1 / G1.R2</p> <p>/ Principles and guarantees applicable to the handling and processing of Whistleblowers' concerns and enquiries through the Ethics Line, as well as means made available</p> <p>/ Regulation of the processes for the handling and investigation of concerns and enquiries</p>	<p>Communications processed through the Ethics Line</p> <p>/ In a supplementary capacity, also for communications from all Internal Reporting Channels that do not have their own procedure, or for matters that are not covered therein</p>	<p>E1 E2 E3 E4 E5 <b>S1</b> <b>S2</b> <b>S4</b> <b>G1</b></p> <p>Related third-party standards:</p> <ul style="list-style-type: none"> <li>Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (the 'Whistleblower Protection Directive')</li> <li>Similar regulations in countries where they exist</li> </ul> <p>/ Report to the European Works Council (EWC)</p>
<p><b>Policy on Public Policy</b></p> <p>Approved by the Board of Directors on 10 December 2024 Accountable for the implementation: Public Policy department and its chief officer</p> <p>Related IROs: G1.I2</p> <p>/ Commitment to a transparent and responsible development of the preparation of public policies that affect our business activities, our stakeholders and society at large</p> <p>/ Development of the principles of action set out in the Group's Codes of Conduct and the Integrity Policies</p>	<p>The entire Group (companies and individuals)</p> <p>/ People who provide services or collaborate with the Group (including the Board of Directors)</p>	<p>E1 E2 E3 E4 E5 S1 S2 S4 <b>G1</b></p> <p>Related third-party standards:</p> <ul style="list-style-type: none"> <li>OECD Guidelines</li> <li>OECD Recommendation of the Council on Transparency and Integrity in Lobbying and Influence</li> </ul>

# Detailed information. Methodology

## General concepts

Concept	Definition
Own facilities	Our own facilities include those locations that are owned or operated by the Group; headquarters and commercial offices, stores, distribution centres and factories owned by the Group located in the vicinity of the Group's headquarters in Arteixo (A Coruña).
Upstream activities	These encompass design, sourcing of raw materials, manufacturing of our products, logistics and distribution.
Downstream activities	They include sales in physical stores and online platforms; and the use and end of life of our products.
Own workforce	In the context of this Report, and pursuant to the ESRS definitions, 'our own workforce' or 'our teams' include both employees and non-employees.
S1.SBM-3_01; S1.SBM-3_02	<p>/ Employees: personnel who have a direct employment relationship with the Company ('our people', 'workforce' or 'employees'). This includes the following groups, according to their job classification:</p> <ul style="list-style-type: none"> <li>- Management: employees in management positions with responsibility for interdisciplinary working groups related to the areas of design, manufacturing, distribution, logistics, stores, technology, sustainability and other general services. It also includes store management.</li> <li>- Supervisor: employees who are part of interdepartmental and cross-cutting working groups for design, logistics and stores, as well as sustainability, technology and other general services.</li> <li>- Specialist: employees with an impact through individual contribution related to one of the Group's activities in the areas of design, manufacturing, distribution, logistics, stores, sustainability, technology and other general services.</li> </ul> <p>/ Non-employees: other professionals who are not our own employees but that carry out activities for the Company, either by providing labour or people provided by employment companies ('other professionals' or 'non-employees'). This topic is not considered material for the reporting of related information in this Report.</p>

## E1. Climate change

### Targets (MDR-T)

Target	Related metrics	Scope	Methodology	Change of criterion/ methodology
Reaching net-zero GHG emissions by 2040	Scope 1, 2 and 3 emissions.	<p><u>Own operations:</u> Reduce scope 1 and 2 GHG emissions by 95% (market-based).</p> <p><u>Value chain:</u> Reduce scope 3 GHG emissions by 90%. It includes the following categories: purchased goods and services (category 1), fuel- and energy-related activities (category 3), upstream transportation and distribution (category 4), waste generated in operations (category 5), business travel (category 6), employee commuting (category 7), end-of-life treatment of sold products (category 12), downstream leased assets (category 13) and franchises (category 14).</p>	<p>/ We calculate and report GHG emissions in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC - Guidelines for National Greenhouse Gas Inventories, 2006) and the World Resources Institute (GHG Protocol, 2015), which divide emissions into scopes 1, 2 and 3.</p> <p>/ The reported GHG emissions are calculated in accordance with our Company's operating control approach and include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub> gases, which are expressed in units of CO<sub>2</sub> equivalent (CO<sub>2</sub>e).</p> <p>/ The base year was chosen in accordance with Science-Based Target initiative (SBTi) criteria for the completeness, verification, representativeness and ambition of the emissions inventory.</p> <p>/ Absolute and voluntary target.</p> <p>/ See details of the methodology for calculating emissions in the Metrics table.</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.
Reduce our total emissions by 53% by 2030	Scope 1, 2 and 3 emissions.	<p><u>Own operations:</u> Reduce scope 1 and 2 GHG emissions by 95% (market-based).</p> <p><u>Value chain:</u> Reduce scope 3 GHG emissions by 51%. It includes the following categories: purchased goods and services (category 1), fuel- and energy-related activities (category 3), upstream transportation and distribution (category 4), waste generated in operations (category 5), business travel (category 6), employee commuting (category 7), end-of-life treatment of sold products (category 12), downstream leased assets (category 13) and franchises (category 14).</p>	<p>/ We calculate and report GHG emissions in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC - Guidelines for National Greenhouse Gas Inventories, 2006) and the World Resources Institute (GHG Protocol, 2015), which divide emissions into scopes 1, 2 and 3.</p> <p>/ The reported GHG emissions are calculated in accordance with our Company's operating control approach and include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> gases which are expressed in units of CO<sub>2</sub> equivalent (CO<sub>2</sub>e).</p> <p>/ The base year was chosen in accordance with SBTi's criteria for the completeness, verification, representativeness and ambition of the emissions inventory.</p> <p>/ Absolute and voluntary target.</p> <p>/ See details of the methodology for calculating emissions in the Metrics table.</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.

## Metrics (MDR-M)

Description	Metric	Scope	Methodology	Information source	Change of criterion/methodology
Energy consumption (amount of energy consumed)	E1-5_01; E1-5_02; E1-5_03; E1-5_04; E1-5_05; E1-5_06; E1-5_07; E1-5_08; E1-5_09; E1-5_10; E1-5_11; E1-5_12; E1-5_13; E1-5_14; E1-5_15; E1-5_16; E1-5_17	<u>Own operations</u> : All headquarters and commercial offices, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.	Total energy consumption is calculated by aggregating the various kinds of consumption (acquired electricity, heat, steam, and cooling; renewable and non-renewable fuels; self-generated energy). When complete information is not available for the period to be reported, an estimate of the remaining period is made based on primary data.	Primary data: 79%  Estimated data: 21%	Not applicable.
Relative energy consumption (Wh/€)	E1-5_21	<u>Own operations</u> : All headquarters and commercial offices, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.	To calculate total relative energy consumption (Wh/€), total energy consumption (calculation described in the previous line 'Energy consumption') is divided by sales.  Sales correspond to the total value of the Group's net sales, as indicated in <u>Note 4</u> to our Consolidated Annual Accounts.	<u>Total energy consumption</u> : See previous line 'Energy consumption'  <u>Net sales</u> : Primary data: 100%	Not applicable.
Emissions intensity by euro of sales (g CO <sub>2</sub> e /€)	E1-6_32, E1-6_33, E1-6_34, E1-6_35	<u>Own operations</u> : All headquarters and commercial offices, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.  <u>Value chain</u> (in those cases in which the metric calculated includes scope 3).	To calculate GHG emissions intensity in the year, the Group's total emissions (as calculated in the following section) are divided by sales.  Sales correspond to the total value of the Group's net sales, as indicated in <u>Note 4</u> to our Consolidated Annual Accounts. No other revenues were considered that are excluded from the calculation of GHG emissions intensity.	<u>Total emissions</u> : See following section, 'Emissions calculation'  <u>Net sales</u> : Primary data: 100%	Not applicable.

## Emissions calculation

Description	Metric	Scope	Methodology	Information source	Emission factor	Change of criterion/methodology
Scope 1 emissions (direct emissions related to sources under the direct control of the Inditex Group)	E1-4_01, E1-4_03, E1-4_04, E1-4_18, E1-4_21, E1-4_25, E1-6_01, E1-6_03, E1-6_04, E1-6_07, E1-6_08, E1-6_15	<u>Own operations</u> : All headquarters, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.	Scope 1 emissions are calculated based on total fuel consumption. Total consumption is multiplied by the corresponding emission factor, depending on the type of fuel. For facilities located in Spain, the emission factors of MITECO (Ministerio para la Transición Ecológica y el Reto Demográfico) are used, and for the rest, those of DEFRA (Department for Environment, Food & Rural Affairs) are used.	Primary data: 99%  Estimated data: 1%	DEFRA (Department for Environment Food & Rural Affairs), 2025.  MITECO (Ministerio para la Transición Ecológica y el Reto Demográfico), 2024.	Not applicable

Description	Metric	Scope	Methodology	Information source	Emission factor	Change of criterion/ methodology
Scope 2 emissions (market-based) (Indirect emissions, associated with the generation of electricity, heating, steam and cooling acquired and consumed by the Inditex Group)	E1-4_01, E1-4_03, E1-4_04, E1-4_18, E1-4_21, E1-4_25, E1-6_01, E1-6_03, E1-6_04, E1-6_10, E1-6_13, E1-6_15, E1-6_18, E1-6_21, E1-6_22, E1-6_31	<u>Own operations:</u> All headquarters and commercial offices, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.	Emissions associated with purchased electricity are calculated by multiplying electricity consumption by the corresponding emission factor, depending on the source of the energy and/or the market where the facility is located. For renewable energy, the emission factor of the corresponding contractual instrument is used (PPA, I-REC, GO, etc.). Otherwise, International Energy Agency (IEA) emission factors are used.  For heating, steam and cooling acquired, the total consumption is multiplied by the corresponding emission factor. In this case, DEFRA (Department for Environment, Food & Rural Affairs) emission factors are used.	Primary data: 76%  Estimated data: 24%	Market-based method: / Contractual instruments for renewable energy (PPA, EACs, etc.). / DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable
Scope 2 emissions (location-based) (Indirect emissions, associated with the generation of electricity, heating, steam and cooling acquired and consumed by the Inditex Group)	E1-4_01, E1-4_18, E1-4_21, E1-4_25, E1-6_09, E1-6_12, E1-6_15, E1-6_30	<u>Own operations:</u> All headquarters and commercial offices, own factories, own logistics centres, e-commerce centres (operational control) and own stores are included.	Emissions associated with purchased electricity are calculated by multiplying electricity consumption by the corresponding emission factor, depending on the market where the facility is located. International Energy Agency (IEA) emission factors are used.  For heating, steam and cooling acquired, the total consumption is multiplied by the corresponding emission factor. In this case, DEFRA (Department for Environment, Food & Rural Affairs) emission factors are used.	Primary data: 76%  Estimated data: 24%	Location-based method: / IEA (2025), Emission Factors. / DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable
Scope 3 emissions (Other indirect emissions related to the production chain of goods and services, their distribution and marketing outside the Company).	E1-4_01, E1-4_02, E1-4_15, E1-4_16, E1-4_18, E1-4_21, E1-4_25, E1-6_01, E1-6_03, E1-6_04, E1-6_11, E1-6_15, E1-6_25, E1-6_26	Value chain.	Details below for each Scope 3 category:	Primary data: 50%  Estimated data: 50%	Details below for each Scope 3 category:	Details below for each Scope 3 category:
			<u>Category 1:</u> Purchased goods and services:  - Raw materials extraction: This category is calculated on the basis of raw materials consumption data. Depending on the type of raw material, the relevant emission factor is applied (Higg Materials Sustainability Index - MSI).  - Production processes: Emissions are calculated based on the energy consumption of the factories in the supply chain, the factory's production for Inditex (in kg) and the corresponding emission factor. For those factories for which no actual consumption data is available, it will be estimated using factories emissions calculated based on the primary data and the factory's production for Inditex.		<i>Higg Materials Sustainability Index (MSI)</i> , 2025.  IEA (2025), <i>Emission Factors</i> .  DEFRA ( <i>Department for Environment Food &amp; Rural Affairs</i> ), 2025.	Not applicable.
			<u>Category 2:</u> Capital goods: Emissions are calculated based on investment in property, plant and equipment, applying the corresponding emission factor according to the type of investment and the market in which it is made. The emission factors used are provided by Risilience, academic partner of the University of Cambridge's Centre for Risk Studies.		Risilience, academic partner of the University of Cambridge's Centre for Risk Studies.	Not applicable.

Description	Metric	Scope	Methodology	Information source	Emission factor	Change of criterion/ methodology
			<u>Category 3:</u> Fuel-and energy-related activities. To calculate this category, scope 1 and 2 energy consumption is used. According to the energy source and its origin, the corresponding emission factor is applied.		IEA (2025), Emission Factors	Not applicable
			<u>Category 4:</u> Upstream transportation and distribution. These emissions are calculated based on the tonnes, distance and means of transport used to distribute our products. GLEC (Global Logistic Emissions Council Framework for Logistics Emissions Accounting and Reporting) emission factors are used. Inditex is working on improving its internal corporate systems to include specific transport flows, such as inter-store transport or last-mile e-commerce delivery, among others.		DEFRA (Department for Environment Food & Rural Affairs), 2025.  GLEC, Global Logistic Emissions Council Framework for Logistics Emissions Accounting and Reporting.	The calculation criteria have been updated following improvements to the information systems, which now allow for a more accurate allocation of emissions related to storage operations. To ensure data transparency and comparability, figures from previous year have been recalculated.
			<u>Category 5:</u> Waste generated in operations. To calculate this category, we use the data of waste generated in own operations. According to the type of waste and its final destination, we use the corresponding emission factor (DEFRA - Department for Environment Food & Rural Affairs).		DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable
			<u>Category 6:</u> Business travel. Emissions in this category are calculated according to means of transport, class of ticket and distance travelled by employees of the Spanish subsidiaries. The emission factors applied are those proposed by DEFRA (Department for Environment Food & Rural Affairs). Emissions are extrapolated to the rest of the subsidiaries based on the breakdown of travel expenditure by market.		DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable.
			<u>Category 7:</u> Employee commuting. Their calculation involves estimating average distances covered by means of transport and commuting patterns based on bibliographic research. DEFRA (Department for Environment, Food & Rural Affairs) emission factors are used.		DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable.
			<u>Category 8:</u> Upstream leased assets (emissions associated with third-party assets leased by Inditex). Emissions associated with third-party assets leased by Inditex are immaterial.		Not applicable.	Not applicable.
			<u>Category 9:</u> Downstream transportation and distribution (emissions from the downstream transportation and distribution of sold products). Not reported. Inditex is working on improving the internal corporate systems to provide this information with the degree of detail required.		Not applicable.	Not applicable.
			<u>Category 10:</u> Processing of sold products (emissions from the subsequent transformation of sold products). Not applicable. Products sold do not require transformation to be used by our customers.		Not applicable.	Not applicable.

Description	Metric	Scope	Methodology	Information source	Emission factor	Change of criterion/ methodology
			<u>Category 11</u> : Use of sold products (estimated emissions from the use of products sold by Inditex). Their calculation takes into account the energy consumed during the use phase based on bibliographic research. International Energy Agency (IEA) emission factors are used.		IEA (2025), Emission Factors.  Higg Product Module methodology, June 2021.	Not applicable.
			<u>Category 12</u> : End-of-life treatment of products sold (emissions generated from the final disposal of products sold by the Company). To calculate these emissions, the final destination of our products and packaging is estimated. DEFRA (Department for Environment, Food & Rural Affairs) emission factors are used.		DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable.
			<u>Category 13</u> : Downstream leased assets (emissions from Inditex-owned assets leased to third parties). Emissions from downstream leased assets are calculated based on energy consumption and its corresponding emission factors.		MITECO (Ministerio para la Transición Ecológica y el Reto Demográfico), 2024.	Not applicable.
			<u>Category 14</u> : Franchises (emissions from franchisees during the operation of franchises). Emissions from franchised stores are estimated based on the consumption of own stores.		IEA (2025), Emission Factors.  DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable.
			<u>Category 15</u> : Investments. Not applicable.		Not applicable.	Not applicable.
Biogenic emissions (scope 1 and 3)	E1-6_17, E1-6_28	Scope 1: Own operations. Scope 3: Value chain.	Biogenic emissions are calculated based on the total consumption of biofuels. Total consumption is multiplied by the corresponding emission factor, depending on the type of biofuel.	Scope 1: Primary data: 100%  Scope 3: Primary data: 86%, Estimated data: 14%	DEFRA (Department for Environment Food & Rural Affairs), 2025.	Not applicable.

## Climate risk management and control framework methodology

### Metrics used

Impact	The effect that a scenario would have if it were to materialize. The scenario methodology established by the Group considers four severity levels based on the intensity of the impact on the expected cash flows over the horizon discounted at the evaluation date at the Group's average cost of capital (WACC). The average impact resulting from the four established severity levels is considered as the outcome of the scenario for the Group, in order to obtain the cash flow of the four severities adjusted by the probability of occurrence. The business units establish the stress parameters for each of the severities (percentage of stress in the expected revenue and/or routine cost variables, as well as the impact horizon), in order to obtain the deviation from the expected cash flow due to the potential materialization of the different severities.
Likelihood	Risk managers establish probabilities of occurrence over the evaluation horizon for each level of severity. These represent the probability of materialization of the various events described in the different severities of each scenario. The various possible scenarios are documented in terms of impact and likelihood of occurrence.

## Model assumptions

Due to the nature and long-term horizon of climate-related risks, especially in the physical dimension, the Group needs to analyse impacts over time horizons longer than five years. For this purpose, once the Group's expected cash flows for the short-term horizon (0-3 years) have been established, these financial estimates are used to assess the impacts on the different climatic conditions in the medium term (3-10 years) and the long term (more than 10 years)<sup>56</sup>. These time horizons take into account the useful life of our assets<sup>57</sup> and the Group's planning and business cycles.

To assess the potential climate-related physical and transition risks, we use a representation of the Group, known as a 'digital twin'. This model is updated annually with information on financial estimates, our own facilities and our value chain, raw materials used in our products, a geographic breakdown of the business and the Group's scope 1, 2 and 3 greenhouse gas emissions.

### Physical risk

Type of risk	Model assumptions
Acute	<ul style="list-style-type: none"> <li>/ Each key facility is assigned a degree of dependence and contribution to Group revenues commensurate with its participation in our value chain. The scale of the disruption translates into the corresponding loss of income.</li> <li>/ Extreme weather events are modelled independently, assuming that they are not correlated.</li> <li>/ The current portfolio of key facilities is considered to remain static over the five years of projected impact.</li> <li>/ The vulnerability functions of key facilities have been parametrised on the basis of expert knowledge grounded on empirical data. The functions are homogeneous for all geographies. For a limited group of especially important assets, specific recovery curves are applied. Work is underway to develop specific curves for other asset types.</li> </ul>
Chronic	<ul style="list-style-type: none"> <li>/ In the analysis of agricultural risks, for each crop type the impact on yield was modelled in accordance with a range of variables (precipitation patterns and shortage, temperature variations, extreme temperature, etc.).</li> <li>/ Crop vulnerability functions are parametrised using the FAO (Food and Agriculture Organization) and Ecocrop databases to determine the suitability of a specific environment by optimal conditions for the growth of the various crops.</li> <li>/ To estimate the financial impacts (decrease in sales or increase in supply costs), the level of dependence on the different raw materials analysed at the commercial format and Group level is considered.</li> <li>/ The Group's dependence on the raw materials analysed is considered to be static over the five years of projected impact.</li> </ul>

<sup>56</sup> For the purposes of the materiality assessment, the time horizons of the climate-related impacts, risks and opportunities have been reconciled with those provided in ESRS 1.

<sup>57</sup> The time horizons were established on the basis of the useful life of the assets on the balance sheet. See our Consolidated Annual Accounts, [Note 3.2](#), Accounting Policies, b) Property, plant and equipment, which is reviewed annually. The useful life of the Group's assets is currently established in the medium to long term.

## E2. Pollution

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Information source	Change of criterion/methodology
Degree of compliance with the Picking programme	MDRA-05 (E2)	<u>Own operations (our products)</u> : Articles produced in the summer and winter campaigns of the reporting period.	<p>/ The initial degree of compliance is calculated as the ratio of the number of textile items meeting each of the Group's standards (CtW, PTR, StW) to the total number of textile items in the Summer/Winter campaigns of the reporting year.</p> <p>/ The information used for this calculation is obtained from laboratory analyses as part of the product health and safety control procedure.</p>	Primary data: 100%	Not applicable.

## E3. Water

### Targets (MDR-T)

Target	Related metrics	Scope	Methodology	Change of criterion/methodology
25% reduction in water consumption in the supply chain by 2025	E3-3_08, E3-4_10	<u>Value chain</u> : Facilities that carry out any type of wet process in the Inditex supply chain, except for the production of raw materials.	<p>/ Relative and voluntary target.</p> <p>/ See calculation methodology in the Metrics table.</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Information source	Change of criterion/methodology
Water consumption throughout the supply chain	E3-4_10	<u>Value chain</u> : Facilities that carry out any type of wet process in the Inditex supply chain, except for the production of raw materials.	The water consumption is calculated for each of the facilities — regardless of their location — that carry out wet processes intervening in the manufacturing of the Group's textile and footwear products, based on the total production of each factory (in kg) and the relative consumption (l/kg) of each facility. This data is compiled from our factories (for example, in environmental audits). For those facilities for which we do not have information, consumption is estimated based on the actual data from the rest of the facilities. The ratio is calculated by dividing the total litres by the total kg produced for Inditex.	<p>Primary data: 83%</p> <p>Estimated data: 17%</p>	Not applicable.

## E4. Biodiversity and ecosystems

### Targets (MDR-T)

Target	Related metrics	Scope	Methodology	Change of criterion/ methodology
5 million hectares protected, restores or regenerated, or under other forms of management for biodiversity improvement by 2030	E4-4_01, E4-4_07, E4-4_08, E4-3_15	Value chain geographies, as well as regions outside the value chain identified as important areas of action by our conservation partners.	<p>/ The sum of hectares under protection, restoration and regeneration projects and other types of improvement at various phases of implementation during the 2023-2030 period is calculated:</p> <ul style="list-style-type: none"> <li>- <u>Committed</u>: initial phase of community outreach, awareness and engagement. This phase includes establishing the baseline for measuring progress.</li> <li>- <u>In process</u>: phase of implementation of the activities and measurement and monitoring of the results.</li> <li>- <u>Advanced</u>: phase in which positive trends are observed.</li> </ul> <p>/ The information on the hectares reached comes from the various organisations with whom we implement the projects.</p> <p>/ When Inditex is not the sole investor in a project, the surface area will be allocated based on the proportional contribution of each party.</p> <p>/ In establishing our target, we did not apply ecological thresholds due to the traceability difficulties posed, nor considering offsets in setting the target.</p> <p>/ Absolute and voluntary target.</p> <p>/ The establishment of a base year does not apply to this target.</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.

## E5. Resource use and circular economy

### Targets (MDR-T)

Target	Related metrics	Scope	Methodology	Change of criterion/ methodology
Fibres Plan: use of 100% lower-impact fibres by 2030	E5-3_13	Textile fibres used in our products in the winter campaign. In addition, certain non-fibres such as leather and polyurethane are included.	<p>/ See table 'Sustainability metrics for the classification of lower-impact raw materials'.</p> <p>/ Measured in tonnes of lower-impact raw materials.</p> <p>/ Absolute and voluntary target.</p> <p>/ The establishment of a base year does not apply to this target.</p> <p>/ The consumption of raw materials is calculated based on the garment's weight, the units of each article and its percentage composition (the figure includes the raw material used in the final product; it does not include any wastage that may have occurred during the production process).</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.
Provide circularity services such as Zara Pre-owned in key markets by 2025	E5-2_05, E5-3_13	Service provided by the Inditex Group to its customers.	<p>/ Key markets for the implementation of the project are compiled.</p> <p>/ Absolute and voluntary target.</p> <p>/ The establishment of a base year does not apply to this target.</p>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.

## Metrics (MDR-M)

Description	Metric	Scope	Methodology	Information source	Change of criterion/ methodology
Product composition	E5-4_02, E5-4_03, E5-4_04, E5-4_05, E5-4_06	<u>Own operations (our products)</u> ; All the items from the winter and summer campaigns of the reporting year offered for sale.	The consumption of raw materials is calculated based on the garment's weight, the units of each article and its percentage composition. The figure includes the raw material used in the final product; it does not include any wastage that may have occurred during the production process.	Primary data: 100%	Not applicable.
Composition of packaging	E5-4_04, E5-4_06	<u>Own operations and value chain</u> : All the packaging elements from the reporting year placed on the market.	For each item of clothing, we obtain the packaging details for the three different inflows and outflows (inflow to warehouse, inflow to store and outflow to customer). This is then used to categorise the materials as plastic, paper and cardboard and other.	Primary data: 19% Estimated data: 81%	Not applicable.
Waste generated	E5-5_06, E5-5_07, E5-5_08, E5-5_09, E5-5_10, E5-5_11, E5-5_15, E5-5_17	<u>Own operations</u> : Headquarters, own factories, own logistics centres, e-commerce centres (operational control) and own stores.	The waste generated is calculated based on the data collected at our facilities. When there is no available data, we extrapolate from the primary data.	<u>Headquarters, own factories and centres</u> : Primary data: 92%  Estimated data: 8%  <u>Own stores</u> : Primary data: 21%  Estimated data: 79%	Not applicable.

## Sustainability parameters for the classification of lower-impact raw materials:

Parameter	Description
Traceability	It is essential to have a robust, operational and scalable traceability system for fibre and material throughout the supply chain.
Standards and certifications	Fibres or materials must comply with the third-party best practice standards and require third-party certification or external verification to ensure their compliance. The Fibres Plan includes the standards developed by the Textile Exchange, Canopy, Changing Markets and the Leather Working Group, among others. The full list of accepted standards under our Fibres Plan is included below.
Impact analysis	The sustainability of the fibre or material is assessed on the basis of Life Cycle Analysis (LCA) methodology, where available.

## List of certified lower-impact raw materials

SASB CG-AA-440a.3

NAME OF MATERIAL (Generic)	CLASSIFICATION	NAME OF MATERIAL (Generic)	CLASSIFICATION	NAME OF MATERIAL (Generic)	CLASSIFICATION
Steel	Responsible Steel	Cellulose diacetate	Recycled cellulose diacetate (RCS/GRS/FSC Recycled)	Silver	Recycled silver (RCS/GRS/RJC)
	Recycled steel (RCS/GRS)	Elastane	Recycled elastane (RCS/GRS)	Feather	Recycled feather (RCS/GRS)
Acetate	MMCF - innovative fibres	Elastomultiester	Recycled elastomultiester (RCS/GRS)		Responsible feather (RDS)
	MMCF - other third-party standards (Canopy, Changing Markets)	Styrene butadiene styrene	Recycled styrene butadiene styrene (RCS/GRS)	Down	Recycled down (RCS/GRS)
	Recycled MMCF (RCS/GRS)	Ethyl Vinyl Acetate	Recycled Ethyl Vinyl Acetate (RCS/GRS)		Responsible down (RDS)
Acrylic	Recycled acrylic (RCS/GRS)	Mdf	Recycled mdf (FSC Recycled)	Polyamide	Polyamide - innovative fibres
Acrylonitrile butadiene styrene	Recycled acrylonitrile butadiene styrene (RCS/GRS)	Iron	Recycled iron (RCS/GRS)		Recycled polyamide (RCS/GRS/REPREVE)
Chipboard	Recycled chipboard (FSC Recycled)	Wool	Recycled wool (RCS/GRS)	Polycarbonate	Recycled polycarbonate (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
Alcohol	Organic alcohol (Cosmos organic)		Responsible wool (RWS)	Polyester	Polyester - innovative fibres
Cotton	In conversion/transitional cotton (OCS/GOTS)	Latex	Recycled latex (FSC Recycled /RCS/GRS)		Recycled polyester (RCS/GRS/REPREVE/Eucertplast/Recyclclass/ISCC Plus)
	Organic cotton (OCS/GOTS)	Brass	Recycled brass (RCS/GRS)	Polystyrene	Recycled polystyrene (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
	Recycled cotton (RCS/GRS)	Linen	European linen (European Flax certificate)	Polyethylene	Recycled polyethylene (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
	Cotton from regenerative practices (Regenagri)		Organic linen (OCS/GOTS)	PET	Recycled PET (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
Alpaca	Recycled alpaca (RCS/GRS)	Lyocell	Recycled linen (RCS/GRS)	Polymethyl methacrylate	Recycled polymethyl methacrylate (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
	Responsible alpaca (RAS)		MMCF - innovative fibres	Polypropylene	Recycled polypropylene (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)
Aluminium	Recycled aluminium (RCS/GRS)		MMCF - other third-party standards (Canopy/Changing Markets)	Polyurethane	Recycled polyurethane (RCS/GRS)
Bamboo	Bamboo (FSC Recycled/FSC 100%)	Wood	Recycled MMCF (RCS/GRS)	Thermoplastic polyurethane	Recycled thermoplastic polyurethane (RCS/GRS)
Cashmere	Recycled cashmere (RCS/GRS)	Methacrylate	Recycled wood (FSC Recycled)	Rattan	Rattan (FSC Recycled/FSC 100%)
Hemp	Organic hemp (OCS/GOTS)		Recycled methacrylate (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)	Resin	Recycled resin (FCS Recycled)
	Hemp - innovative fibres	Metal	Recycled metal (RCS/GRS)	Particle board	Recycled particle board (FSC Recycled)
Cardboard	Recycled cardboard (FSC Recycled/RCS/GRS)	Wicker	Recycled wicker (FSC Recycled)	Glass	Recycled glass (RCS/GRS)
Rubber	Recycled rubber (FSC Recycled/RCS/GRS)	Modal	MMCF - other third-party standards (Canopy/Changing Markets)	Viscose	MMCF - innovative fibres
Wax	Organic wax with palm oil (RSPO/Soil Association Organic Standards - Health & Care beauty products)	Paper	Recycled paper (FSC Recycled/RCS/GRS)		MMCF - other third-party standards (Canopy/Changing Markets/FSC)
	Organic wax without palm oil (Soil Association Organic Standards - Health & Care beauty products)	Cellulose paste	Recycled cellulose paste (FSC Recycled)		Recycled MMCF (RCS/GRS)
Ceramics	Recycled ceramics (RCS/GRS)	PCTG	PCTG (RCS/GRS/Eucertplast/Recyclclass/ISCC Plus)	Zinc	Recycled zinc (RCS/GRS)
Copper	Recycled copper (RCS/GRS)		Recycled PCTG - innovative fibres		
	Responsible copper (The Copper Mark)	PEVA	Recycled PEVA (RCS/GRS)		
Plywood	Recycled plywood (FSC Recycled)	Leather	Leather (Leather Working Group)		
Cork	Recycled cork (FSC Recycled)		Bonded leather fibres (GRS/RCS)		

## S1. Own workforce

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Change of criterion/methodology
Characteristics of employees	SBM-1_03, S1-6_01, S1-6_02, S1-6_04, S1-6_05, S1-6_07, S1-6_08, S1-6_13, S1-6_14, S1-6_15, S1-6_16, S1-6_18, S1-6_19, S1-6_20, S1-9_03, S1-9_04, S1-9_05	The entire Group.	The total number of employees is calculated for the average of the last quarter of the financial year, based on the number of days that a person has worked, over the number of days in the period analysed and adding up the information for all the employees. Once this data is obtained, it is broken down by: gender, professional category, age, types of working hours and contract.	Not applicable.
FTE employees	S1-6_09, S1-6_14	The entire Group except employees with contracts without guaranteed hours.	The percentage of each employee's basic working hours is calculated against the full-time working hours (FTE), adding up the information for all employees. The data compiled for the indicator is the average for the last quarter of the financial year.	Not applicable.
Number of employee leaves	S1-6_11	The entire Group.	The total number of employees by category of leaves (voluntary or not voluntary) is reported for the entire financial year.	Not applicable.
Employee turnover	S1-6_12	The entire Group.	Calculated by dividing the number of employee departures (S1-6_11) by the employee annual average (average for the full financial year).	Not applicable.
Percentage of employees covered by collective bargaining agreements	S1-8_01, S1-8_02, S1-8_03	The entire Group.	The number of employees covered by collective bargaining agreements, in force in each market, is obtained, calculating their % over the total employees.	Not applicable.
Percentage of employees covered by workers' representatives (in the EEA)	S1-8_06	The entire Group.	We compile the work centres in which there are workers' representatives and the number of people actively employed in them on the date of analysis. These data are then used to calculate the percentage over the total employees at year end.	Not applicable.
Adequate wages	S1-10_01	The entire Group.	To ensure that wages are adequate in all markets, following verification methodology is used: / We analyse people employed covered by collective bargaining agreements. / For groups not covered by collective bargaining agreements, we check that they are covered by an official minimum wage. / If they are not, a review is made to see if there is a market comparison according to the ARI's Anker methodology. / If they are not covered by any of the aforementioned mechanisms, a verification is made in accordance with Directive (EU) 2022/2041 on adequate minimum wages in the European Union.	Not applicable.
People with disabilities	S1-12_01, S1-12_02	The entire Group.	To calculate the percentage of employees with disabilities, the number of registered employees with disabilities at the end of the reporting period is divided by the average annual workforce, and is subsequently broken down by gender.  This data is especially sensitive and there are limitations when compiling it due to confidentiality regulations and the legislative differences between the countries in which we operate. In some markets it is either not possible to request or record this information, there may be discrepancies between our methodologies and the official ones, or initial employment contracts are required through external entities.  Consequently, the real number of people with disabilities may differ from the figure reported in some countries, including: the United Kingdom, Ireland, Nordic countries, Switzerland, Spain, the United States, Canada, Australia and New Zealand.	Not applicable.
Training hours	S1-13_01, S1-13_03, S1-13_04	The entire Group.	The total number of training hours completed per employee is calculated, as is the number of participants, individuals trained and hours per person. The information is detailed by professional category and gender.	Not applicable.

Description	Metric	Scope	Methodology	Change of criterion/methodology
Metrics linked to ISO 45001	S1-14_01	The entire Group.	Information is compiled from markets and companies certified with ISO 45001. The percentage of employees covered is obtained by cross-referencing this data with the employees information by market (S1-6_04).	Not applicable.
Recordable accidents, work-related health events and accident rates (employees)	S1-14_04, S1-14_05, S1-14_06	The entire Group (except the following markets: Monaco, Morocco, Pakistan, Bangladesh, Vietnam, Cambodia, Singapore, United Arab Emirates).	<ul style="list-style-type: none"> <li>/ Recordable accidents are considered to be any non-commuting workplace accident resulting in absence from work for more than 1 day and involving hospitalisation, fainting, burns to more than 10% of the body or amputation. Accidents deemed to be serious by the local authorities in each market can also be recorded.</li> <li>/ Work-related health events are considered to be all non-commuting work-related accidents involving absence from work for more than 1 day, of a musculoskeletal nature and related to the performance of the individual's usual work duties. Occupational diseases are also considered to be health events.</li> <li>/ Frequency rate: no. of recordable accidents in relation to the total time worked by employees in the reporting period. The following formula is used to calculate it: (No. accidents with leave * 1,000,000) / No. hours worked.</li> <li>/ Severity rate: As a reference, the number of days of sick leave due to recordable accidents and the number of hours worked in the reporting period are used. The following formula is used to calculate it: (Days of leave * 1,000) / No. hours worked.</li> </ul>	Not applicable.
Days lost due to injuries and fatalities resulting from occupational accidents or diseases	S1-14_07	The entire Group.	The number of days lost is calculated by counting all days of absence as a result of recordable accidents and health events.	Not applicable.
Parental leave	S1-15_01, S1-15_02, S1-15_03	The entire Group.	<ul style="list-style-type: none"> <li>/ Percentage of employees that might benefit from parental leave: Based on the list with the total number of employees, we check local legislation to find out if they are entitled to parental leave. The consultation is segmented by the employee's workplace type, which may be an office, store, and, in the case of Spain, logistics centres and factories are also included.</li> <li>/ Percentage of employees that might benefit from parental leave: The total number of employees who are entitled to this type of leave is divided by those who have taken it. This information is broken down by gender.</li> </ul>	The calculation criterion has been updated to ensure consistency in the information reported by the various markets. The figures from previous years have been recalculated to ensure the transparency and comparability of the data.
Gender pay gap	S1-16_01, S1-16_03, S1-16_04	The entire Group.	This is calculated on the basis of the median salary in each market (considering the total salary: fixed plus variable, consisting of commission and bonus) raising all employees to full-time. By activity group (office, store, logistics and factories) and market, the median salary of men is subtracted from that of women and divided by the median salary of men. The results are weighted by activity group and market taking into account the weight they represent in the total workforce. The result obtained shows the percentage difference between women and men, with a positive sign when it favours women, and a negative sign when it favours men.	Not applicable
Ratio of total annual remuneration	S1-16_02	The entire Group.	<ul style="list-style-type: none"> <li>It is calculated as the ratio between:</li> <li>/ The total remuneration to be received by the CEO, in a theoretical scenario of meeting the target objectives (as provided for in the Directors' Remuneration Policy for the fiscal years 2024, 2025 and 2026), including all components, i.e., fixed salary and variable remuneration (annual and long term).</li> <li>/ The total remuneration to be received on a full-time basis by all employees, including all fixed and variable wage-related payments (commissions and bonuses), through which the median value is established for comparison with highest individual wage.</li> </ul>	The criteria used to calculate the ratio have been reviewed to align them with recent market practices. The figures from previous years have been recalculated to ensure the transparency and comparability of the data.
Average remuneration	Act 11/2018	The entire Group.	The average remuneration of individuals belonging to each group analysed is calculated based on the wage to be received on a full-time basis by all employees including fixed and variable wage-related payments (commissions and bonuses), through which the median value is established for comparison with the highest individual wage.	Not applicable

Description	Metric	Scope	Methodology	Change of criterion/methodology
Promotion ratio	—	The entire Group.	To calculate the promotion ratio, we compare the total number of promotions against new recruits to the Group.	The calculation criterion has been updated as a result of the revised job evaluation and classification.
Hours of absenteeism	Act 11/2018	All the Group (except for offices and logistics centres outside Spain).	Hours of absenteeism are calculated by differentiating each group analysed. For hourly absences, the effective number of hours of absence is calculated. Daily absences were converted into hours taking into account the employee's group and their contract hours.	The calculation criteria have been updated following improvements to the information systems, which now allow for a more accurate allocation of hours worked and hours of absence. To ensure data transparency and comparability, figures from previous years have been recalculated.

## S2. Workers in the value chain

### Targets (MDR-T)

Target	Related metrics	Scope	Methodology	Change of criterion/methodology
Reaching three million people with the 'Workers at the Centre' strategy by 2025	—	Supply chain	<ul style="list-style-type: none"> <li>/ To compute the target, the total number of workers at the factories or locations where the projects are carried out is taken into account. This number includes those directly or indirectly involved in the project.</li> <li>/ If a factory is involved in more than one project, it is counted only once.</li> <li>/ Absolute and voluntary target.</li> <li>/ The establishment of a base year does not apply to this target.</li> </ul>	There have been no changes to the target or its calculation methodology, so the results are comparable year-on-year.

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Change of criterion/methodology
People reached by the 'Workers at the Centre' strategy (in total and for each of the PIAs)	—	Supply chain	<ul style="list-style-type: none"> <li>/ The total number of people reached by the 'Workers at the Centre' strategy is calculated as being the total number of workers in those factories where the projects are implemented.</li> <li>/ For each factory, we obtain the number of workers as per the latest audit carried out. If a factory is involved in more than one project, its workers are only counted once.</li> </ul>	Not applicable.
Suppliers covered by the 'Workers at the Centre' strategy (in total and for each PIA)	—	Supply chain	<ul style="list-style-type: none"> <li>/ The number of suppliers covered by the 'Workers at the Centre' strategy is calculated as being the total number of facilities where the projects are implemented.</li> <li>/ If a facility is involved in more than one project, it is counted only once.</li> </ul>	Not applicable.

## S4. Consumers

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Change of criterion/ methodology
Total customer complaints received.	S4-3_13	Value chain (customers).	<p>/ Complaints: All complaints filed using official complaint forms in Spain are counted.</p> <p>/ Total cases managed by customer service channels and type: Contacts received by all customer service channels are consolidated, and classified into four types (pre-sale, post-sale, customer service and complaints) in all the market where Inditex operates.</p>	Not applicable.

## G1. Business conduct

### Metrics (MDR-M)

Description	Metric	Scope	Methodology	Change of criterion/ methodology
Average payment period	G1-6_01, G1-6_05	Value chain (creditor/ commercial supplier).	<p>The number of payment days is understood to mean the calendar days elapsed from the date of approval of the documents accrediting conformity with the goods delivered or services provided, and the date of payment.</p> <p>Ration of operations paid = <math>\Sigma</math> (number of payment days x amount of the paid operation) / total amount of payments made.</p> <p>Reviewed for each kind of creditor/commercial supplier. The calculation does not include intercompany transactions, payments to employees, payments to public authorities or payments for fixed assets.</p>	Not applicable.
Percentage of payments aligned with the standard payment period	G1-6_03, G1-6_05	Value chain (creditor/ commercial supplier).	<p>On the basis of the Group's standard payment period, all invoices are analysed and any outside it are reviewed. The percentage is calculated by dividing the total number of invoices by those outside the period.</p> <p>Percentage calculated for each kind of creditor/commercial supplier. The calculation does not include intercompany transactions, payments to employees, payments to public authorities or payments for fixed assets.</p>	Not applicable.
Legal proceedings initiated against the Group for delays in payment to its suppliers, manufacturers and/or third parties	G1-6_04, G1-6_05	Value chain (creditor/ commercial supplier).	<p>The procedures that we are aware of that affect creditors and suppliers due to late payments by the Group are detailed and analysed.</p> <p>Reviewed for each kind of creditor/commercial supplier. The calculation does not include intercompany transactions, payments to employees, payments to public authorities or payments for fixed assets.</p>	Not applicable.
Percentage of the priority group of our employees that has received compliance training	G1-3_07	All Group employees.	Breakdown of unique people trained in compliance, giving the total number and percentage broken down by job classification and region, in all the markets where the Group operates. The percentage is calculated on the annual average workforce.	The target group has been updated, so the year-on-year information is not comparable.
Confirmed cases of corruption and measures taken	G1-4_01, G1-4_02, G1-4_04, G1-4_06, G1-4_07	All Group employees.	Communications received through the Ethics Line (from any market in which the Group operates) are reviewed individually to check whether they are within the Ethics Line's sphere of competence and, in particular, whether they relate to issues linked to potential instances of corruption, fraud and bribery. If this is the case, they are examined and the relevant disciplinary measures are taken.	Not applicable.

Description	Metric	Scope	Methodology	Change of criterion/ methodology
Confirmed cases of discrimination, harassment and other human rights breaches	S1-17_01, S1-17_02, S1-17_03, S1-17_04, S1-17_05, S1-17_08, S1-17_09, S1-17_10, S1-17_11	The entire Group.	Communications received through the Ethics Line from any market in which the Group operates are reviewed individually to check whether they are within the Group's sphere of competence and, in particular, whether they relate to issues linked to potential discrimination, workplace/sexual harassment or any other potential situation that infringes human rights. If this is the case, they are examined and the relevant disciplinary measures are taken.	Not applicable.
Audits carried out (including Social, Environmental, Pre-assessments, Environmental Preliminary Assessments and Traceability)	Act 11/2018	Value chain (product suppliers).	The total number of audits (by area) is calculated as the number of audits completed in the reporting year at factories in the Inditex supply chain.	Not applicable.
Factories of the supply chain	Act 11/2018	Value chain (product suppliers).	The total number of the factories is the number of factories in our supply chain for orders in the Summer and Winter campaigns of the reporting year, whose cumulative production exceeds 20,000 units, drawn from the primary information in the Company's systems (factories in our supply chain whose production is less than 20,000 units account for 2%). This criterion only applies for the purposes of reporting and calculating environmental indicators related to our supply chain, since our policies, audit procedures and continuous improvement programs regarding the human and labour rights of workers apply to all those who form part of our supply chain, regardless of their production volume.	Not applicable.
% compliance with the CCMS at active factories	Act 11/2018	Value chain (product suppliers).	<p>/ The percentage of compliance with the Code of Conduct for Manufacturers and Suppliers for each heading and geographic area is calculated as the coefficient between the number of factories that comply with the requirements of the Code (as verified in social audits) and the total number of factories.</p> <p>/ The total number of active factories with purchase orders in the financial year (more than 20,000 units in the last two campaigns in the reporting period) and the last social audit carried out at each facility are considered.</p>	Not applicable.

## Other indicators

Description	Metric	Scope	Methodology	Change of criterion/ methodology
Number of people reached by community investment programmes carried out by Inditex	—	Community investment initiatives	<p>/ To obtain the number of beneficiaries, we consolidate the data from the projects provided by the organisations we work with in implementing them.</p> <p>/ Everyone participating in a project counts as one person in our accounting. Due to the types of projects, there are no situations where one person is the beneficiary of more than one project.</p>	Not applicable.
Amount in euros of community investment carried out by the Inditex Group (by type of input and geography)	—	Community investment initiatives	<p>/ To calculate the investment, we consolidate the data from the entire Company and those provided by the organisations we work with. In doing so, we take into account the following contributions:</p> <ul style="list-style-type: none"> <li>– Cash: monetary amount</li> <li>– Time: the proportional cost of our employees' paid time spent during working hours</li> <li>– In-kind: donations of products, mainly garments</li> <li>– Management costs: estimated expenses incurred for the general management of the programmes</li> </ul>	Not applicable.

# Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information)

For Inditex, **strict compliance with tax obligations in all the markets in which it operates** is a core principle of its **Tax Policy**. We see the application of good tax practices as an extension of our commitment to sustainability and corporate social responsibility.

## Tax Policy

Approved by the Board of Directors on 9 December 2015, with the fundamental objective of the development and effective implementation of the guiding principles in tax matters included in the Tax Strategy of the Group.

It establishes our commitment to apply, in tax practices, the tax legislation of the markets in which we are present and, preferable, the interpretative criteria established by the authorities or courts of justice of those markets. Due to the heterogeneity of this regulatory framework, Inditex approaches tax management taking as a reference the standards of best practice in each territory as reference.

The management and implementation of this policy is the responsibility of the Tax department, integrated in the Group's Financial Division, and its application is mandatory for all the companies of the Group. The immediate addressees are the members of Senior Management and all employees directly or indirectly involved in the exercise of tax processes related to the tax function.

large companies and the State Taxation Administration. We also comply with the Code of Good Tax Practices promoted in this Forum, and have followed its recommendations and subsequent developments. Specifically, it is important to note that the Group has presented the Tax Transparency Report in accordance with the recommendation contained in section 2.4 of the Code.

It is also consistent with our **philosophy of value creation** and our determination to bring about **positive social transformation** wherever we are present, as the payment of taxes, by companies and individuals, enables the economic and social development of a community. Moreover, it fosters the construction and consolidation of infrastructures and public services that benefit the well-being of citizens and society in general.

Inditex is a vertically integrated group which takes part in all stages of the value chain of the textile industry (design, production, procurement, distribution and sale). Since all such activities are carried out in different territories, the part of profit created in the value chain attributed to each one needs to be determined. Profit attribution is done pursuant to the arm's length principle, in accordance with local regulations and OECD Transfer Pricing Guidelines.

The principles of **collaboration, mutual trust and good faith** govern Inditex's relationship with the tax authorities. Furthermore, we are part of *Foro de Grandes Empresas* (Large Companies Forum) in Spain, whose primary objective is to promote greater collaboration among

Below is a breakdown of profit before taxes by market for 2025 (in million euros)<sup>58</sup>:

Markets	2025	2024
<b>Americas</b>	<b>973</b>	<b>1,176</b>
Brazil	148	142
Canada	46	68
United States	396	415
Mexico	332	498
Other	51	53
<b>Asia &amp; Rest of the world</b>	<b>804</b>	<b>556</b>
Australia	16	22
China	233	252
South Korea	46	61
United Arab Emirates	396	0
Japan	8	16
Kazakhstan	35	57
Other	70	148
<b>Spain</b>	<b>2,990</b>	<b>2,107</b>
Spain	2,990	2,107
<b>Europe (ex-Spain)</b>	<b>3,164</b>	<b>3,379</b>
Germany	138	166
Belgium	50	54
France	239	222
Greece	62	61
Italy	223	244
The Netherlands	464	700
Poland	117	98
Portugal	87	82
United Kingdom	169	179
Romania	89	103
Switzerland	923	672
Türkiye	338	526
Other	265	271
<b>Profit/(loss) before taxes</b>	<b>7,931</b>	<b>7,218</b>
Consolidation	89	360
<b>Consolidated profit/(loss) before taxes</b>	<b>8,020</b>	<b>7,577</b>

In 2025, the effective overall income tax rate was 22.4%, and the accrued income tax expense (in million euros) was as follows:

Markets	2025	2024
<b>Americas</b>	<b>293</b>	<b>346</b>
Brazil	65	67
Canada	10	17
United States	106	104
Mexico	98	143
Other	14	15
<b>Asia &amp; Rest of the world</b>	<b>116</b>	<b>77</b>
Australia	6	9
China	12	13
South Korea	11	13
United Arab Emirates	59	0
Japan	3	9
Kazakhstan	7	12
Other	18	21
<b>Spain</b>	<b>513</b>	<b>414</b>
Spain	513	414
<b>Europe (ex-Spain)</b>	<b>738</b>	<b>852</b>
Germany	46	55
Belgium	11	13
France	65	61
Greece	13	12
Italy	62	65
The Netherlands	141	239
Poland	17	17
Portugal	24	24
United Kingdom	27	27
Romania	13	17
Switzerland	175	140
Türkiye	97	135
Other	47	182
	<b>1,660</b>	<b>1,689</b>
Consolidation	73	(26)
<b>Income tax<sup>(1)</sup></b>	<b>1,733</b>	<b>1,663</b>

<sup>(1)</sup> 2025 income tax corresponds to the obligation to pay corporate income tax, or any other, similar tax, paid in the current year, or to be paid in the following year, linked to pre-tax profit by market, in accordance with the provisions of the Information Guide on Non-Financial Information and Diversity published by the Spanish Accounting and Auditing Institute. This year, the payment obligation may be conditioned in some markets by the tax effect associated with tax losses generated in the current or previous financial years.

<sup>58</sup> Profit before tax results from the application of the International Financial Reporting Standards (IFRS), including the application of the accounting standard for leases IFRS16 and excludes the result of the dividend distribution of other subsidiaries of the Group, capital gains from the sale of intra-group holdings, as well as provisions for portfolio impairments in Group subsidiaries. Profit before tax is conditioned by the 'headquarters effect' and compliance with international regulations on transfer pricing (OECD Guidelines) whereby the result derived from design, supply, logistics and distribution functions is allocated to certain markets and, therefore, does not represent the Group's profitability in each market.

The relation between profit/(loss) before tax and corporate income tax in each market is obtained by applying the prevailing tax rate to the taxable income. This, in turn, is the result of performing certain permanent or temporary adjustments to the accounting profit/(loss) before tax.

These adjustments relate mainly to avoiding double taxation on income, to non-deductible expenses and to differences in the criteria for temporary allocation of income and expenditure between tax and accounting legislation (depreciation, impairment, etc.).

The Group is committed to not using structures of a shady nature for tax purposes, putting shell companies located in territories considered as tax havens or uncooperative territories by the Spanish tax authorities. In this regard, and according to the Spanish normative in place in fiscal year 2025, the Group does not develop commercial activities in territories considered as tax havens.

This financial year, taking into account all the markets in which it operates, the Group has received around three million euros (same amount as in previous fiscal year) in public subsidies, mainly from China.

Likewise, section [A.3. Prevention and detection of corruption and bribery \[G1-3\]](#) of this Report, sets out the measures that Inditex has adopted within the framework of stopping money laundering and the financing of terrorism.

In the financial year 2025, and in compliance with our tax obligations, Inditex's total tax contribution amounted to 9,924 million euros, of which 4,267 million euros were direct taxes paid and 5,657 million euros were taxes collected on behalf of third parties in the territories and markets where the Company operates. In order to standardise the tax disclosures and denominations of these territories, PwC's Total Tax Contribution methodology is used. In it, taxes are divided into five categories:

- / **Income tax.** This includes tax payable on profits earned by companies (such as corporate income tax or business tax), as well as taxes collected and some withholdings on payments to third parties.
- / **Property tax.** Tax payable on the ownership, sale, transfer or occupation of property.
- / **Personal tax.** Tax related to employment, paid and collected. This includes employees' personal income tax withholdings or social security contributions payable by the employee or the Company.
- / **Tax on products and services.** Indirect taxes on the production and consumption of goods and services, such as VAT or customs duties, among others.
- / **Environmental tax.** Duties relating to the supply, use or consumption of products and services that, in one way or another, affect the environment.

Category	Direct tax (in million euros)	Taxes collected (in million euros)
Income tax	1,599	283
Property tax	103	12
Personal tax	1,024	1,103
Tax on products and services	1,512	4,258
Environmental tax	29	0
<b>Total</b>	<b>4,267</b>	<b>5,657</b>
<b>Total tax contribution (in million euros)</b>		<b>9,924</b>

In 2025, Inditex total tax contribution was 9,924 million euros, corresponding to Spain 2,591 million euros, which represents a 26% of the total. This percentage, much higher to the one that represents the sales of Spain (16%), is consequence of the 'headquarters effect' associated to the development in Spain of the design and distribution of products at a global level activities.

## Tax contribution

€9,924 M  
total tax contribution

€4,267 M  
direct taxes

€5,657 M  
collected taxes

€2,591 M  
Spain

€5,322 M  
Europe (ex-Spain)

€1,560 M  
Americas

€451 M  
Asia and rest of the world

Spain			Europe (ex-Spain)			Americas			Asia and rest of the world		
2025 Taxes	Dir*	Coll**	2025 Taxes	Dir*	Coll**	2025 Taxes	Dir*	Coll**	2025 Taxes	Dir*	Coll**
<b>Total</b>	<b>1,201</b>	<b>1,390</b>	Germany	74	395	Brazil	143	146	Australia	15	23
			Belgium	27	144	Canada	68	44	China	39	63
			France	215	575	United States	427	215	South Korea	42	12
			Greece	30	187	Mexico	375	90	Japan	38	38
			Italy	162	540	Other	30	22	Kazakhstan	36	8
			The Netherlands	253	168	<b>Total</b>	<b>1,043</b>	<b>517</b>	Other	97	40
			Poland	39	194				<b>Total</b>	<b>267</b>	<b>184</b>
			Portugal	53	291						
			United Kingdom	153	283						
			Romania	21	120						
			Switzerland	143	20						
			Türkiye	418	156						
			Other	168	493						
			<b>Total</b>	<b>1,756</b>	<b>3,566</b>						

\* Direct taxes  
\*\* Collected taxes

Geography	Direct taxes paid (in million euros)		Taxes collected (million euros)	
	2025	2024	2025	2024
Americas	1,043	980	517	529
Asia & Rest of the world	267	295	184	191
Spain	1,201	1,122	1,390	1,121
Europe (ex-Spain)	1,756	1,728	3,566	3,375
<b>Total</b>	<b>4,267</b>	<b>4,125</b>	<b>5,657</b>	<b>5,216</b>

# Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

As indicated in section *Taxonomy Regulation* the Inditex Group is subject to Regulation (EU) 2020/852 on EU Taxonomy (hereinafter 'Taxonomy'), which stipulates a series of obligations with regard to the disclosure of information relating to 'environmentally sustainable' activities. Since 2021, we have been reporting information concerning the Taxonomy in accordance with the applicable regulations, the scope of which has increased since that date with the publication of Delegated Regulation (EU) 2021/2139 (the Climate Delegated Act), Delegated Regulation (EU) 2021/2178 (the Disclosures Delegated Act) and Delegated Regulation (EU) 2023/2486 (the Environmental Delegated Act).

Delegated Regulation (EU) 2026/73 was adopted on 8 January 2026, amending Delegated Regulations (EU) 2021/2178, 2021/2139 and 2023/2486. That Regulation introduces changes to the content and format of Taxonomy information that may be applied on a voluntary basis for the 2025 financial year, with the aim of clarifying disclosure requirements and simplifying the presentation of the indicators. During this first year, Inditex has decided to apply this new Regulation in the presentation of the results of its Key Performance Indicators (KPIs) explained in this chapter.

In this context, and although the requirements and activities included in the Taxonomy are periodically updated, for now the Group's main activity —the distribution and sale of fashion and household products— is not currently included in the applicable regulatory framework. Nevertheless, there are other activities linked to the Group's business model that are included, as outlined below.

The scope of the information on the Taxonomy includes all the companies over which the Inditex Group has control or joint control (listed in *Annex I* of the Consolidated Annual Accounts), analysing its accounting information in order to determine which activities are associated with those described in the Taxonomy in relation to each of the six targets.

## Methodology and results

To assess the contribution to each of the objectives established by the Taxonomy, we applied the following methodology:

### 1. Eligibility analysis of the activities carried out by Inditex

As a result of the assessment of accounting information, eligible activities were identified. They may be encompassed in four main groups according to the activity type considered by Inditex: **store refurbishments and openings, construction and renovation of corporate headquarters, the Group's logistics centres and other own facilities, and generation of electricity from wind and photovoltaic energy.**

The main conclusions of this analysis in connection with the three key indicators are:

**Turnover:** Inditex is mainly dedicated to the distribution and sale of fashion items, and this activity is its main source of revenue. Since this activity is not currently included in the Taxonomy, no turnover items have been identified that could be considered eligible.

**OpEx:** in keeping with the definition of this indicator provided in Taxonomy, the percentage of eligible OpEx of the Inditex Group for 2025 has been considered to be approximately 0%.

**CapEx:** according to the analysis carried out, the Group considers the following activities to be eligible in 2025 (solely in terms of CapEx):

Type of activity	Taxonomy objectives	Description of the activity	Inditex Group activities
Renovation of existing buildings	7.2. CCM / 7.2. CCA / 3.2. CE	Construction and civil engineering works or preparations for such works	Renovation of stores, headquarters and logistics centres when it is possible to upgrade the building envelope.
Acquisition and ownership of buildings	7.7. CCM / 7.7. CCA	Buying real estate and exercising ownership of that real estate	Ownership of headquarters, logistics centres and adjacent buildings by the Group and other facilities owned by it, provided there is a possibility of influencing the energy efficiency of the buildings analysed.
Electricity generation from wind power	4.3. CCM / 4.3. CCA	Construction or operation of wind-generated electricity facilities	Electricity generation activities in wind power plants.
Installation, maintenance and repair of renewable energy technologies	7.6. CCM / 7.6. CCA	Installation, maintenance and repair of renewable energy technologies, onsite	Installation, maintenance and repair of renewable energy technologies at logistics centres provided they are carried out on-site as building technical installations.

Furthermore, the Inditex Group undertakes other investments which could be considered to be eligible in the framework of activities 7.3. CCM/CCA (installation, maintenance and repair of energy efficiency equipment), 7.5. CCM/CCA (installation, maintenance and repair of instruments and devices used to measure, regulate and control energy efficiency in buildings) and 8.1. CCM/CCA (data processing, hosting and related activities). Likewise, and in connection with circularity, we identified activity 5.3. CE (preparation for re-use of end-of-life products and product components), and activity 5.4. CE (sale of second-hand goods).

However, all the activities described represent an immaterial proportion of the Group's turnover, CapEx and OpEx, close to 0% both individually and on an aggregated basis in financial year 2025.

## 2. Analysis of the alignment of activities by type of activity

For each of the eligible activities previously described, an assessment was carried out of the technical criteria in the relevant objectives, specifically for CapEx. As a result, it was observed that the Group's activities contribute solely to the mitigation objective. This is because the actions identified are not carried out with the purpose of being 'adaptation solutions' or 'transition towards a circular economy' in keeping with the requirements for these activities pursuant to the criterion of substantial contribution to these objectives.

With regard to compliance with the technical screening criteria for substantial contribution to the objective of climate change mitigation, those relating to each activity are as follows:

**i) Renovation of existing buildings (7.2. CCM):** review of the works technical projects, observing that the action identified in this context implies the intervention on the building's façade and, accordingly, on at least 25% of its envelope, in keeping with the Taxonomy's requirements.

**ii) Acquisition and ownership of buildings (7.7. CCM):** with regard to buildings included in this activity, in accordance with the provisions of the Disclosures Delegated Act, it is possible to present aligned activities by means of the investment plan<sup>59</sup> that evidences that the investment is earmarked for an activity that will be Taxonomy-aligned within a maximum period of five years. The plan includes a detailed set of measures—with their related expense, status of progress and implementation dates—. More specifically, the document details the measures to be adopted for compliance with the requirements concerning energy efficiency<sup>60</sup>, Life Cycle Analysis<sup>61</sup> and the Study of Air Tightness and Thermal Integrity of the Envelope<sup>62</sup> applicable to large non-residential buildings (over 5000 m<sup>2</sup>) built from 2020 onwards.

During their construction were subject to robust and traceable quality control processes and they are efficiently operated through the continuous oversight and assessment of their energy performance as provided in the Taxonomy for this purpose. Moreover, the Life Cycle Analysis report of these buildings states that the Global Warming Potential (GWP) resulting from their construction was calculated at each stage of their life cycle in accordance with the relevant standards. Inditex formally undertakes to disclose this GWP to investors and/or customers who so request.

Once the execution has been completed, the Group undertakes to periodically assess compliance with the relevant technical criteria in this context and to conduct the related adjustments to its calculations and disclosures where necessary.

**iii) Electricity generation from wind power (4.3. CCM):** investment in the Outer Port Wind Facility project in A Coruña, scheduled to come on stream in 2027 with an estimated investment of 34 million euros. Measures are in place to ensure that the infrastructure is compliant with the technical screening criteria applicable to the activity. Specifically, the purpose of electricity generation from wind power is included in the Technical Construction Report, which shows that the purpose of this facility is to generate wind power for self-consumption.

Furthermore, an Environmental Impact Study is planned as is the compilation of a document outlining the availability of highly durable, recyclable and easily dismantable equipment and parts for the installation, so as to comply with the applicable biodiversity and circular economy technical screening criteria of 'Do No Significant Harm' (DNSH). Once the execution has been completed, the Group undertakes to periodically assess compliance with the relevant technical criteria in this context and to conduct the related adjustments to its calculations and disclosures where necessary.

**iv) Installation, maintenance and repair of renewable energy technologies (7.6. CCM):** the activity has been found to consist of the installation, maintenance and repair of solar photovoltaic systems and auxiliary technical equipment on site as technical installations pertaining to these logistics centres (investment in photovoltaic systems at our A Laracha and Zaragoza facilities in Spain).

With regard to compliance with the technical screening criteria relating to DNSH, they are as follows:

- **Climate change adaptation (7.2. CCM, 7.7. CCM, 4.3. CCM and 7.6. CCM):** no material physical climate-related risks were identified that might affect the performance of the reported activity pursuant to the provisions of Annex A of the Climate Delegated Act.

The Inditex Group has analysed the potential impacts in connection with climate change risks, both physical and transition risks, using five scenarios with different emissions pathways. Accordingly, with regard to physical risks, the emissions pathways used in our analysis of scenarios correspond to the latest data published in the Sixth Assessment Report from the Intergovernmental Panel on Climate Change (IPCC). And for transition risks, we use data from the Network for Greening the Financial System (NGFS). Furthermore, we consider short (0-3 years), medium (3-10 years) and long (more than 10 years) time frames. For physical risks, the Group has considered nine sources of risk that are relevant to Inditex's business. After identifying and assessing the potential impacts deriving from the sources of climate-related risks (including the most significant ones associated with a disruption of operations at key facilities, damages to physical assets or disruptions to the supply of raw materials), no material risks were detected that affect the reported Taxonomy activities. Furthermore, the Group has defined adaptation measures aimed at reducing its exposure to risks, thereby adapting to the consequences of climate change.

<sup>59</sup> This plan must comply with a series of requirements in accordance with the provisions of the Disclosures Delegated Act and the guidelines contained in the Frequently Asked Questions (FAQ) documents published in 2022 by the European Commission (Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Regulation and links to the Sustainable Finance Disclosure Regulation of 19/12/2022 — specifically, in the answer to question 26).

<sup>60</sup> Obtaining an Energy Efficiency Certificate showing that primary non-renewable energy consumption is at least 10% below the energy consumption thresholds established for nearly zero-energy Buildings (NZEB); design and calculation of the climate control installation based on the requirements of Spain's Regulation of Thermal Installations in Buildings (RITE, by its Spanish acronym); installation of a Building Management System (BMS) to allow the building to be efficiently managed through energy efficiency control and assessment.

<sup>61</sup> Calculation of the average yearly Global Warming Potential (GWP) for a reference study period of 50 years, resulting from the construction in each stage of the building's life cycle and in accordance with EN 15918 Standard.

<sup>62</sup> Performance of an air tightness and thermal integrity study of the building in accordance with EN 13187 and EN 13829 or equivalent standards.

① More information on climate risks assessment in section *E. Risks and opportunities due to climate change [IRO-1; SBM-3]* of this Report.

- **Sustainable use and protection of water and marine resources (7.2. CCM):** the buildings analysed have been refurbished entirely, including sanitary fittings such as taps, basins and toilets that meet the minimum requirements as regards maximum water flow and maximum flush volume established by the Taxonomy. They are compliant with the technical guidelines followed by the Inditex Group in connection with plumbing and sanitation in the works it undertakes, which include caps on water flows in the plumbing systems of sanitary facilities in line with the Taxonomy's requirements, promoting a more conscious use of water resources.
- **Transition towards a circular economy (7.2. CCM):** the actions identified are compliant with the requirements of the Taxonomy, including the requirement that at least 70% of non-hazardous construction and demolition waste generated in the work should be recovered. This compliance is reflected in the store's Construction and Demolition Waste Management Plan, which includes building practices that support circularity; in addition to the construction waste management certificates, which confirm that 100% of the waste generated is recovered.
- **Prevention and control of pollution (7.2. CCM):** the construction components and materials used are compliant with the Taxonomy's requirements as per the record of the relevant affidavits and emission test. This includes the requirements linked to substances in Appendix C of the Climate Delegated Act, formaldehyde and volatile organic components (VOCs). In addition, the buildings comply with the Group's technical guidelines on indoor air quality and noise, which meet the Taxonomy requirements.

Lastly, regarding compliance with the criteria for minimum social safeguards, the Group applies to its operations and business decisions an approach based on the development of due diligence processes, which enables the Group to identify, prevent, mitigate and remedy, if applicable, the impacts on the economy, the environment and people (including those related to human rights). In this regard, the Group has a Human Rights Strategy that is consistent with the UN Guiding Principles on Business and Human Rights and based on three pillars for integrating the promotion of and respect for human rights throughout the value chain: the Group's Human Rights Policy, due diligence and grievance mechanisms. There are also policies and procedures in connection with competition, anti-corruption, responsible business, conflicts of interest and fiscal responsibility. It is worth highlighting the Code of Conduct, aimed at ensuring a professional, ethical and responsible commitment from the Group and everyone belonging to it in the course of their activities, as a basic element of the business culture.

① More information in chapter *G1. Business conduct* and in section *B. Statement on due diligence [GOV-4]* of this Report.

### 3. Calculation of indicators and results

Having assessed the eligibility and alignment of the activities identified, the corresponding indicators (Turnover, CapEx, and OpEx) were calculated for each of them. The process of calculating these key performance indicators involves analysing the Group's consolidated information, excluding intercompany transactions, bearing in mind the adjustments made in the consolidation process, using a single source

of information to avoid considering the same item twice, and checking the traceability and accuracy of the information.

These indicators represent the proportion of the Group's turnover, investments in assets and operating expenditure, that adheres to, whether in the form of eligibility or alignment, the requirements outlined in the Taxonomy. To construct the numerators of the three key performance indicators, the corresponding items identified as eligible or aligned as per the Taxonomy are considered. With regard to the denominators:

- **Turnover:** the denominator includes consolidated revenue reported in Inditex's Consolidated Annual Accounts (*Note 4*).
- **CapEx:** the denominator includes new additions (including those derived from business combinations, where these exist) of property, plant and equipment, other intangible assets and rights of use (based on IFRS16), set out in Notes 14, 15 and 16 of Inditex's Consolidated Annual Accounts.
- **OpEx:** the denominator includes the expenses associated with research and development, building renovation measures, short-term leases and maintenance or repairs and others that ensure the proper functioning of the assets and that have been reported as Operating Expenses in Inditex's Consolidated Annual Accounts (*Note 6*).

The results obtained for each of these key performance indicators are shown below, alongside the respective conclusions.

#### Turnover

In line with the above, and consistent with the previous financial year, no items of turnover have been identified that could be considered eligible as per the current Taxonomy framework. As a result, eligible revenue is considered to be approximately 0% in 2025.

#### CapEx

The Inditex Group considers eligible items previously described in section 2. The percentage investment in environmentally sustainable activities in 2025 (6.0%) decreased with respect to that reported in 2024 (7.8%). The difference between the two results lies mainly in the investment gap of the items linked to the construction of logistics centres.

#### OpEx

Consistent with the foregoing, the criterion for calculating OpEx is unchanged with respect to the previous year. Consequently, eligible OpEx is observed to be approximately 0% of the Inditex Group's total OpEx in 2025.

2025		Breakdown by environmental objectives of Taxonomy aligned activities													
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year (N-1)	Proportion of Taxonomy aligned activities in previous financial year (N-1)
Turnover	€39,864 M	0%	€0 M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	€0 M	0%
CapEx	€5,458 M	7.72%	€329 M	6.02%	6.02%	0%	0%	0%	0%	0%	0.05%	0.35%	0%	€411 M	7.79%
OpEx	€1,623 M	0%	€0 M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	€0 M	0%

**CapEx**

2025					Environmental objective of Taxonomy-aligned economic activities						Category		
Economic Activities	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx)	Taxonomy aligned KPI (monetary value of CapEx)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Electricity generation from wind power	4.3. CCM	0.02%	€1 M	0.02%	0.02%	0%	0%	0%	0%	0%			100%
Renovation of existing buildings	7.2. CCM	1.10%	€19 M	0.35%	0.35%	0%	0%	0%	0%	0%		T	31.89%
Installation, maintenance and repair of renewable energy technologies	7.6. CCM	0.05%	€3 M	0.05%	0.05%	0%	0%	0%	0%	0%	E		100%
Acquisition and ownership of buildings	7.7. CCM	6.54%	€305 M	5.60%	5.60%	0%	0%	0%	0%	0%			85.58%
<b>Sum of alignment per objective</b>		7.72%	€329 M	6.02%	6.02%	0%	0%	0%	0%	0%	0.05%	0.35%	78.06%
<b>Total KPI (CapEx)</b>			<b>€5,458 M</b>										

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E1-6. Gross Scopes 1, 2, 3 and total GHG emissions	D.2. GHG emissions [E1-6]	133
E1-7. GHG removals and GHG mitigation projects financed through carbon credits	The Company does not use carbon credits to finance GHG mitigation and therefore no disclosures are included in this regard	–
E1-8. Internal carbon pricing	The Company does not apply an internal carbon pricing system and therefore no disclosures are included in this regard	–
E1-9. Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not disclosed, subject to phase-in	–
<b>E2. Pollution</b>	<b>E2. Pollution</b>	<b>137</b>
E2. IRO-1. Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
E2-1. Policies related to pollution	A.1. Policies related to pollution [E2-1]	137
E2-2. Actions and resources related to pollution	B. Actions related to pollution [E2-2]	138
E2-3. Targets related to pollution	Specific targets related to pollution are not available. Further information on monitoring the effectiveness of policies and actions, as well as on the level of ambition for assessing related progress, can be found in sections E2-1 and E2-2. [E2.MDR-T_14-19]	–
E2-4. Pollution of air, water and soil	C.1. Pollution of air, water and soil [E2-4]	140
E2-5. Substances of concern and substances of very high concern	C.2. Substances of concern and substances of very high concern [E2-5]	141
E2-6. Anticipated financial effects from pollution-related impacts, risks and opportunities	Not disclosed, subject to phase-in	–
<b>E3. Water and marine resources</b>	<b>E3. Water</b>	<b>142</b>
E3. IRO-1. Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
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E3-2. Actions and resources related to water and marine resources	C. Actions related to water [E3-2]	143
E3-3. Targets related to water and marine resources	B. Targets and metrics related to water [E3-3; E3-4]	143
E3-4. Water consumption	B. Targets and metrics related to water [E3-3; E3-4]	143
E3-5. Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not disclosed, subject to phase-in	–
<b>E4. Biodiversity and ecosystems</b>	<b>E4. Biodiversity and ecosystems</b>	<b>145</b>
E4-1. Transition plan and consideration of biodiversity and ecosystems in strategy and business model	The Company does not have a Biodiversity Transition Plan and therefore no disclosures in this regard are included	–
E4. SBM-3. Material impacts, risks and opportunities and their interaction with strategy and business model	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
E4. IRO-1. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
E4-2. Policies related to biodiversity and ecosystems	A.1. Policies related to biodiversity and ecosystems [E4-2]	145
E4-3. Actions and resources related to biodiversity and ecosystems	C. Actions related to biodiversity and ecosystems [E4-3]	146
E4-4. Targets related to biodiversity and ecosystems	B. Targets and metrics related to biodiversity and ecosystems [E4-4; E4-5]	146
E4-5. Impact metrics related to biodiversity and ecosystems change	B. Targets and metrics related to biodiversity and ecosystems [E4-4; E4-5]	146
E4-6. Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not disclosed, subject to phase-in	–
<b>E5. Resource use and circular economy</b>	<b>E5. Resource use and circular economy</b>	<b>149</b>
E5. IRO-1. Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
E5-1. Policies related to resource use and circular economy	A.1. Policies related to resource use and circular economy [E5-1]	149

Disclosure requirement	Location (chapter)	Location (initial page)
E5-2. Actions and resources related to resource use and circular economy	C. Actions related to resource use and circular economy [E5-2]	151
E5-3. Targets related to resource use and circular economy	B. Targets related to resource use and circular economy [E5-3]	149
E5-4. Resource inflows	D.1. Resource inflows [E5-4]	152
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E5-6. Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Not disclosed, subject to phase-in	-
Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)	Taxonomy Regulation	155
	Disclosure pursuant to article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)	228
<b>Social information [ESRS S]</b>	<b>S. Social information [ESRS S]</b>	<b>156</b>
S1. Own workforce	S1. Own workforce	<b>158</b>
S1. SBM-2. Interests and views of stakeholders	B. Stakeholder engagement [SBM-2]	114
S1. SBM-3. Material impacts, risks and opportunities and their interaction with strategy and business model	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
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S1-2. Processes for engaging with own workers and workers' representatives about impacts	B.9. Processes for engaging with own workforce [S1-2]	172
S1-3. Processes to remediate negative impacts and channels for own workers to raise concerns	B.8. Processes to manage impacts on our people [S1-3; S1-4]	172
S1-4. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	B. Management of impacts related to our people [S1-2; S1-3; S1-4; S1-6; S1-8; S1-9; S1-10; S1-12; S1-13; S1-14; S1-15; S1-16]	160
S1-5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Specific targets related to own workforce are not available. Further information on monitoring the effectiveness of policies and actions, as well as on the level of ambition for assessing related progress, can be found in sections S1-1 y S1-4. [S1.MDR-T_14-19]	-
S1-6. Characteristics of the undertaking's employees	B.1. About us [S1-6]	160
S1-7. Characteristics of non-employee workers in the undertaking's own workforce	Not material	-
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S1-12. Persons with disabilities	B.2. Diversity and inclusion [S1-4; S1-9; S1-12]	163
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S2. SBM-2. Interests and views of stakeholders	B. Stakeholder engagement [SBM-2]	114
S2. SBM-3. Material impacts, risks and opportunities and their interaction with strategy and business model	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
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S2-3. Processes to remediate negative impacts and channels for value chain workers to raise concerns	C.2. Processes to remediate negative impacts on value chain workers [S2-3]	177
S2-4. Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	C.3. Actions and metrics related to value chain workers [S2-4]	177
S2-5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	B. Targets related to value chain workers [S2-5]	176

Disclosure requirement	Location (chapter)	Location (initial page)
S4. Consumers and end-users	S4. Consumers	180
S4. SBM-2. Interests and views of stakeholders	B. Stakeholder engagement [SBM-2]	114
S4. SBM-3. Material impacts, risks and opportunities and their interaction with strategy and business model	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
S4-1. Policies related to consumers and end-users	A.1. Policies related to consumers [S4-1]	180
S4-2. Processes for engaging with consumers and end-users about impacts	B.1. Processes for engaging with consumers [S4-2]	180
S4-3. Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	B.2. Processes to remediate negative impacts on consumers [S4-3]	181
S4-4. Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	B.3. Actions and metrics related to consumers [S4-4]	182
S4-5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Specific targets related to consumers and end-users are not available. Further information on monitoring the effectiveness of policies and actions, as well as on the level of ambition for assessing related progress, can be found in sections S4-1 y S4-4. [S4.MDR-T_14-19]	–
<b>Governance information [ESRS G]</b>	<b>G. Governance information [ESRS G]</b>	<b>185</b>
G1. Business conduct	G1. Business conduct	187
G1. GOV-1. The role of the administrative, supervisory and management bodies	A.1. Corporate culture and business conduct [GOV-1; G1-1]	187
G1. IRO-1. Description of the processes to identify and assess material impacts, risks and opportunities	B. Material impacts, risks and opportunities [IRO-1; SBM-3]	118
G1-1. Corporate culture and business conduct policies and corporate culture	A.1. Corporate culture and business conduct [GOV-1; G1-1]	187
G1-2. Management of relationships with suppliers	B.1. Supply chain management [G1-2] A.3. Prevention and detection of corruption and bribery [G1-3]	193 191
G1-3. Prevention and detection of corruption and bribery	The initiatives carried out during the year are part of the company's normal operations and are presented integrated throughout chapter G1. [G1.MDR-A_13-14]	–
G1-4. Confirmed incidents of corruption or bribery	A.2. Grievance mechanism: the Ethics Line [G1-1; G1-4; S1-17]	189
G1-5. Political influence and lobbying activities	A.4. Political influence [G1-5]	193
G1-6. Payment practices	B.2. Payment practices [G1-6]	196
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## Table of contents of information derived from other EU legislation

[IRO-2\_01]

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location (initial page)
ESRS 2 GOV-1. Board's gender diversity paragraph 21 (d)	x		x		<i>Annual Corporate Governance Report. Sections: Overview on Corporate Governance, Board of Directors and Board Committees</i>
ESRS 2 GOV-1. Percentage of board members who are independent paragraph 21 (e)			x		<i>Annual Corporate Governance Report. Section: Board of Directors</i>
ESRS 2 GOV-4. Statement on due diligence paragraph 30	x				107
ESRS 2 SBM-1. Involvement in activities related to fossil fuel activities paragraph 40 (d) i	x	x	x		Not applicable
ESRS 2 SBM-1. Involvement in activities related to chemical production paragraph 40 (d) ii	x		x		Not applicable
ESRS 2 SBM-1. Involvement in activities related to controversial weapons paragraph 40 (d) iii	x		x		Not applicable
ESRS 2 SBM-1. Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			x		Not applicable
ESRS E1-1. Transition plan to reach climate neutrality by 2050 paragraph 14				x	125
ESRS E1-1. Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		x	x		126
ESRS E1-4. GHG emission reduction targets paragraph 34	x	x	x		128
ESRS E1-5. Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	x				132
ESRS E1-5. Energy consumption and mix paragraph 37	x				132
ESRS E1-5. Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	x				132
ESRS E1-6. Gross Scope 1, 2, 3 and total GHG emissions paragraph 44	x	x	x		133
ESRS E1-6. Gross GHG emissions intensity paragraphs 53 to 55	x	x	x		134
ESRS E1-7. GHG removals and carbon credits paragraph 56				x	Not applicable
ESRS E1-9. Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			x		Not disclosed, subject to phase-in
ESRS E1-9. Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)		x			Not disclosed, subject to phase-in
ESRS E1-9. Location of significant assets at material physical risk paragraph 66 (c)		x			Not disclosed, subject to phase-in
ESRS E1-9. Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		x			Not disclosed, subject to phase-in
ESRS E1-9. Degree of exposure of the portfolio to climate-related opportunities paragraph 69			x		Not disclosed, subject to phase-in

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location (initial page)
ESRS E2-4. Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	x				140
ESRS E3-1. Water and marine resources paragraph 9	x				142
ESRS E3-1. Dedicated policy paragraph 13	x				Not applicable
ESRS E3-1. Sustainable oceans and seas paragraph 14	x				142
ESRS E3-4. Total water recycled and reused paragraph 28 (c)	x				Not material
ESRS E3-4. Total water consumption in m <sup>3</sup> per net revenue on own operations paragraph 29	x				Not material
ESRS 2- IRO 1 - E4. paragraph 16 (a) i	x				118
ESRS 2- IRO 1 - E4. Paragraph 16 (b)	x				118
ESRS 2- IRO 1 - E4. Paragraph 16 (c)	x				118
ESRS E4-2. Sustainable land / agriculture practices or policies paragraph 24 (b)	x				145
ESRS E4-2. Sustainable oceans / seas practices or policies paragraph 24 (c)	x				145
ESRS E4-2. Policies to address deforestation paragraph 24 (d)	x				145
ESRS E5-5. Non-recycled waste paragraph 37 (d)	x				154
ESRS E5-5. Hazardous waste and radioactive waste paragraph 39	x				154
ESRS 2- SBM3 - S1. Risk of incidents of forced labour paragraph 14 (f)	x				118
ESRS 2- SBM3 - S1. Risk of incidents of child labour paragraph 14 (g)	x				118
ESRS S1-1. Human rights policy commitments paragraph 20	x				158
ESRS S1-1. Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21			x		158
ESRS S1-1. Processes and measures for preventing trafficking in human beings paragraph 22	x				158
ESRS S1-1. Workplace accident prevention policy or management system paragraph 23	x				158
ESRS S1-3. Grievance/complaints handling mechanisms paragraph 32 (c)	x				172
ESRS S1-14. Number of fatalities and number and rate of work related accidents paragraph 88 (b) and (c)	x		x		171
ESRS S1-14. Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	x				172
ESRS S1-16. Unadjusted gender pay gap paragraph 97 (a)	x		x		167
ESRS S1-16. Excessive CEO pay ratio paragraph 97 (b)	x				167
ESRS S1-17. Incidents of discrimination paragraph 103 (a)	x				191
ESRS S1-17. Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	x		x		191
ESRS 2- SBM3 – S2. Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	x				178
ESRS S2-1. Human rights policy commitments paragraph 17	x				175
ESRS S2-1. Policies related to value chain workers paragraph 18	x				175

<b>Disclosure Requirement and related datapoint</b>	<b>SFDR reference</b>	<b>Pillar 3 reference</b>	<b>Benchmark Regulation reference</b>	<b>EU Climate Law reference</b>	<b>Location (initial page)</b>
ESRS S2-1. Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	x		x		191
ESRS S2-1. Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19			x		175
ESRS S2-4. Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	x				191
ESRS S3-1. Human rights policy commitments paragraph 16	x				Not material
ESRS S3-1. Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	x		x		Not material
ESRS S3-4. Human rights issues and incidents paragraph 36	x				Not material
ESRS S4-1. Policies related to consumers and end-users paragraph 16	x				180
ESRS S4-1. Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	x		x		191
ESRS S4-4. Human rights issues and incidents paragraph 35	x				191
ESRS G1-1. United Nations Convention against Corruption paragraph 10 (b)	x				Not applicable
ESRS G1-1. Protection of whistle-blowers paragraph 10 (d)	x				Not applicable
ESRS G1-4. Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	x		x		191
ESRS G1-4. Standards of anti-corruption and anti-bribery paragraph 24 (b)	x				191

## Table of contents required by Act 11/2018

Information requested by Act 11/2018	Materiality	Pages of the Report where response is given and/or direct response	Reporting criteria: ESRS
<b>General information</b>			
A brief description of the business model that includes its business environment, its organisation and structure	Material	109-114	SBM-1
Markets in which it operates	Material	109-110	SBM-1
Organisation's objectives and strategies	Material	92; 94; 109-110; 113-114	SBM-1 MDR-T
Main factors and trends that may affect its future development	Material	92; 94; 116-121	SBM-3 IRO-1 IRO-2
Reporting framework used	Material	102	BP-2
Materiality principle	Material	116-121	SBM-3 IRO-1 IRO-2
<b>Environmental issues</b>			
<b>Management approach:</b> description and results of policies relating to these issues, as well as the main risks related to these issues related to the group's activities	Material	113-114; 118-122; 125; 129-131; 134-136; 142-149; 151-152; 201-203	SBM-1 SBM-3 IRO-1 MDR-P MDR-A E1-2 E1-3 E2-1 E2-2 E3-1 E3-2 E4-2 E4-3 E5-1 E5-2
<b>Detailed general information</b>			
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety	Material	125-127; 137-138; 182-183	E1-1 E2-1 S4-4
Environmental assessment or certification procedures	Material	The Environmental Management System is implemented in almost all of our corporate headquarters, factories, and own logistics centres, except for two ironing centres that are in the certification process. The Environmental Management System complies with the ISO 14001 standard. Additionally, information on the certification standards of our assets and the environmental audits carried out in our supply chain is reported on pages 130 and 195, respectively.	E1-3 G1-2
Resources dedicated to the prevention of environmental risks	Material	The monitoring and proper implementation of the Environmental Management System is overseen by a team of 31 people, who also handle the prevention of environmental risks associated with these facilities. Additionally, information on actions with linked financial resources is reported throughout the Report.	E1-3 E4-3
Application of the principle of precaution	Material	125-126; 134-138; 146-148	E1-1 E2-1 E4-3
Amount of provisions and guarantees for environmental risks	Material	Considering the nature of our own operations, we do not have any environmental liabilities, expenses, assets, provisions, or contingencies (including tanks or deposits) that could be significant in relation to the equity, financial position, and results of our Company. For this reason, no specific breakdowns are included in this Report. During the 2025 and 2024 financial years, no significant fines or penalties were recorded for violations of applicable environmental regulations.	–

Information requested by Act 11/2018	Materiality	Pages of the Report where response is given and/or direct response	Reporting criteria: ESRS
<b>Pollution</b>			
Measures to prevent, mitigate or repair emissions which severely affect the environment; taking into account any form of atmospheric pollution specific to an activity	Not material (in own operations)	In our own operations, atmospheric emissions other than GHG emissions are not considered material. These may originate from the combustion equipment in our logistics centres, such as heating boilers and steam boilers, and are subject to periodic inspections and verifications conducted by authorized control bodies. This ensures that our atmospheric emissions of gases such as carbon monoxide (CO), nitrogen oxides (NOx), and sulphur dioxide (SO <sub>2</sub> ) remain within the established limits. Regarding the value chain, relevant information is included on pages 138-140.	MDR-A E2-2
Including noise and light pollution	Not material	The atmospheric emissions of noise and light pollution are not considered material in own operations. However, to reduce noise levels associated with the distribution and supply of our products during nighttime hours, we have a Unloading Equipment Protocol in place.	–
<b>Circular economy and waste prevention and management</b>			
Prevention, recycling and reuse measures, and other forms of recovery and disposal of waste	Material	149-154	MDR-A E5-2 E5-3 E5-5
Actions to fight against food waste	Not material	Not applicable	–
<b>Sustainable use of resources</b>			
Water consumption and water supply according to local limitations	Not material (in own operations)	Water consumption in our own operations is not considered material. In 2025, water consumption in our facilities—including corporate offices, factories, logistics centers, and stores—was 1,998,478 m <sup>3</sup> (1,965,253 m <sup>3</sup> in 2024). In relative terms, this amounted to 207 litres/m <sup>2</sup> in 2025 (210 litres/m <sup>2</sup> in 2024). In our own operations, water supply for both processes and consumption in all centres comes from public and authorized supply networks. Additionally, all water supply originates from areas with low or no water stress. Regarding the value chain, relevant information is included on page 143.	E3-3 E3-4
Consumption of raw materials and measures taken to improve the efficiency of their use	Material	150-153	MDR-A E5-2 E5-3 E5-4
Direct and indirect energy consumption	Material	The direct and indirect energy consumption is included on page 132.  Scope 3 also includes emissions associated with the transportation of the products we market. In 2025 emissions related to upstream transportation—inbound and outbound—corresponded to an energy consumption of 3,996,690 MWh and 4,551,379 MWh, respectively (4,095,652 MWh and 4,593,842 MWh in 2024). Additionally, the estimated electricity consumption of franchised stores was 287,915 MWh and business travel consumption amounted to 117,538 MWh (276,828 MWh and 141,234 MWh in 2024).	E1-5
Measures taken to improve energy efficiency	Material	129-131	MDR-A E1-3
Use of renewable energies	Material	129-132	E1-3 E1-5
<b>Climate change</b>			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Material	133-134	E1-6
Measures taken to adapt to the consequences of climate change	Material	125-127; 129-131	MDR-A E1-1 E1-3
Voluntary reduction targets set for the medium and long term to reduce greenhouse gas emissions and the means implemented for this purpose	Material	125; 128-129	MDR-T E1-1 E1-4
<b>Biodiversity protection</b>			
Measures taken to preserve or restore biodiversity	Material	146-148	MDR-A E4-3
Impacts caused by the activities or operations in protected areas	Material	118-121; 146-148	IRO-1 SBM-3 E4-3

Information requested by Act 11/2018	Materiality	Pages of the Report where response is given and/or direct response	Reporting criteria: ESRS
<b>Social issues concerning staff</b>			
<b>Management approach:</b> description and results of policies relating to these issues, as well as the main risks related to these issues related to the group's activities	Material	110; 118-122; 158-159; 163-166; 169-172; 201-204	SBM-1 SBM-3 IRO-1 MDR-P MDR-A S1-1 S1-4 S1-9 S1-12 S1-13 S1-14
<b>Employment</b>			
Total number and distribution of employees by country, gender, age and job classification	Material	110; 160-163; 165-166	SBM-1 S1-6 S1-9
Total number and distribution of employment contract modalities and annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and job classification	Material	162-163	S1-6
Number of dismissals by gender, age and job classification	Material	In 2025, there were 5,405 dismissals (5,058 in 2024). Of the total, the gender distribution was as follows: 3,545 women (66%), 1,696 men (31%), 5 non-binary people (0.09%) and 159 people with other/unspecified gender (3%). In 2024, the distribution was 3,389 women (67%), 1,632 men (32%), 1 non-binary (0.02%) and 36 other/unspecified (0.71%). By professional classification, 87% were in specialist positions, 7% in managerial positions, and the remaining 6% in executive roles (86%, 7% and 7% respectively, in 2024). By age group, 62% were under 30 years old, 35% were between 30 and 50 years old, and the remaining 3% were over 50 years old (61%, 37%, and 2%, respectively, in 2024). The reported distribution is consistent with our workforce composition for both reporting periods.	S1-6
Average salaries and their evolution broken down by gender, age and job classification or equal value	Material	166-167	S1-16
Wage gap, equal or average remuneration of jobs in the society	Material	166-167	S1-16
Average remuneration of directors and officers, including variable remuneration, allowances, indemnities, payment to long-term savings pension schemes and any other payment broken down by gender	Material	The total remuneration of the Board of Directors in 2025 was 14,537 thousand of euros (14,248 thousand of euros in 2024). The average annual remuneration accrued by the 23 members of Senior Management at the end of the 2025 reporting period (21 in 2024) broken down by gender, is as follows (in thousands of euros): – Men: 5,827 (5,594 in 2024) – Women: 5,215 (4,855 in 2024) – Total: 5,642 (5,357 in 2024) More information in section <i>Board of Directors</i> of the <i>Annual Corporate Governance Report</i> and in the <i>Annual Report on Remuneration of Directors</i> .	GOV-3 S1-16
Implementation of policies to disconnect from work	Material	168-169	S1-15
Number of employees with disabilities	Material	166	S1-12
<b>Organisation of work</b>			
Organisation of working hours	Material	167-169; 173	S1-2 S1-8 S1-15
Number of hours of absenteeism	Material	In the 2025 reporting period, the total number of absenteeism hours due to common illness, corresponding to 97.6% of the Group's employees —including all logistics and store employees worldwide, as well as office employees in Spain—, amounted to 12,992,186 hours (12,468,147 hours in 2024). The total number of hours worked during the 2025 reporting period, covering 92.3% of the Group's employees —including logistics and store employees worldwide —, amounted to 176,544,472 hours (92.1% of employees and 178,585,730 hours in 2024).	–
Measures aimed at facilitating work-life balance and promoting the shared and responsible exercise of these rights by both parents	Material	168-169; 171	MDR-A S1-4 S1-15

Information requested by Act 11/2018	Materiality	Pages of the Report where response is given and/or direct response	Reporting criteria: ESRS
<b>Health and safety</b>			
Occupational health and safety conditions	Material	170-172; 204	MDR-P S1-4 S1-14
Work-related accidents, in particular their frequency and severity, as well as occupational diseases; broken down by gender	Material	170-172	S1-14
<b>Labour Relations</b>			
Organisation of social dialogue including procedures for informing, consulting and negotiating with staff	Material	172-174	S1-2 S1-3
Mechanisms and procedures the company has to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	Material	172-174	S1-2 S1-3
Percentage of employees covered by a collective bargaining agreement by country	Material	167-168	S1-8
Assessment of collective bargaining agreements, particularly in the field of health and safety at work	Material	167-168; 171-174	S1-2 S1-8 S1-14
<b>Training</b>			
Policies implemented in the field of training	Material	158-159; 169-170	MDR-P S1-1 S1-4 S1-13
Total number of training hours by occupational category	Material	169-170	S1-13
<b>Universal accessibility</b>			
Universal accessibility for people with disabilities	Material	158; 165-166; 182	S1-1 S1-4 S1-12 S4-4
<b>Equality</b>			
Measures taken to promote equal treatment and equal opportunities between women and men	Material	164-166	MDR-P MDR-A S1-4 S1-9
Equality plans, measures taken to promote employment, protocols against sexual and gender-based harassment	Material	158-159; 163-166; 168-169; 173; 201; 203	MDR-P MDR-A S1-1 S1-2 S1-4 S1-9 S1-15
Policy against all types of discrimination and, where applicable, diversity management	Material	158-159; 201; 203	MDR-P S1-1
<b>Respect for human rights</b>			
<b>Management approach:</b> description and results of policies relating to these issues, as well as the main risks related to these issues related to the group's activities	Material	114; 118-121; 158-180; 182-184; 189-191; 201-204	SBM-1 SBM-3 IRO-1 MDR-P MDR-A S1-1 S1-4 S1-17 S2-1 S2-4 S4-1 S4-4 G1-1 G1-4
<b>Application of due diligence procedures</b>			
Application of due diligence procedures in the field of human rights and prevention of the risks of human rights violations and, where applicable, measures to mitigate, manage and repair potential abuses committed	Material	107; 114; 189-192	SBM-1 GOV-4 S1-17 G1-1 G1-3 G1-4
Allegations of cases of human rights violations	Material	189-191	S1-17 G1-1 G1-4

Information requested by Act 11/2018	Materiality	Pages of the Report where response is given and/or direct response	Reporting criteria: ESRS
Measures implemented to promote and comply with the provisions of the ILO fundamental conventions relating to respect for freedom of association and the right to collective bargaining; eliminating discrimination in employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour	Material	Inditex's Code of Conduct upholds the right to freedom of association and collective bargaining. This Code applies to all of the Group's operations. Likewise, the Code of Conduct for Manufacturers and Suppliers also establishes this right, applying to all of the Group's suppliers. The Compliance Program for the Code of Conduct for Manufacturers and Suppliers of Inditex assesses compliance with workers' freedom of association. The Compliance Program for the Code of Conduct for Manufacturers and Suppliers of Inditex prohibits child labour and applies to all of the Group's operations and suppliers. The Compliance Program for the Code of Conduct for Manufacturers and Suppliers of Inditex prohibits forced labour and applies to all of the Group's operations and suppliers. Additionally, related information is included on pages: 158-159; 167-168; 172-180; 201-207.	MDR-P IRO-1 SBM-3 S1-1 S1-2 S1-8 S2-1 S2-4 S4-1
<b>Fight against corruption and bribery</b>			
<b>Management approach:</b> description and results of policies relating to these issues, as well as the main risks related to these issues related to the group's activities	Material	118-121; 187-192	GOV-1 SBM-3 IRO-1 MDR-P MDR-A G1-1 G1-3 G1-4
Measures adopted to prevent corruption and bribery	Material	187-192	MDR-P G1-1 G1-3 G1-4
Measures to fight money laundering	Material	187-192	MDR-P G1-1 G1-3 G1-4
Contributions to foundations and non-profit entities	Material	111; 114-115	–
<b>Information on the company</b>			
<b>Management approach:</b> description and results of policies relating to these issues, as well as the main risks related to these issues related to the group's activities	Material	118-121; 175-180; 182-184; 193-196	SBM-3 IRO-1 MDR-P MDR-A S2-1 S2-4 S4-1 S4-4 G1-2
<b>Company commitments to sustainable development</b>			
The impact of the company's activity on employment and local development	Material	177-179	MDR-A S2-4
The impact of the company's activity on local populations and on the territory	Material	177-179	MDR-A S2-4
Relations maintained with local community actors and the modalities of dialogue with them	Material	114-115; 177-179	SBM-2 MDR-A S2-4
Partnership or sponsorship actions	Material	115; 131; 140; 144; 146-148; 152; 166; 177-179; 184	–
<b>Subcontracting and suppliers</b>			
Inclusion of social, gender equality and environmental matters in the procurement policy	Material	107; 113-114; 122; 175-179; 193-196; 201-207	GOV-4 SBM-1 MDR-P MDR-A S2-1 S2-4 G1-2
Consideration of its social and environmental responsibility in relations with suppliers and subcontractors	Material	122; 150; 175-179; 193-196; 201-207	MDR-P MDR-A MDR-T E5-3 S2-1 S2-2 S2-4 G1-2
Monitoring and audit systems and their results	Material	193-196	–

<b>Information requested by Act 11/2018</b>	<b>Materiality</b>	<b>Pages of the Report where response is given and/or direct response</b>	<b>Reporting criteria: ESRS</b>
<b>Consumers</b>			
Measures for consumer health and safety	Material	137-139; 180; 182-184	MDR-A E2-1 E2-2 S4-1 S4-4
Claims systems, complaints received and their resolution	Material	181-182	S4-3
<b>Tax information</b>			
The benefits obtained country by country	Material	224-227	-
Tax on profits paid	Material	224-227	-
Public subsidies received	Material	226	-
<b>Other significant information</b>			
Taxonomy Regulation Requirements	Material	155; 228-232	Regulation (EU) 2020/852 and related Delegated Regulations (EU).

# Independent verification report

## **INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION AND SUSTAINABILITY INFORMATION**

(Translation of a report originally issued in Spanish. In the event of discrepancy,  
the Spanish-language version prevails.)

To the shareholders of Industria de Diseño Textil, S.A.:

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### **Conclusion of limited assurance**

In accordance with article 49 of the Commercial Code, we have performed a limited verification engagement on the Consolidated Statement of Non-Financial Information ("NFIS") for the year ended January 31, 2026 (hereinafter, year 2025), of Industria de Diseño Textil, S.A. (the "Entity") and subsidiaries (the "Group"), which is part of the Group's Consolidated Directors Report.

The content of the NFIS includes additional information to that required by prevailing mercantile regulation in respect of non-financial information, specifically the Sustainability Information prepared by the Group for the year ended January 31, 2026 (hereinafter, the "Sustainability Information") in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022, as regards corporate sustainability reporting (the "CSRD"). The Sustainability Information was also subject to limited verification.

Based on the procedures applied and the evidence obtained, nothing has come to our attention that causes us to believe that:

- a) The Group's NFIS for the year ended January 31, 2026 has not been prepared, in all material respects, in accordance with the contents required by prevailing mercantile regulation and the criteria selected in European Sustainability Reporting Standards ("ESRS"), as well as other criteria described as explained for each subject matter in the "Table of contents required by Act 11/2018" of the NFIS.
- b) The Sustainability Information, taken as a whole, has not been prepared, in all material respects, in accordance with the sustainability reporting framework applied by the Group and identified in section "BP. Basis for preparation of the Report [BP-1; BP-2]", including:
  - That the description of the process for identifying the Sustainability Information to be disclosed included in section "IRO. Impacts, risks and opportunities" is consistent with the process implemented and that it enables the identification of the material information to be disclosed in accordance with the requirements of ESRS.
  - Compliance with ESRS.
  - Compliance of the disclosure requirements included in section "Taxonomy Regulation" of the section on the environment in the Sustainability Information with the provisions of Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020, on the establishment of a framework to facilitate sustainable investment.

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### **Basis of conclusion**

We have performed our limited assurance engagement in accordance with generally accepted professional standards applicable in Spain and specifically with the guidelines contained in the Guidelines 47 (revised) and 56 (revised) issued by the Spanish Institute of Chartered Accountants on non-financial information assurance engagements and considering the contents of the note issued by the Spanish Accounting and Auditing Institute (ICAC) on December 18, 2024 (the "generally accepted professional standards").

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under those regulations are further described in the *Practitioner's responsibilities* section of our report.

We have complied with the independence and other ethics requirements of the International Code of Ethics for Professional Accountants (including international standards on independence) of the International Ethics Standards Board for Accountants (IESBA Code), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management (ISQM) 1, which requires us to design, implement, and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

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### **Responsibilities of the Directors**

The preparation of the NFIS included in the Group's Consolidated Directors Report is the responsibility of the Directors of Industria de Diseño Textil, S.A. The NFIS has been prepared in accordance with the content required by prevailing mercantile regulation and the criteria selected in ESRS, as well as other criteria described as explained for each subject matter in the "Table of contents required by Act 11/2018" of the NFIS.

This responsibility also includes the design, implementation, and maintenance of such internal control as considered necessary to ensure that the NFIS is free of material misstatement, whether due to fraud or error.

The Directors of Industria de Diseño Textil, S.A. are also responsible for defining, implementing, adapting, and maintaining the management systems from which the necessary information for preparing the NFIS is obtained.

In relation to the Sustainability Information, the entity's Directors are responsible for developing and implementing a process for identifying the information to be included in the Sustainability Information in accordance with the CSRD, the ESRS and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council, of 18 June 2020, and for disclosing information about this process in the Sustainability Information itself in section "IRO. Impacts, risks and opportunities". This responsibility includes:

- ▶ Understanding the context in which the Group carries out its activities and business relationships, as well as its stakeholders, in relation to the Group's impact on people and the environment.
- ▶ Identifying the actual and potential impacts (both negative and positive), as well as risks and opportunities that could affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to financing, or cost of capital in the short, medium or long term.
- ▶ Assessing the materiality of the identified impacts, risks and opportunities.
- ▶ Making assumptions and estimates that are reasonable under the circumstances.

The Directors are also responsible for the preparation of the Sustainability Information, which includes the information identified by the process, in accordance with the sustainability reporting framework used, including compliance with the CSRD, the ESRS, and compliance of the disclosure requirements included in section "Taxonomy Regulation" of the section on the environment in the Sustainability Information with the provisions of Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council, of 18 June 2020, on the establishment of a framework to facilitate sustainable investment.

This responsibility includes:

- ▶ Designing, implementing and maintaining such internal control as the Directors consider relevant to enable the preparation the Sustainability Information that is free from material misstatement, whether due to fraud or error.
- ▶ Selecting and applying appropriate methods for the presentation of Sustainability Information and the basis of assumptions and estimates that are reasonable, considering the circumstances, about specific disclosures.

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#### **Inherent limitations in the preparation of the information**

In accordance with ESRS, the entity's Directors are required to prepare forward-looking information on the basis of assumptions and hypotheses, which must be included in the Sustainability Information, about potential future events and possible future actions, if any, that the Group could take. Actual results may differ significantly from estimated results, as the reference is to the future and future events frequently do not occur as expected.

In determining the disclosures in the Sustainability Information, the entity's Directors interpret legal and other terms that are not clearly defined and that may be interpreted differently by others, including the legal conformity of such interpretations, and, accordingly, are subject to uncertainty.

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### Practitioner's responsibilities

Our objectives are to plan and perform the verification engagement to obtain limited assurance about whether the NFIS and Sustainability Information are free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusions. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this information.

As part of a limited assurance engagement, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- ▶ Design and perform procedures to assess whether the process for identifying the disclosures to be included in the NFIS and Sustainability Information is consistent with the description of the process followed by the Group and enables, where appropriate, the identification of the material information to be disclosed as required in the ESRS.
- ▶ Perform risk procedures, including obtaining an understanding of internal control relevant to the engagement, to identify disclosures where material misstatements are more likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Group's internal control.
- ▶ Design and perform procedures responsive to disclosures in the NFIS and Sustainability Information where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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### Summary from the work performed

A limited assurance engagement involves performing procedures to obtain evidence as a basis for our conclusions. The nature, timing and extent of procedures selected depend on professional judgment, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the NFIS and Sustainability Information.

Our work consisted of making inquiries of management and of the Group's various business units and components that participated in the preparation of the NFIS and Sustainability Information, reviewing the processes used for compiling and validating the information presented in the NFIS and Sustainability Information, and applying certain analytical procedures and performing tests of details on a sample basis as described below:

For verification of the NFIS:

- ▶ Holding meetings with Group personnel to obtain an understanding of the business model, the policies and management approaches applied, and the main risks related to these matters and to gather the information needed to perform the independent assurance work.
- ▶ Analyzing the scope, relevance and completeness of the content of the NFIS for the year 2025 based on the materiality assessment performed by the Group and described in section "IRO. Impacts, risks and opportunities" of the NFIS, considering the content required in prevailing mercantile regulation.
- ▶ Analyzing the processes used to compile and validate the data presented in the NFIS for the year 2025.

- ▶ Reviewing the disclosures relating to the risks, policies and management approaches applied with respect to the material matters presented in the NFIS for the year 2025.
- ▶ Checking, through sample testing, the information underlying the content of the NFIS for the year 2025 and whether it has been adequately compiled based on data provided by information sources.

For verification of the Sustainability Information:

- ▶ Making inquiries of Group personnel:
  - To understand the business model, the policies and management approaches applied and the main risks related to these matters and to gather the information needed to perform the independent assurance work.
  - To know the source of the information used by Management (e.g., interaction with stakeholders, business plans and documents on strategy) and review the Group's internal documentation on its process.
- ▶ Obtaining, through inquiries of Group personnel, insight into the entity's processes for gathering, validation, and presenting information relevant for the preparation of its Sustainability Information.
- ▶ Assessing whether the evidence obtained in our procedures on the process implemented by the Group for determining the disclosures to be included in the Sustainability Information is consistent with the description of the process included in that information, as well as assessing whether that process implemented by the Group enables identification of the material information to be disclosed in accordance with the requirements of the ESRS.
- ▶ Assessing whether all the information identified in the process implemented by the Group for determining the disclosures to be included in the Sustainability Information is effectively included.
- ▶ Evaluating whether the structure and presentation of the Sustainability Information is consistent with ESRS and the rest of the sustainability reporting framework applied by the Group.
- ▶ Performing inquiries of relevant personnel and analytical procedures on the disclosures in the Sustainability Information, considering those where material misstatements are likely to arise, whether due to fraud or error.
- ▶ Performing, as appropriate, substantive procedures through sampling of selected disclosures in the Sustainability Information, considering those where material misstatements are likely to arise, whether due to fraud or error.
- ▶ Obtaining, as appropriate, reports issued by accredited independent third parties accompanying the Consolidated Directors Report in response to the requirements of European regulations and, in relation to such information and in accordance with generally accepted professional standards, verification, exclusively, of the accreditation of the practitioner and that the scope of the report issued corresponds to that required by European regulations.

- ▶ Obtaining, as appropriate, the documents containing the information incorporated by reference, the reports issued by auditors or practitioners on such documents and, in accordance with generally accepted professional standards, verification, exclusively, that in the document to which the information incorporated by reference refers, the requirements described in ESRS for the incorporation by reference of information in the Sustainability Information are met.
- ▶ Obtaining a representation letter from the Directors and Management regarding the NFIS and Sustainability Information.

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#### **Other information**

The Management is responsible for the other information. The other information comprises the consolidated financial statements and the rest of the information included in the Consolidated Directors Report but does not include either the auditors' report on the consolidated financial statements or the assurance reports issued by accredited independent third parties required by European Union law on specific disclosures contained in the Sustainability Information and attached to the Consolidated Directors Report.

Our verification report does not cover the other information and we do not express any form of verification conclusion on it.

Our responsibility in connection with our engagement to verify the Sustainability Information is to read the other information identified and consider whether it is materially inconsistent with the Sustainability Information or the knowledge we have obtained during the verification engagement that could indicate material misstatements in the Sustainability Information.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

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Hildur Eir Jónsdóttir

March 11, 2026