

GRI Content Index

The table of contents included below refers to the [Consolidated Statement of Non-Financial Information and Sustainability Information 2025](#), which is included in the Inditex Group Annual Report 2025, available on Inditex's corporate website (www.inditex.com).

Statement of use	Inditex has reported the information cited in this GRI content Index for the period 01/02/2025 to 31/01/2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Information
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
	2-1 Organizational details	<p>Industria de Diseño Textil, S.A., is the parent company of the Inditex Group. Headquartered in Arteixo (A Coruña), the Group is present in 214 markets.</p> <p>More information on the nature and legal form of the Company in the <i>Annual Corporate Governance Report</i>, available on the corporate web page of Inditex (www.inditex.com).</p>
	2-2 Entities included in the organization's sustainability reporting	Annual Accounts. Annex I, p. 68-73 BP-1, p. 102
	2-3 Reporting period, frequency and contact point	<p>The Consolidated Statement of Non-Financial Information and Sustainability Information provides an account of Inditex Group's performance during financial year 2025, which runs from 1 February 2025 to 31 January 2026. It is a report which is published annually, and its date of publication for this financial year is 11/03/2026.</p> <p>Contact Details: Inditex Headquarters - Edificio Inditex Avda. de la Diputación, s/n 15143 Arteixo, A Coruña, España +34 981 18 54 00 www.inditex.com</p> <p>Communication and Corporate Affairs press@inditex.com</p> <p>Individual Shareholders' Department accionistas@inditex.com</p> <p>Investors Relations ir@inditex.com</p> <p>More information on the corporate website of Inditex: https://www.inditex.com/itxcomweb/es/en/info/contact-us</p>
	2-4 Restatements of information	BP-2, p. 103
	2-5 External assurance	BP-2, p. 103 Independent verification report, p. 246-252
ACTIVITIES AND WORKERS		
	2-6 Activities, value chain and other business relationships	ESRS 2. SBM-1, p. 109-112

GRI Standard	Disclosure	Information
	2-7 Employees	<p>ESRS 2. SBM-1, p. 110 S1-6, p. 160-163 Detailed information. Methodology, p. 208-223</p> <p>The distribution of our people by type of contract (permanent/temporary) by region is: in the Americas, 89% permanent (11% temporary); in Spain, 85% permanent (15% temporary); in Europe -excluding Spain-, 82% permanent (18% temporary); and in Asia and the rest of the world, 58% permanent (42% temporary). The same distribution by type of contract and gender is: women, 82% permanent (18% temporary); men, 83% permanent (17% temporary); non-binary people, 82% permanent (18% temporary); and others/unspecified, 90% permanent (10% temporary).</p> <p>The distribution of our people by type of working hours (full-time/part-time) by gender is: women, 38% full-time (61% part-time); men, 49% full-time (50% part-time); non-binary people, 32% full-time (66% part-time); and other/unspecified, 35% full-time (65% part-time). By region it is: in the Americas, 32% full-time (68% part-time); in Spain, 49% full-time (51% part-time); in Europe -excluding Spain-, 35% full-time (65% part-time); and in Asia and the rest of the world, 52% full-time (36% part-time).</p> <p>The number of people employed with non-guaranteed hours is 1.1% of the total workforce (1.1% women and 1.1% men). This group is concentrated in markets in Asia and the rest of the world.</p>
	2-8 Workers who are not employees	Not material.
GOVERNANCE		
	2-9 Governance structure and composition	<p>ESRS 2. GOV-1, p. 104-106</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-10 Nomination and selection of the highest governance body	<p>ESRS 2. GOV-1/GOV-2, p. 104-106</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-11 Chair of the highest governance body	<p>ESRS 2. GOV-1/GOV-2, p. 104-106</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>ESRS 2. GOV-1/GOV-2, p. 105-106 ESRS 2. SBM-2, p. 115 G1. GOV-1, p. 188</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-13 Delegation of responsibility for managing impacts	<p>ESRS 2. GOV-1/GOV-2, p. 105-106 G1-3, p. 191-192</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-14 Role of the highest governance body in sustainability reporting	<p>ESRS 2. IRO-1, p. 117 ESRS 2. GOV-1/GOV-2, p. 105-106</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-15 Conflicts of interest	<p>Detailed information. Policies, p. 201-207</p> <p>More information on related-party transactions and conflicts of interest, in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-16 Communication of critical concerns	<p>ESRS 2. SBM-2, p. 115 ESRS 2. GOV-2, p. 105-106</p> <p>More information in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-17 Collective knowledge of the highest governance body	<p>ESRS 2. GOV-1, p.189</p> <p>More information on the Company's governance structure and practices in the <i>Annual Corporate Governance Report</i>, available on the corporate website of Inditex.</p>
	2-18 Evaluation of the performance of the highest governance body	<p>ESRS 2. GOV-2, p. 104-106 ESRS 2. GOV-3, p. 106-107</p> <p>More information on the evaluation of the performance of the highest governance body, in the <i>Annual Corporate Governance Report</i> and the <i>Annual Report on Remuneration of Directors</i>, available on the corporate web page of Inditex.</p>
	2-19 Remuneration policies	<p>ESRS 2. GOV-3, p. 106-107</p> <p>More information in the <i>Annual Report on Remuneration of Directors</i>, available on the corporate web page of Inditex.</p>

GRI Standard	Disclosure	Information
	2-20 Process to determine remuneration	More information in the <i>Annual Report on Remuneration of Directors</i> , available on the corporate web page of Inditex.
	2-21 Annual total compensation ratio	S1-16, p. 116-167, 220
STRATEGY, POLICIES AND PRACTICES		
	2-22 Statement on sustainable development strategy	Message from the Chairperson, p. 92 CEO's statement, p. 94 ESRS 2. SBM-1, p.113-114
	2-23 Policy commitments	ESRS 2. SBM-1, p.113-114 ESRS 2. MDR-P, p.122 E1-2, p. 125 E2-1, p. 137-138 E3-1, p. 142 E4-2, p. 145 E5-1, p. 149 S1-1, p. 158-159 S2-1, p. 175-176 S4-1, p. 180 G1-1, p. 187-190 Detailed information. Policies, p. 201-207
	2-24 Embedding policy commitments	ESRS 2. SBM-1, p. 113-114 ESRS 2. GOV-2, p. 104-106 G1-1, p. 191-192 Detailed information. Policies, p. 201-207
	2-25 Process to remediate negative impacts	S1-3, p. 172 S2-1, p. 175-176 S2-3, p. 176-177 S2-4, p. 178 S4-1, p. 180 S4-3, p. 181-182 S4-4, p. 182 G1-1, p. 189-191
	2-26 Mechanism for seeking advice and raising concerns	S1-3, p. 172, 190 S2-3, p.177, 190 S4-3, p. 181, 190 G1-1, p. 189, 191
	2-27 Compliance with laws and regulations	S1-17, p. 189, 191, 223 G1-4, p. 191, 223
	2-28 Membership associations	ESRS 2. SBM-2, p.114-115 More information in the document ' <i>Partnerships</i> ', available on the Inditex corporate website, 'Sustainability - Reporting' section.
STAKEHOLDER ENGAGEMENT		
	2-29 Approach to stakeholder engagement	ESRS 2. SBM-2, p. 114-115 S1-1, p. 159 S1-2, p. 173-174 S2-1, p. 175 S2-2, p. 176-177 S4-1, p. 180 S4-2, p. 181
	2-30 Collective bargaining agreements	S1-8, p. 167-168
GRI 3: MATERIAL TOPICS 2021		
	3-1 Process to determine material topics	ESRS 2. IRO-1, p. 116-117
	3-2 List of material topics	ESRS 2. SBM-3, p. 118-120
	3-3 Management of material topics	ESRS 2. SBM-1, p. 113-114 ESRS 2. IRO-1/SBM-3, p. 118-121 ESRS 2. MDR-P, p. 122 Detailed Information. Policies, p. 201-207 Further information on Impacts, Risks and Opportunities, as well as the disclosure requirements for Policies, Actions and Targets (MDR-P, MDR-A, MDR-T) related to each standard, can be found throughout the Report.

GRI Standard	Disclosure	Information
GRI 101: BIODIVERSITY 2024		
	101-1 Policies to halt and reverse biodiversity loss	ESRS 2. SBM-1, p. 113-114 E4-2, p. 145 E4-4, p. 146 Detailed information. Policies, p.203
	101-2 Management of biodiversity impacts	ESRS 2. IRO-1, p. 118-120 E3-2, p. 143-144 E4-2, p. 145 E4-3, p.146-148
	101-4 Identification of biodiversity impacts	ESRS 2. IRO-1/SBM-3, p. 116-120
	101-5 Locations with biodiversity impacts	ESRS 2. IRO-1/SBM-3, p. 118-120 E4-5, p. 146
GRI 201: ECONOMIC PERFORMANCE 2016		
	201-1 Direct economic value generated and distributed	In fiscal year 2025 the direct economic value generated by the Inditex Group was: 39,864 million euros (comprising the Group's revenues); the economic value distributed comprised, among others, personnel expenses (5,914 million euros), income tax expenses (1,733 million euros), dividends paid to shareholders (5,235 million euros) and investment in the community (175 million euros). The economic value retained would be the difference between that generated and that distributed.
	201-2 Financial implications and other risks and opportunities due to climate change	ESRS 2. SBM-3, p. 118-121 E1. SBM-3, p. 135-136 E1-3, p. 129-131
	201-4 Financial assistance received from government	Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information), p. 226
GRI 205: ANTI-CORRUPTION 2016		
	205-1 Operations assessed for risks related to corruption	G1-3, p. 191 Detailed information. Policies, p.201 The Code of Conduct addresses the prevention of corruption in all its forms. This standard applies to all business units and is available on the Inditex corporate website, in the Group section, under 'Ethical Commitment'.
	205-2 Communication and training about anti-corruption policies and procedures	G1-3/G1-4, p. 192
	205-3 Confirmed incidents of corruption and actions taken	G1-4, p. 191
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No significant legal actions have been registered in the Inditex Group, either through the Ethics Line or through other available channels, in connection with anti-competitive behaviour and monopolistic and anti-trust practices during the reporting period.
GRI 207: TAX 2019		
	207-1 Approach to tax	Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information), p. 224-227
	207-2 Tax governance, control, and risk management	Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information), p. 224-227
	207-3 Stakeholder engagement and management of concerns related to tax	Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information), p. 224-227
	207-4 Country-by-country reporting	Consolidated Annual Accounts. Annex I, p. 68-73 Disclosure of information required by Act 11/2018, regarding non-financial information and diversity (Tax Information), p. 224-227
GRI 301: MATERIALS 2016		
	301-1 Materials used by weight or volume	E5-4, p. 152-153
	301-2 Recycled input materials used	E5-4, p. 153
	301-3 Reclaimed products and their packaging materials	E5-2, p. 152 E5-4, p. 153

GRI Standard	Disclosure	Information
GRI 302: ENERGY 2016		
	302-1 Energy consumption within the organization	E1-5, p. 132 Detailed information. Methodology, p. 210
	302-2 Energy consumption outside of the organization	E1-3, p. 129-131 Detailed information. Methodology, p. 210 Table of contents required by Act 11/2018, p. 241
	302-3 Energy intensity	E1-5, p. 132
	302-4 Reduction of energy consumption	E1-3, p. 129-131 E1-5, p. 132 Detailed information. Methodology, p. 210
	302-5 Reductions in energy requirements of products and services	E1-3, p. 129-131 E1-5, p. 132 Detailed information. Methodology, p. 210
GRI 303: WATER AND EFFLUENTS 2018		
	303-1 Interactions with water as a shared resource	ESRS 2. IRO-1/SBM-3, p. 118-120 E3-2, p. 143-144 E3-3/E3-4, p. 143
	303-2 Management of water discharge-related impacts	E2-1, p. 138 E2-2, p. 139 E3-1, p. 142 For more information, see the document 'Product health and safety: innovation, collaboration and continuous improvement', available on the Inditex corporate website, in the 'Sustainability - Reporting' section.
	303-3 Water withdrawal	E3-3/E3-4, p. 143 Table of contents required by Act 11/2018, p. 241
	303-4 Water discharge	E3-3/E3-4, p. 143
	303-5 Water consumption	E3-3 /E3-4, p. 143 Table of contents required by Act 11/2018, p. 241
GRI 305: EMISSIONS 2016		
	305-1 Direct (Scope 1) GHG emissions	E1-6, p. 133-134 Detailed information. Methodology, p. 210-213
	305-2 Energy indirect (Scope 2) GHG emissions	E1-6, p. 133-134 Detailed information. Methodology, p. 210-213
	305-3 Other indirect (Scope 3) GHG emissions	E1-6, p. 133-134 Detailed information. Methodology, p. 210-213
	305-4 GHG emissions intensity	E1-6, p. 133-134 Detailed information. Methodology, p. 210-213
	305-5 Reduction of GHG emissions	E1-3, p. 129-130 E1-4, p. 128-129 E1-6, p. 133-134 Detailed information. Methodology, p. 210-213
GRI 306: WASTE 2020		
	306-1 Waste generation and significant waste-related impacts	ESRS 2. IRO-1 p. 116-117 E5-4, p. 152-153
	306-2 Management of significant waste-related impacts	ESRS 2. IRO-1 p. 116-117 E5-2, p.151-152 E5-5, p. 153-154
	306-3 Waste generated	E5-5, p. 154 Detailed information. Methodology, p. 217
	306-4 Waste diverted from disposal	E5-5, p. 154 Detailed information. Methodology, p. 217
	306-5 Waste directed to disposal	E5-5, p. 154 Detailed information. Methodology, p. 217

GRI Standard	Disclosure	Information
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
	308-1 New suppliers that were screened using environmental criteria	G1-2, p. 194-196
	308-2 Negative environmental impacts in the supply chain and actions taken	ESRS 2. SBM-3, p. 120 G1-2, p. 194-196
GRI 401: EMPLOYMENT 2016		
	401-1 New employee hires and employee turnover	S1-6, p. 163, In 2025, 964 people joined Inditex. Out of the total number of registered hires, 74% are women, 25% men, 0.02% non-binary people and 1% people with other/unspecified gender. By age, 87% are people under 30 years old, 13% 30 to 50 years old and 1% over 50 years old. The majority of these hires are from Europe - excluding Spain-, with 43%; followed by Spain with 38%; the Americas with 10%; and Asia and rest of the world with 9%. In 2025, of the total voluntary/non-voluntary departures, 74% are women, 25% men, 0.02% non-binary people and 1.1% people with other/unspecified gender. By age, 84% are people under 30 years old, 15% 30 to 50 years old and 1% over 50 years old. The majority of these departures are from Europe (excluding Spain), with 42%; followed by Spain with 39%; Asia and rest of the world with 10%; and the Americas with 9%. 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 turnover, since it includes departures due to the end of the contract of this collective.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The Group offers comparable social benefits to employees on temporary and/or part-time contracts.
	401-3 Parental leave	S1-15, p. 169 In 2025, 7,376 people have returned to work after their leave (6,461 women and 944 men). The rate of return to work is 94% (94% for women and 98% for men). In turn, 6,155 people are still working for the Group 12 months after returning from leave (5,238 women and 838 men). Thus, the corresponding retention rate is 83% (81% for women and 89% for men).
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
	402-1 Minimum notice periods regarding operational changes	The current collective agreements do not establish a minimum period for formally communicating organizational changes at Inditex. However, when a significant event occurs, notification is given with the advance notice established by current legislation (Article 41 of the Workers' Statute).
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
	403-1 Occupational health and safety management system	S1-14, p. 170-172
	403-2 Hazard identification, risk assessment, and incident investigation	S1-1, p. 158 S1-4/S1-14 p. 170-172 Detailed information. Policies, p. 204
	403-3 Occupational health services	S1-1, p. 158 S1-4/S1-14, p. 170-172 In keeping with our commitment to provide additional health services, all our logistics and manufacturing centres are equipped with medical services for regular check-ups, health screening tests and vaccination drives. In addition, our headquarters, distribution centres, and factories in Spain have breastfeeding rooms. Store staff also have access to these rooms when needed. In the markets, other medical services are available through additional health insurance, with a special focus on mental health.
	403-4 Worker participation, consultation, and communication on occupational health and safety	S1-2, p. 172-173 S1-4/S1-14, p. 170-172 The existing committees represent all our people at the same level (management and staff), and all agreements are confirmed by management. All committees include agreements related to the health and safety of our people. During the reporting period, Inditex had agreements in place at the local and international levels with unions, which cover aspects such as personal protective equipment, periodic inspections, training and education, grievance mechanisms, among others.
	403-5 Worker training on occupational health and safety	S1-4/S1-14, p. 171

GRI Standard	Disclosure	Information
	403-6 Promotion of worker health	S1-4 / S1-14, p. 170-172
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	S1-1, p. 158 S1-4/S1-14, p. 170-172 S2-4, p. 179 G1-2, p. 193-194 Detailed information. Policies, p. 204
	403-8 Workers covered by an occupational health and safety management system	S1-14, p. 171 Detailed information. Methodology, p. 220
	403-9 Work-related injuries	S1-14, p. 171-172 Detailed information. Methodology, p. 220
	403-10 Work-related ill health	S1-14, p.172 Detailed information. Methodology, p. 220
GRI 404: TRAINING AND EDUCATION 2016		
	404-1 Average hours of training per year per employee	S1-13, p. 170 Regarding training by geographic area, the training hours, participants, and hours per person correspond as follows: Spain: 557,550, 516,671 and 10.9; Europe (ex-Spain): 1,990,192, 1,422,900 and 24.9; Americas: 447,483, 378,923 and 24.1; Asia and rest of the world: 478,905, 272,054 and 35.3. Likewise, regarding training by content, the training hours and participants are classified as follows: corporate (About us): 2,390,524 and 1,486,388; customers: 51,831 and 138,649; fashion and product: 98,848 and 381,197; languages: 37,621 and 16,656; processes, techniques and tools: 752,815 and 450,224; skills: 142,491 and 117,434.
	404-2 Programs for upgrading employee skills and transition assistance programs	S1-4/S1-13, p. 169-170 95% of the Group's employees are under 50 years old, so the Company does not face the need to develop programmes to assist our people at the end of their professional careers in the near future.
	404-3 Percentage of employees receiving regular performance and career development reviews	All of our people's performance is evaluated at least once a year and each brand conducts that process in keeping with its management model. Performance dialogue with store staff is continuous and centres around each person's contribution to store-specific objectives with a focus on career development, in line with one of our hallmark characteristics: internal promotion. In the case of office staff, target delivery and performance are reviewed with each person at least once a year, and objectives are set for the following year. Employee engagement includes dialogue aimed at fostering career development and getting feedback about employee concerns. Variable remuneration is fully tied to the Company's results and each person's contribution to their delivery.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
	405-1 Diversity of governance bodies and employees	S1-6/S1-9, p. 160-161, 165-166 S1-12, p. 166 For more information on diversity on the Board of Directors, please consult the <i>Annual Corporate Governance Report</i> , available on the Inditex corporate website, in the Investors section, Corporate Governance.
	405-2 Ratio of basic salary and remuneration of women to men	S1-16, p. 166-167
GRI 406: NON-DISCRIMINATION 2016		
	406-1 Incidents of discrimination and corrective actions taken	S1-17, p. 191
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	S1-1, p. 158-159 S1-2, p. 173 S1-8, p. 167-168 S2-4, p. 178 G1-2, p. 195
GRI 408: CHILD LABOR 2016		
	408-1 Operations and suppliers at significant risk for incidents of child labor	ESRS 2. SBM-3, p. 118-120 S1-1, p. 158-159 S2-1, p. 175 S2-3, p. 177 S2-4, p. 178 G1-2, p. 195 Detailed information. Policies, p. 201-204

GRI Standard	Disclosure	Information
GRI 409: FORCED OR COMPULSORY LABOR 2016		
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS 2. SBM-3, p. 118-120 S1-1, p. 158-159 S2-1, p. 175 S2-3, p. 177 S2-4, p. 178 G1-2, p. 195 Detailed information. Policies, p. 201-204
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
	414-1 New suppliers that were screened using social criteria	G1-2, p. 194-196
	414-2 Negative social impacts in the supply chain and actions taken	ESRS 2. SBM-3, p. 118-120, 176, 178 G1-2, p. 194-196
GRI 415: PUBLIC POLICY 2016		
	415-1 Political contributions	G1-5, p. 193
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
	416-1 Assessment of the health and safety impacts of product and service categories	S4-4, p. 182-183
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	E2-2, p. 139 S4-4, p. 182-183
GRI 417: MARKETING AND LABELING 2016		
	417-1 Requirements for product and service information and labeling	ESRS 2. IRO-1/IRO-2, p. 116-117 E5-3, p. 150 S4-1, p. 180 S4-2, p. 181 S4-4, p. 182-183
	417-2 Incidents of non-compliance concerning product and service information and labeling	During 2025, the Inditex Group did not record any significant non-compliance with regulations relating to product information and labelling or voluntary codes through available channels.
	417-3 Incidents of non-compliance concerning marketing communications	During 2025, the Inditex Group did not record any significant breaches related to marketing communications through the available channels.
GRI 418: CUSTOMER PRIVACY 2016		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, there have been 10 cases in which data protection authorities have contacted the Company requesting customer-related information. Of these, two cases remained open at year-end. During this year, the Turkish Data Protection Authority (KVKK) imposed a financial penalty of 250,000 TL (approximately 5,300 euros) related to the international transfer of personal data. In addition, during 2025, there were two cases affecting the security of personal data in which the Company deemed it necessary to notify the data protection authorities, and in which the individuals were also informed of the situation. Furthermore, during 2025, Inditex did not receive any substantiated complaints from third parties regarding the privacy and protection of customer data through its Ethics Line.