REPORT OF THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) ON THE NEEDS OF THE BOARD OF DIRECTORS RELATING TO THE PROPOSALS FOR ELECTION AND RE-ELECTION OF DIRECTORS

I. FOREWORD

This report is drawn up pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("CNMV") in February 2015 and amended in part further to a resolution passed by CNMV's Board of Directors on 25 June 2020 ("CBG"), and the Diversity of Board of Directors Membership and Director Selection Policy of Industria de Diseño Textil, S.A. (Inditex, S.A.) ("Inditex" or the "Company"), (the "Policy"), that cover the prior analysis of the Company's needs and of the competences required by the Board of Directors relating to the election and re-election of directors.

II. BACKGROUND

This assessment must be carried out considering the special circumstances which arise this year, on the basis that in addition to the expiry of the terms of office of several directors, this year (12th July) marks Mr Rodrigo Echenique Gordillo's 12 straight years in office, thereby ceasing to qualify as an independent director. For this reason, in accordance with Section 25.2.(g) of the Board of Directors' Regulations, he has tendered his resignation to the Board of Directors, and has formally stepped down from the Board, effective as of the date of the upcoming Annual General Meeting ("AGM") scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026, on second call.

The Nomination Committee ("NC" or the "Committee") wishes to expressly place on record its high regard for Mr Echenique's outstanding contribution as a board member throughout his long-standing tenure at Inditex, highlighting his role as one of the most senior and experienced members of the Board.

In particular, the Committee underscored his leadership and strong commitment to ensuring the effectiveness of the Board of Directors, as well as his significant contribution in his capacity as Lead Independent Director ("LID"), providing balance and effective counterweight in the Board's decision-making process. His key role was especially instrumental during relevant times for the Company, including the Chair's succession process undertaken in 2021-2022, during which he consistently contributed to safeguarding the Company's interests and ensuring the stability of its governance structure.

The NC further acknowledged his outstanding work as Chair of the Remuneration Committee, where he has played an essential role in the design and implementation of remuneration policies aligned with the strategic goals of the Company, namely in highly challenging environments such as those arising from the pandemic. His contributions supported the effective management, motivation and retention of talent, while ensuring the Group's financial sustainability.

The foregoing, together with his deep understanding of the Inditex Group, its business and the operating dynamics of the Board of Directors and its Committees, as well as his active engagement and the consistently high quality of his contributions – exercised with independent, sound and constructive judgement –, have significantly enhanced the Board's oversight and control functions.

Mr Echenique's retirement represents a significant loss within the Board, as he combined experience, seniority and leadership relevant to its balance and proceedings.

III. PURPOSE

Recommendation 14 CBG sets forth that it should be ensured that "*appointment or re-election proposals are based on a prior analysis of the competences required by the board"* and that *"the results of the prior analysis of the competences required by the board should be written up in the nomination committee's explanatory report, to be published when the general meeting is convened that will ratify the appointment and re-election of each director*." In this regard, in accordance with the provisions of Technical Guide 1/2019 on nomination and remuneration committees, approved by CNMV on 20 February 2019, analysing the competences, knowledge and experience as well as other occupations of the directors who are already members of the board, and preparing a Board Skills Matrix for the purposes of defining the profile and required skills of prospective candidates, are deemed good practices.

On the other hand, pursuant to Inditex's internal regulations, the composition of the Board of Directors should reflect the Company's commitment to diversity of knowledge, qualifications, experiences, geographic origin, age and gender. Likewise, efforts should be made to ensure a balanced board membership in terms of directorship types, with a large majority of non-executive directors and an appropriate ratio of proprietary to independent directors.

The review carried out by the NC has been based on the Board Skills Matrix (the "Board Skills Matrix"), that identifies the competences of current board members in terms of education, career experience and other aspects such as origin, age, tenure, etc., The findings of such review were:

- At present, ten (10) directors sit on the Board of Directors. This number is within the limit provided in the Articles of Association and within the 5 to 15 range set out in Recommendation 13 CBG.
- In terms of directorship type, the ten (10) board members are classified as follows: one (1) executive, four (4) proprietary and five (5) independent directors. Thus:
    - A large majority of non-executive board members (9 of 10) still serves on the Board of Directors in accordance with the provisions of Recommendation 15 CBG.
    - Independent directors represent 50% of all board positions in accordance with Recommendation 17 CBG even though Inditex has a controlling shareholder (with more than 60% of the share capital) and therefore, the rule that at least one third of all the directors should be independent should apply.
    - In accordance with Recommendation 16 CBG, the ratio of proprietary to non-executive directors (4 out of 9) is below the proportion between the capital they represent on the board and the remainder of capital.
- Female directors account for 50% of all board seats, exceeding the representation target set in Recommendation 15 CBG and in the internal regulations of the Group (40%), as well as in *Ley Orgánica* 2/2024 of 1st August on Equal Representation of Men and Women (that sets a 40% target for the least represented gender on the Board).
- The current composition of the Board of Directors combines members with extensive experience and knowledge of the Group, its business, the retail sector generally and the fashion industry in particular, with members whose backgrounds, skills, expertise and experience have been developed in other fields and sectors. In addition, each member of the Board possesses the high level of professional competence and personal integrity required for the role, together with the availability necessary to devote the time and attention that the discharge of their duties demands.

/ Average tenure of independent directors on the board stands at 7.6 years and the average age of directors is 64.10 years

Pursuant to the Board Skills Matrix, the Committee considers that Inditex Board of Directors currently has a high degree of balance and stability materialised in: (i) a balanced presence of the different directorship types, as independent, proprietary and executive directors sit on the Board, with a large majority of non-executive independent directors; (ii) parity between men and women, and, (iii) an appropriate balance of skills, knowledge and experience that befits the interests of the Company and its Group.

Furthermore, although the Company has some flexibility to increase the number of board members, its current size is deemed to be adequate to facilitate dialogue and interaction among its members and is aligned with the size and complexity of the Group and the business and on par to that of other comparable companies.

In line with the commitments made in recent years by the Company, the NC has considered that, ensuring a high female representation on the Board should remain a priority in the annual director re-election and/or selection process, without disregarding that all appointments must be made based upon the strictest criteria of suitability and merit.

The NC further considers that in order for the Board of Directors to duly perform its oversight duty, its members should have, as a whole, accredited abilities, competences, experience and merits: (i) regarding the Company itself, the Group, the retail sector and the fashion industry; (ii) in the field of economy and finances, accounting, auditing or risk management, covering both financial and non-financial ones; (iii) in the digital and new technologies sector; (iv) in the field of sustainability, corporate governance and regulatory compliance; (v) in different geographical markets; and (vi) in management, leadership and business strategy. In addition, each board member is required to be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

On this basis, to subsequently define the profile and capabilities required of potential candidates, the Committee has identified the following priorities:

- Independence within the Board should be safeguarded, ensuring that the number of independent directors continues to exceed the number of proprietary directors appointed on the proposal of the controlling shareholder.

- Furthermore, given the continuing challenges presented by the current complex global macroeconomic environment, it has been considered important to maintain a significant representation on the Board of individuals with strong financial expertise and extensive experience in overseeing risk at the highest level, and who have held senior positions involving considerable responsibility and complexity within organisations of a scale comparable to that of Inditex.

Finally, based on the conclusions of the Board evaluation for 2025 and the reflections undertaken by the NC in this regard, it has been considered appropriate to continue advancing in the diversity of profiles and experience within the Board. In light of the above, the Committee considers that those directors whose terms of office are due to expire—namely, Ms Marta Ortega Pérez, Mr Óscar García Maceiras, Ms Flora Pérez Marcote, Bns. Denise Patricia Kingsmill, Ms Pilar López Álvarez, and Ms Belén Romana García—make a significant contribution to maintaining the current balance of the Board in all the respects outlined above.

Given that the Committee takes a positive view of the current size of the Board and considers it necessary to fill the vacancy that will arise following Mr Echenique's retirement, a candidate search process has been undertaken. This process has been led by the Chair of the Nomination Committee, Ms Romana, with the support of Spencer Stuart, a

human resources consultancy firm specialised in listed companies, and has completed a structured approach to the identification and assessment of candidates in line with best practices in corporate governance.

In this regard, the Committee considers that, in light of Mr Echenique's upcoming retirement, his replacement requires a particularly careful approach in the selection of a new profile, who should present similar features to those of the outgoing director. Accordingly, the Committee has determined that other potential avenues for evolution or further enhancement of diversity within its composition may be addressed progressively through the Board's natural renewal processes.

At this juncture, the Committee has deemed it especially important that the search and selection process identifies a profile that contributes to maintaining the Board's overall balance, considering both technical competencies and the level of experience, judgment, and capacity to influence within the Board.

Accordingly, the search process has been primarily focused on identifying candidates with a strong track record in senior executive management, capable of providing a strategic, independent, and well-founded perspective, as well as possessing extensive experience in risk oversight and decision-making in complex environments.

Experience in large-scale business transformation processes and organisational integration has also been positively considered, given its relevance in the current global context, marked by a high degree of uncertainty, complexity, and continuous change.

In light of the above, following the completion of this candidate assessment process for the appointment of a new independent director, in which various candidates were considered, the Committee has concluded that the profile of Mr José Ignacio Goirigolzarri Tellaeche best meets such needs and priorities.

Should the proposal for the election of Mr Goirigolzarri as a new independent director be approved at the Annual General Meeting, to fill the vacancy that will arise in due course, the number of members of the Board will remain at 10. In this respect, the Committee considers that there is currently no need to initiate a further search process to increase the size of the Board.

IV. TAKEAWAYS

The mission of the NC includes ensuring an appropriate board membership as well as observance of recommendations and best practices in the field of corporate governance.

As the end of Mr Echenique's term of office is close and given that this board vacancy needs to be filled, the NC resolved by unanimous vote:

1. To report favourably on the following proposals raised by the Board of Directors:

- To re-elect Ms Marta Ortega Pérez to the Board of Directors as proprietary director.
- To re-elect Mr Óscar García Maceiras to the Board of Directors as executive director.
- To re-elect Ms Flora Pérez Marcote to the Board of Directors as proprietary director.

The Committee has reviewed their competences, experiences and merits, to assess the adequacy of their re-election. The relevant proposals on their respective re-election, including their personal and professional bio, are attached hereto as Appendices I, II and III, respectively.

2. To issue the following proposals:

/ To re-elect Bns. Denise Patricia Kingsmill to the Board of Directors as independent director.

/ To re-elect Ms Pilar López Álvarez to the Board of Directors as independent director.

/ To re-elect Ms Belén Romana García to the Board of Directors as independent director.

The Committee has reviewed their competences, experiences and merits, to assess the adequacy of their re-election. The relevant reports on their respective re-election, including their personal and professional bio, are attached hereto as Appendices IV, V and VI, respectively.

3. To raise the proposal for the election of Mr José Ignacio Goirigolzarri Tellaeche as new independent director, replacing Mr Echenique.

Attached hereto as Appendix VII is the NC's assessment of Mr Goirigolzarri's competences, experience and merits, including his personal and professional bio, for the purposes of assessing and supporting the adequacy of his proposed election.

4. Should the proposal on the election of the new independent director be approved, to update the Board Skills Matrix to include the new candidate's profile.

Done in Arteixo, A Coruña (Spain), on 1st June 2026.

REPORT OF THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) ON THE PROPOSAL FOR THE RE-ELECTION OF MS MARTA ORTEGA PÉREZ TO THE BOARD OF DIRECTORS AS PROPRIETARY DIRECTOR TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies(*6) and 529*quindecies*(3)(d) of the revised text of the [*Spanish*] Companies Act (**"LSC"**), Article 29.3(e) of the Articles of Association, Sections 16.1(e) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. (Inditex, S.A.) ("**Inditex**" or the "**Company**"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal on the re-election of Ms Marta Ortega Pérez ("**Ms Ortega**") to the Board of Directors as proprietary director, to be subsequently submitted to shareholders at the Annual General Meeting scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

Ms Ortega's re-election as a director will result in her continuing in office as Chair of the Board of Directors, in accordance with the provisions of Section 146 of the Regulations of the Companies Register and Section 23.2 of the Board of Directors' Regulations.

II. PURPOSE

To prepare this report covering the proposal on the re-election of Ms Ortega to the Board, the Nomination Committee (the "**NC**" or the "**Committee**") has considered the needs of the Board of Directors for the purposes of re-election of directors, written up in the relevant explanatory report today approved by the Committee, pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by CNMV in February 2015 and amended in part further to a resolution passed by CNMV's board on 25 June 2020 ("**CBG**"). In turn, such explanatory report is based on the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at the meeting held on 10 March 2026 (the "**Board Skills Matrix**").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different directorship types, with the presence of independent, proprietary and executive directors, and in any event a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise in: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in

sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

Last, in accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the Committee must assess the performance of the director whose re-election is proposed during her term of office, as well as her ability to continue performing her duties effectively. Accordingly, this report includes an assessment of Ms Ortega's performance during her previous term of office and considers if the suitability requirements demanded to serve as company director are met.

III. PROFESSIONAL PROFILE AND SKILLS

Ms Ortega has built her entire career within the Inditex Group, which she joined in 2007 after she graduated in International Business from Regent's University London. In her early years with the Company, she held roles across different international destinations and business areas of the Group, later joining the Zara Woman design and product development team. In recent years, she has focused on defining Zara's brand and product strategy. In addition, she serves on the boards of directors of Pontegadea Inversiones, S.L. and Partler Participaciones, S.L.U., both of them significant shareholders of Inditex.

Ms Ortega has been a trustee of the Board of Trustees of Fundación Amancio Ortega Gaona (*Amancio Ortega Gaona Foundation*) since 2015, and its First Deputy Chair since 2023. She also chairs the Fundación MOP - *MOP Foundation* since its establishment in 2022 with the mission of promoting artistic, cultural and educational activities.

She was appointed as a director by the Board of Directors in the meeting held on 29 November 2021, effective as of 1 April 2022, and ratified at the Annual General Meeting held on 12 Jul 2022.

IV. PERFORMANCE

The NC has reviewed Ms Ortega's performance and dedication during her last tenure.

Since July 2022, date on which her appointment as proprietary director was ratified, Ms Ortega has attended all the meetings held by the Board of Directors, namely 34 board meetings.

The Committee takes a very positive view of the work carried out by Ms Ortega as a director and, in particular, as Chair of Inditex's Board of Directors.

Specifically, the Committee values her strong commitment to Inditex's corporate governance and her promotion of best practices in the proceedings of the Company's governing bodies, especially through a balanced and effective coordination of her responsibilities with the CEO. In this regard, the Committee particularly highlights her contribution to enhancing Board dynamics, fostering orderly, efficient and participative proceedings of the Board, and promoting transparency and clarity in the information submitted to it, as well as a constructive exchange of views which ultimately facilitates informed decision-making.

In addition, the Committee places particular importance on her contribution to the quality of debate within the Board, especially in light of her in-depth knowledge of the business, the sector and the Company. These aspects have, moreover, been underscored in all the annual performance evaluations conducted since she assumed the position of Chair of the Board of Directors, in which Ms Ortega has consistently received an excellent assessment.

Furthermore, the consolidation of these corporate governance practices in the proceedings of the Company's governing bodies during her tenure has been externally endorsed through various recognitions and certifications, among which is the AENOR's Good Corporate Governance Index certification, which the Company obtained in 2024 with the highest rating, and which was renewed in 2025.

Similarly noteworthy is the high level of shareholder engagement and consensus achieved during her chairmanship, reflected in the high levels of attendance and favourable voting recorded at the different AGMs held during that period, as recognised by the Eurosharehoders Award, obtained in 2025, which acknowledges the maximisation of shareholder participation and best practices in shareholder relations.

The Committee also wishes to highlight her role as the Group's institutional representative at the highest level, contributing to the strengthening of Inditex's corporate reputation, both internally and externally, and to the international positioning of the Company and its brands.

Special mention should be made of her role as the Group's principal institutional representative in the repositioning of the Zara brand (and, by extension, of the Inditex Group). Under her leadership, its international profile has been strengthened through a more creative and distinctive fashion proposition, fostering collaborations with renowned professionals and brands in the industry, as well as enhancing the customer shopping experience across all brands.

In addition, her support for and involvement in strengthening the Group's ethical culture stand out, including promoting the approval of the new Code of Conduct and the development of initiatives aimed at its proper dissemination, awareness and integration into the Company's day-to-day operations. From an external perspective, she has likewise contributed to consolidating the positioning of Inditex and its brands as benchmarks for creative and responsible fashion, promoting responsible purchasing practices and progress in the Group's sustainability commitments.

Following its assessment, the Committee found that Ms Ortega has performed her duties on Inditex's Board of Directors in a highly satisfactory manner, and also takes a very positive view of (i) her commitment, diligence and professionalism in the discharge of her duties as a director and (ii) the quality of her contributions and her role in ensuring the proper proceedings of the Board of Directors.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Ms Ortega.

It has been further established that her other professional occupations do not give rise to a conflict of interest, nor do they hinder her effective dedication as a board member of Inditex.

Consequently, the Committee considers that Ms Ortega meets the requirements of ability, compatibility and availability necessary to serve as a director and non-executive Chair of the Board of Directors.

VI. CLASSIFICATION AS PROPRIETARY DIRECTOR

Ms Ortega is the daughter of Mr Amancio Ortega, founder and controlling shareholder of Inditex and of Ms Flora Pérez Marcote, both of whom serve on Inditex Board of Directors. Thus, she serves as a proprietary director on the Board, representing the company's founder, Mr Ortega.

The Committee has established that the proposed candidate meets the requirements to be considered a proprietary director, pursuant to Section 529*duodecies* LSC.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

In light of the conclusions reached regarding her performance, as well as the assessment of her profile, competences and experience, the Committee considers that Ms Ortega's re-election would contribute to maintaining an appropriate balance within the Board in aspects such as: (i) skills and expertise, in particular her international experience and in-depth knowledge of the fashion sector, the customer and the business model, competencies identified as priorities; (ii) the stability and continuity of the values, vision, culture and ethical standards that have long defined Inditex, in line with the highest standards of governance for listed companies; (iii) diversity in directorship types; and (iv) gender diversity, helping to maintain gender parity, as well as an appropriate balance in terms of age and average tenure of the directors.

Accordingly, the Committee considers that her re-election is fully warranted from the standpoint of suitability, contribution to the effectiveness of the Board and alignment with its strategic needs, and that it represents a key element in ensuring continuity, stability and excellence in the Company's corporate governance.

In light of the foregoing, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Ms Marta Ortega Pérez be proposed for re-election by shareholders at the AGM as a proprietary director for a further two-year term in accordance with the Company's Articles of Association.

The NC further resolved by unanimous vote, to propose to the Board of Directors that Ms Ortega be re-elected as Chair of said governing body.

In Arteixo (A Coruña), on 1st June 2026.

REPORT OF THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) COVERING THE PROPOSAL FOR THE RE-ELECTION OF MR ÓSCAR GARCÍA MACEIRAS TO THE BOARD OF DIRECTORS AS EXECUTIVE DIRECTOR TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies*(6) and 529*quindecies*(3)(d)of the [*Spanish*] Companies Act ("**LSC**"), Article 29.3(e) of the Articles of Association, Sections 16.1(e) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("**Inditex**" or the "**Company**"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal for the re-election of Mr Óscar García Maceiras ("**Mr García**") to the Board of Directors as executive director to be subsequently submitted, if appropriate, to shareholders at the Annual General Meeting scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. PURPOSE

In preparing the report on the proposed re-election of Mr García, the Nomination Committee ("**NC**" or the "**Committee**") has taken into account the needs of the Board of Directors as written up in the relevant explanatory report today approved by the Committee pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("**CNMV**") in February 2015 and partially amended further to a resolution passed by CNMV's board on 25 June 2020 ("**CBG**"). Such explanatory report was based on the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting dated 10 March 2026 (the "**Board Skills Matrix**").

Specifically, the NC has considered that, in accordance with the Board Skills Matrix, the Board of Directors of Inditex currently has a high level of balance and stability, reflected in: (i) a balanced composition among the different directorship types, including independent, proprietary and executive directors, while maintaining a broad majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience suitable for the interests of the Company and the Group.

The Committee considered that, although the Company has some flexibility to increase the number of members of the Board of Directors, its current size is appropriate to facilitate dialogue and interaction among its members and is also aligned with the size and complexity of the Group and its business, being comparable to that of other peer companies.

In addition, in line with commitments undertaken in recent years, the Committee considers that ensuring the high level of female representation currently existing on the Board should continue to be a priority in the annual process of re-election and/or future selection of directors, without disregarding the fact that all appointments must be made in accordance with the strictest criteria of suitability and merit.

Likewise, the NC considers that, in general terms, for the Board of Directors to properly perform its oversight duties, it must have, as a whole, recognised integrity, competence, experience and merit: (i) in the Company and the Group itself and in the retail sector and the fashion industry; (ii) in economics, finance, accounting, auditing or risk management matters, covering both financial and non-financial risks; (iii) in the digital and new technologies sector; (iv) in sustainability, corporate governance and regulatory compliance; (v) in different geographical markets; and (vi) in management,

leadership and business strategy. Furthermore, each member should be highly qualified and trustworthy and available for the necessary dedication to the position.

Last, in accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the Committee is required to assess the performance of the director whose re-election is proposed during his term of office, as well as his ability to continue to continue performing her duties effectively. Accordingly, this report includes an assessment of Mr García's performance during his previous term of office and considers if the suitability requirements demanded to serve as company director are met.

III. PROFESSIONAL PROFILE AND SKILLS

Mr García olds a degree in Law from Universidade da Coruña and a PhD in Law from Universidad CEU San Pablo. He is Abogado del Estado [*Spanish State Attorney*], a position he held in his hometown between 2001 and 2005.

In 2005, he joined Banco Pastor, first as the Chief Legal Officer and later as its General Counsel and Secretary of the Board. In 2012, he was appointed Deputy Secretary of the Board and Head of Corporate Legal Department at Banco Popular. That same year, Mr García was appointed Managing Director of Corporate Development and Legal Affairs at SAREB, Spain's management company for assets arising from bank restructuring, as well as its General Counsel and Board Secretary.

In 2016, he joined Banco Santander as Group General Counsel and Deputy Secretary of the Board.

In 2021, he joined Inditex as General Counsel and Secretary of the Board, a position he held until his appointment by co-option as executive director and Chief Executive Officer (CEO)of the Group in November 2021, ratified at the Annual General Meeting held on 12 July 2022.

IV. PERFORMANCE

The NC has reviewed the work carried out by Mr García and his dedication during his previous tenure.

Since July 2022, when his appointment as executive director was ratified at the AGM, Mr García has attended all the meetings held by the Board of Directors, namely 34 in total.

The NC highly values the work performed by Mr García since his appointment as executive director and Inditex's CEO. Evidence of this is the excellent assessment obtained by Mr García in all annual performance evaluations carried out, in which the following qualities were highlighted: (i) his values and active contribution to strengthening Inditex's corporate governance model; (ii) his rapid understanding of and adaptation to the Group; and (iii) his management of complex matters in a demanding global environment and his strategic vision.

During his term of office, the Company has experienced solid financial and operational performance in a context marked by high volatility, complexity and uncertainty, achieving record sales and revenue numbers, strengthening shareholder remuneration and attaining significant stock market appreciation between 2022 and 2025 (in excess of 95%, meaning that Inditex's share price practically doubled during that period). In particular, in 2025, sales reached €39.864 billion, with net profit amounting to €6.220 billion. Likewise, the dividend proposed for the next AGM amounts to €1.75 gross per share, representing a significant increase compared with the dividend paid in year 2022 (€0.93 gross per share, i.e., an approximate increase of +88.17%).

The efficiency of his management has been endorsed by shareholders at successive AGMs, in which resolutions relating to corporate management received support levels exceeding, on average, 99%.

From a strategic standpoint, under his leadership the Company has continued to advance its key priorities, strengthening the fashion proposition, improving customer experience and promoting sustainable development and internal talent.

Particular mention should be made, among others, of: (i) the strengthening of commercial initiatives across all brands; (ii) the rollout of various initiatives and actions aimed at improving customer experience, notably the implementation of the new alarm system across different commercial formats and the development of major refurbishments and relocations of Group stores; (iii) increased geographical diversification through the opening of new markets by the different brands; and (iv) the promotion of initiatives aimed at talent development and retention through internal promotion and training, as well as reinforcing commitments relating to diversity, inclusion and equal opportunities at all levels of the Organisation.

In terms of sustainability, notable progress has been made in the Group's roadmap, including increased use of lower-impact fibres, significant reduction in water consumption within the supply chain and progress towards emissions reduction targets to achieve net zero emissions, as well as the promotion of strategic collaborations for industry transformation.

Likewise, in his significant institutional role within the Group before organisations, institutions and business and sector forums of national and international relevance, the Committee highly values his important contribution to strengthening Inditex's corporate reputation and institutional positioning in particularly relevant areas such as sustainability, industry transformation, corporate governance and global competitiveness. Special mention should be made, among many others, of his appointment in 2024 as Co-Chair of the Steering Committee of The Fashion Pact — an agreement among leading companies in the fashion sector committed to establishing concrete targets to address industry challenges relating to renewable energy, low-impact production and materials, and biodiversity — which reinforces the Group's positioning as a benchmark in sustainability.

With regard to the Company's corporate governance, this Committee highlighted, based on his solid background and prior experience in this area and in advising boards of directors in highly complex entities, the significant strengthening of the Group's governance structure through the creation of the Cybersecurity Advisory Committee and the International Advisory Board, respectively, as independent and specialised advisory bodies for the Company's governing bodies and executive management in areas of strategic importance and growing complexity, such as cybersecurity, geopolitics, international economics and global trends, thereby contributing to strengthening the Group's supervision and decision-making processes in an especially complex global economic, technological and regulatory environment.

In this same regard, particular value is placed on his important role in promoting best practices regarding the proceedings of Inditex's governing bodies, in balanced and effective coordination of responsibilities with the non-executive Chair of the Board. In particular, his contribution to improving the planning and operational dynamics of the Board and its Committees is noteworthy, fostering an agenda focused on the Group's most relevant strategic matters, with particular attention to business monitoring, risk management and key operational and regulatory challenges, while promoting transparency and clarity of information submitted to the Board. All of this contributes to facilitating informed decision-making within Inditex's governing bodies.

In addition, the Committee places particular value on Mr García's leadership in promoting the Group's new Code of Conduct, conceived as a key element in strengthening the Company's ethical and compliance culture, as well as on the initiatives undertaken to encourage its appropriate dissemination, understanding and implementation in the Company's day-to-day activities.

In light of the foregoing, the Committee considered that Mr García's performance during his term of office has been highly satisfactory, providing leadership, strategic vision and execution capability, while also highly valuing his commitment, diligence and professionalism in the exercise of his duties as director.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Mr García.

It has also been established that Mr García does not hold any other occupation that could hinder the effective dedication required for the position of director at Inditex.

Consequently, the Committee considers that Mr García meets the requirements of ability, compatibility and availability necessary to serve as a director and to duly perform his duties within the Company.

VI. CLASSIFICATION AS EXECUTIVE DIRECTOR

The Committee has established that the proposed candidate meets the requirements to be classified as an executive director, pursuant to Section 529*duodecies* LSC.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

Considering the conclusions reached regarding his performance, as well as the assessment of his profile, skills and experience, the NC considers that Mr García's re-election contributes significantly to maintaining an appropriate balance within the Board. In particular, the Committee highly values: (i) his extensive professional career, having held senior leadership positions in both the public sector - as a State Attorney - and private sector, including highly significant roles at major financial institutions, as well as his experience in dealing with regulatory authorities; (ii) his contribution to the stability and continuity of the values, vision, culture and ethics that have long defined Inditex, in line with the highest standards of governance for listed companies; and (iii) his contribution to the balance and diversity of knowledge, experience and profiles represented on the Board, as well as to maintaining an appropriate balance in terms of directorship types, age and average tenure in office.

Likewise, his continuity as CEO makes it possible to consolidate a robust governance model based on an appropriate separation of functions between the Chair of the Board and the executive management of the Company, aligned with international best practices, while continuing to ensure stability in the management and execution of the Group's strategy and promoting a sustainable transformation and growth model for the Company.

Consequently, the Committee considers that his re-election is fully warranted from the standpoint of suitability, contribution to the effectiveness of the Board and alignment with its strategic needs, also constituting a key element in further strengthening the stability, solidity and excellence of the Company's corporate governance.

In light of the foregoing, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Mr Óscar García Maceiras be proposed for re-election by shareholders at the AGM as an executive director for a further two-year term in accordance with the Company's Articles of Association.

The NC further resolved by unanimous vote, to propose to the Board of Directors that Mr García be re-elected as CEO of said governing body.

In Arteixo (A Coruña), on 1st June 2026.

REPORT OF THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) ON THE PROPOSAL FOR THE RE-ELECTION OF MS FLORA PÉREZ MARCOTE TO THE BOARD OF DIRECTORS AS PROPRIETARY DIRECTOR TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies(*6) and 529*quindecies*(3)(d) of the revised text of the [*Spanish*] Companies Act (**"LSC"**), Article 29.3(e) of the Articles of Association and Sections 16.1(e) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("**Inditex**" or the "**Company**"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal for the re-election of Ms Flora Pérez Marcote ("**Ms Pérez**") to the Board of Directors as proprietary director to be subsequently submitted to shareholders at the Annual General Meeting scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. PURPOSE

To prepare this proposal for the re-election of Ms Pérez to the Board, the Nomination Committee (the "**NC**" or the "**Committee**") has considered the needs of the Board of Directors for the purposes of re-election or election of directors, written up in the relevant explanatory report today approved by the Committee, pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by CNMV in February 2015 and amended in part by CNMV's board on 25 June 2020 ("**CBG**"). Such explanatory report is based on the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting held on 10 March 2026 (the "**Board Skills Matrix**").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different directorship types, with the presence of independent, proprietary and executive directors, marked by a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and

business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

Last, in accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the NC is required to assess the performance of the director whose re-election is proposed during her term of office, as well as her ability to continue performing her duties effectively. Accordingly, this proposal includes an assessment of Ms Pérez's performance during her previous term of office and considers if the suitability requirements demanded to serve as company director are met.

III. PROFESSIONAL PROFILE AND SKILLS

With a vast experience in the fashion industry and the retail sector, Ms Pérez has built a long-standing career within the Inditex Group where she has held different positions in areas relating to both design and production. She also has broad experience as a director of trade companies and other entities, having held various positions, and has served on the Board of Directors of various Group companies since 1992.

From 2005 until her election as a director in 2025, she served on Inditex Board of Directors as legal representative of Pontegadea Inversiones, S.L. She previously was the legal representative of the company Gartler, S.L., a former proprietary director of Inditex.

In addition, she has been a trustee on the Board of Trustees of the Fundación Amancio Ortega (*Amancio Ortega Foundation*) since March 2003 and its Chair since August 2023, and a trustee on the Board of Trustees of Fundación MOP (*The MOP Foundation*) since its establishment in 2022.

IV. PERFORMANCE

The NC has reviewed Ms Pérez's performance and dedication during her last tenure. In particular, she has attended – personally or by proxy – all meetings of the Board of Directors, namely 17 board meetings.

From its assessment, the Committee has found that Ms Pérez has performed her duties on the Board of Directors of Inditex to a very high standard. In particular, the Committee highly appreciated: (i) her commitment, diligence and professionalism in the performance of her duties as a director; (ii) her in-depth knowledge of the Group's business model, the Group itself, the retail sector and the fashion industry, as well as her understanding of the proceedings of the Board and its governance framework; and (iii) the quality of her contributions to Board deliberations, demonstrating independent judgement and contributing, through her business insight, experience and constructive approach, to balanced decision-making and to the enrichment of Board discussions.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22.2 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Ms Pérez.

It has been further established that her other professional occupations do not give rise to a conflict of interest, nor do they hinder her effective dedication as a board member of Inditex.

Consequently, the Committee considers that Ms Pérez meets the requirements of ability, compatibility and availability necessary to serve as a director.

VI. CLASSIFICATION AS PROPRIETARY DIRECTOR

Ms Pérez is the spouse of Mr Amancio Ortega, founder and controlling shareholder of Inditex. Thus, she serves as a proprietary director on the Board, representing the company's founder, Mr Ortega.

The Committee has established that the proposed candidate meets the requirements to be considered a proprietary director, pursuant to Section 529*duodecies* LSC.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

The Committee considered that Ms Pérez's re-election will contribute to maintaining within the Board one of the competences identified by directors in recent Board evaluations as a priority area, i.e., experience and expertise in the fashion sector – including supply chain, product development and consumer behaviour – in a disruptive and fast-evolving environment marked by the continuous emergence of new competitors.

This provides the Board with a particularly valuable perspective for the strategic oversight of the Group's business model and of developments within the sector.

Furthermore, her relationship with the controlling shareholder contributes to reinforcing alignment between the Group's long-term strategy and shareholders' interests, supporting the stability and continuity of Inditex's business model and of its values, vision, culture and ethical principles.

In light of the conclusions reached in respect of her performance, and following an assessment of her profile, skills and experience, the Committee considered that the re-election of Ms Pérez contributes to: (i) strengthening diversity within the Board, including in terms of competences and sector expertise, thereby ensuring the presence of directors with extensive knowledge of the Group, its business and the retail and fashion sector; (ii) maintaining a high level of female representation; (iii) preserving the continuity of the values, vision, culture and ethical standards that define Inditex; (iv) reinforcing an appropriate balance of perspectives and views within the Board; and (v) maintaining a balanced composition between proprietary and independent directors, in compliance with Section 7.2 of the Board Regulations and Recommendation 15 CBG, which require that non-executive directors represent a substantial majority of the Board.

In light of the above, the Committee considered that Ms Pérez has the necessary skills, experience and availability to devote the time and commitment required to perform her role effectively as a proprietary director of the Company, and that her re-election is fully warranted from a suitability perspective, making a particularly significant contribution to the balance, stability and effective strategic oversight of the Board of Directors.

Accordingly, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Ms Flora Pérez Marcote be proposed for re-election by shareholders at the AGM as a proprietary director for a further two-year term in accordance with the Company's Articles of Association.

In Arteixo (A Coruña), on 1st June 2026.

PROPOSAL FOR THE RE-ELECTION OF BARONESS KINGSMILL TO THE BOARD OF DIRECTORS, AS INDEPENDENT DIRECTOR THAT THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) RAISES TO THE BOARD OF DIRECTORS TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies*(4) and 529*quindecies*(3)(c) of the revised text of the [*Spanish*] Companies Act ("**LSC**"), Article 29.3(d) of the Articles of Association, Sections 16.1(d) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("**Inditex**" or the "**Company**"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal for the re-election of Bns. Denise Patricia Kingsmill ("**Baroness Kingsmill**") to the Board of Directors as independent director, that the Nomination Committee ("**NC**" or the "**Committee**") raises to the Board of Directors to be subsequently submitted to shareholders at the Annual General Meeting ("**AGM**") scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. PURPOSE

In preparing the proposal for the re-election of Baroness Kingsmill, the Committee has taken into account the needs of the Board of Directors for the purposes of re-election or election of directors, written up in the relevant explanatory report today approved by the Committee pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("**CNMV**") in February 2015 and partially amended further to a resolution passed by CNMV's board on 25 June 2020 ("**CBG**"). Such explanatory report has been drawn up on the basis of the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting dated 10 March 2026 (the "**Board Skills Matrix**").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different directorship types, with the presence of independent, proprietary and executive directors, and in any event a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and

business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

In accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the NC is required to assess the performance of the director whose re-election is proposed during her term of office, as well as her ability to continue performing her duties effectively. Accordingly, this proposal includes an assessment of Baroness Kingsmill's performance during her previous term of office and considers if the suitability requirements demanded to serve as company director are met.

III. PROFESSIONAL PROFILE AND SKILLS

In 2000 Baroness Kingsmill was awarded a CBE for services to Employment Law and Competition. In June 2006, Baroness Kingsmill was appointed to the House of Lords as a Labour Peer.

After a 20-year legal career she became deputy chair of the Competition Commission between 1996 and 2004. She has 5 honorary Doctorates from universities in the United Kingdom.

Baroness Kingsmill has been a Chair/member of the Remuneration Committees of many international companies. As a lawyer she has advised in relation to remuneration schemes. In 2001 she was invited by the Government to head a task force looking at women's employment and remuneration in the UK.

In 2003 she was appointed Chair of the Department of Trade and Industry's Accounting for People task force. She headed a second Government enquiry ("Accounting for People") into how companies should evaluate and measure the contribution of their work forces and specifically as to how they should communicate their progress in this area of "Human Capital Management" to all their stakeholders (www.accountingforpeople.gov.uk). In 2013 she was the co-chair of the Design Commission report into Design and Public Services ("Re-starting Britain").

Until May 2018, Baroness Kingsmill was the Chair of Monzo Bank and a member of the Supervisory Board of E. ON SE. She is currently a member of the International Advisory Board of IESE Business School. She was appointed a UK representative on the NATO Parliamentary Assembly.

Baroness Kingsmill has been an adviser to a number of international companies and has been a non-executive director of various British, European and American boards, including International Consolidated Airlines Group, S.A. and Telecom Italia.

A diverse and varied career spanning fashion and design, the law and regulation, as well as politics and people have given Baroness Kingsmill a unique perspective on the contemporary boardroom.

Baroness Kingsmill was elected to the Board of Directors as an independent director at the AGM held on 19 July 2016 and re-elected at the AGMs held on 14 July 2020 and 9 July 2024. She has served on the Sustainability Committee (which she chairs), the Remuneration and the Audit and Compliance Committees.

IV. PERFORMANCE

The NC has reviewed the work done by Baroness Kingsmill and her dedication during her previous tenure.

Since July 2024, Baroness Kingsmill has attended in person or by proxy all the meetings of the Board and its Committees, i.e., 17 board meetings, 13 meetings of the Audit and Compliance Committee, 8 meetings of the Remuneration Committee and 10 meetings of the Sustainability Committee.

On the one hand, the Committee considers the knowledge that Baroness Kingsmill has acquired of the Inditex Group and its values since joining the Company in 2016 to be a highly valuable asset and, consequently, also values her deep understanding of the Group's business model and, in particular, its sustainability strategy, the operating dynamics of its supervisory bodies, its governance framework, and management and oversight functions at the highest level.

On the other hand, the Committee highly appreciates the excellent work carried out by Baroness Kingsmill as Chair of the Sustainability Committee, a position she has held since the Committee's creation. In particular, the Committee highlighted the development achieved by the Sustainability Committee under her chairmanship as a result of: (i) the coordination work undertaken with the Company's various sustainability departments and areas; (ii) the establishment and progressive consolidation of efficient working practices; and (iii) the effective oversight of matters falling within the remit of the Sustainability Committee, including, in particular, the recent extension of its responsibilities to diversity and inclusion matters.

Accordingly, following its assessment, the Committee concluded that Baroness Kingsmill's service on Inditex Board of Directors is highly satisfactory, and also views very positively: (i) her commitment, diligence and professionalism in the discharge of her duties as a director; and (ii) her contribution and input to the activities and meetings of the Board of Directors and of the Committees on which she serves. Her contribution to strengthening the oversight of sustainability matters from her position as Chair of the Sustainability Committee has been particularly significant, promoting the consolidation of working and oversight practices aligned with international best practice.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22.2 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Baroness Kingsmill.

It has been further established that her other professional occupations do not give rise to a conflict of interest, nor do they hinder her effective dedication as a board member of Inditex. On the contrary, the Committee noted and valued the proper discharge of her duties as a director of Inditex, as evidenced by her full attendance at meetings and active participation in the work of the Board and its Committees (including the Advisory Committees).

Accordingly, the Committee considers that Baroness Kingsmill continues to fulfil the conditions of competence, compatibility and availability required for the proper performance of her duties as a director of the Company.

VI. CLASSIFICATION AS INDEPENDENT DIRECTOR

The Committee has established that the proposed candidate meets the requirements to continue qualifying as an independent director, pursuant to Section 529*duodecies* LSC. Her re-election to the Board is proposed considering her personal and professional conditions and her ability to serve on the Board without being constrained by any relations with the Company, the Group, its significant shareholders or its officers.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

Finally, in light of the conclusions reached in respect of her performance, as well as the assessment of her profile, skills and experience, the Committee considers that the re-election of Baroness Kingsmill makes a significant contribution to

maintaining an appropriate balance within the Board. In particular, the Committee highly appreciates: (i) her extensive experience in matters relating to talent management, remuneration policies, diversity and human capital management, areas of increasing strategic importance for listed companies; and (ii) her international background and experience in public institutions and international organisations, which provide the Board with a particularly valuable perspective on global governance, sustainability, regulation and the evolution of social and regulatory expectations applicable to global companies.

In addition, the re-election of Baroness Kingsmill would contribute to maintaining a high level of female representation within the governing bodies, as well as an appropriate balance between proprietary and independent directors, while also ensuring compliance with Section 7.2 of the Board of Directors' Regulations, which provides that the proportion of independent directors on the Board shall be at least equal to the Company's free float, and with Recommendation 15 CBG, regarding the requirement that non-executive directors should represent a substantial majority of the Board, and independent directors should represent a significant proportion of its membership.

Furthermore, her already extensive tenure on the Board of Directors has enabled her to develop a deep understanding of Inditex's business model, the dynamics of the retail and fashion sectors and the key challenges associated with sustainability and the evolving expectations of consumers and stakeholders, as well as the increasing integration of social, ethical and sustainability considerations into the strategy and positioning of global brands.

Accordingly, the Committee considers that Baroness Kingsmill possesses the capabilities, experience and availability required to provide the dedication and commitment necessary for the proper performance of the duties as independent director of the Company, and that her re-election is fully warranted from the standpoint of suitability and contribution to the Board's effectiveness, making a particularly valuable contribution to strengthening the Board's capabilities in areas relating to sustainability and ESG oversight, international governance, human capital management and the evolution of the social and regulatory expectations applicable to multinational companies.

Accordingly, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Baroness Kingsmill be proposed for re-election by shareholders at the AGM as an independent director for a further two-year term in accordance with the Company's Articles of Association

In Arteixo (A Coruña), on 1st June 2026.

PROPOSAL FOR THE RE-ELECTION OF MS PILAR LÓPEZ ÁLVAREZ TO THE BOARD OF DIRECTORS, AS INDEPENDENT DIRECTOR THAT THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) RAISES TO THE BOARD OF DIRECTORS TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies*(4) and 529*quindecies*(3)(c) of the revised text of the [*Spanish*] Companies Act ("LSC"), Article 29.3(d) of the Articles of Association and Sections 16.1(d) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("Inditex" or the "Company"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal for the re-election of Ms Pilar López Álvarez ("Ms López") to the Board of Directors as independent director, that the Nomination Committee ("NC" or the "Committee") raises to the Board of Directors to be subsequently submitted to shareholders at the Annual General Meeting ("AGM") scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. PURPOSE

In preparing the proposal for the re-election of Ms López, the Committee has taken into account the needs of the Board of Directors for the purposes of re-election or election of directors, written up in the relevant explanatory report today approved by the Committee pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("CNMV") in February 2015 and partially amended further to a resolution passed by CNMV's board on 25 June 2020 ("CBG"). Such explanatory report has been drawn up on the basis of the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting dated 10 March 2026 (the "Board Skills Matrix").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different directorship types, with the presence of independent, proprietary and executive directors, and in any event a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise in: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

In accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the NC is required to assess the performance of the director whose re-election is proposed during her term of office, as well as her ability to continue performing her duties effectively. Accordingly, this proposal includes an assessment of Ms López's performance during her previous term of office and considers if the suitability requirements demanded to serve as company director are met.

III. PROFESSIONAL PROFILE AND SKILLS

Ms López has a Bachelor of Science in Business Administration and a Major in Finance from ICADE. She has worked in a variety of roles at J.P. Morgan in Madrid, London and New York (1993-1999). She joined Telefónica in 1999, where she held the following positions: Head of Management Planning and Control (1999-2001), Financial Controller in Telefónica Móviles (2001-2006), Strategy Director in Telefónica de España (2006-2007), Chief Financial Officer of O2 Plc., based in the UK (2007-2011) and for Telefónica Europa based in Madrid (2011-2014), and Head of the Operational Simplification Program of Grupo Telefónica (2014-2015).

She has served as Supervisory Board member of Telefónica Czech Republic AS (2007-2014), and as Vice Chair of the Supervisory Board of Telefónica Deutschland Holding AG (2012-2015). She was a member of the Board of Tuenti Technologies and non-executive director of Ferguson Plc (2013-2018). She was a member of the Board of Trustees of Fundación ONCE and a member of the Board of Directors of Asociación para el Progreso de la Dirección (APD).

She joined Microsoft in 2015 as CEO in Spain. In 2021, she was appointed VP Sales, Marketing, Ops (COO) at Microsoft Western. For the last two years in such company, she was VP of the strategic partnership entered into with LSEG (London Stock Exchange Group) to architect the transformation of capital markets globally. In December 2025, she joined Vodafone Group Plc as Chief Financial Officer (CFO) and executive director.

Ms López was elected as director at the AGM held on 17 July 2018 and re-elected at the AGM held on 12 July 2022

IV. PERFORMANCE

The NC has reviewed the work done by Ms López and her dedication during her previous tenure.

Since July 2022, Ms López has attended in person or by proxy all the meetings of the Board and its Committees, i.e., 34 board meetings, 27 meetings of the Audit and Compliance Committee, 23 meetings of the Nomination Committee and 21 meetings of the Sustainability Committee.

The Committee has concluded from its review that Ms López has performed her duties on the Board of Directors of Inditex to a very high standard, highly appreciating: (i) her commitment, diligence and professionalism in the discharge of her duties as director and (ii) the quality and soundness of her contributions to the proceedings and meetings of the Board and the Committees where she serves.

In addition to her excellent contribution as a member of the Board Committees, the Committee also highly values her contribution to strengthening the proceedings of the Audit and Compliance Committee during the period in which she served as Chair, promoting improvements in the planning of its work, the prioritisation of strategic matters and engagement with the audit, control and assurance functions. These aspects have been particularly underscored in the successive performance evaluations carried out in respect of the Committee.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22.2 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Ms López.

It has been further established that her other professional occupations do not give rise to a conflict of interest, nor do they hinder her effective dedication as a board member of Inditex. On the contrary, the Committee noted and valued her proper discharge of her duties as a director of Inditex, as evidenced by her full attendance at meetings and active participation in the work of the Board and its Committees (including the Advisory Committees).

Consequently, the Committee considers that Ms López meets the requirements of ability, compatibility and availability necessary to serve as a director.

VI. CLASSIFICATION AS INDEPENDENT DIRECTOR

The Committee has established that the proposed candidate meets the requirements to continue qualifying as an independent director, pursuant to Section 529*duodecies* LSC. Her re-election to the Board is proposed considering her personal and professional conditions and her ability to serve on the Board without being constrained by any relations with the Company, the Group, its significant shareholders or its officers.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

Finally, in light of the conclusions reached in respect of her performance, as well as the assessment of her profile, skills and experience, the Committee considers that the re-election of Ms López makes a significant contribution to maintaining an appropriate balance within the Board. In particular, the Committee highly appreciates her proven experience and extensive professional background in executive business management, risk oversight and governance, and in particular in the field of finance, with her experience at Microsoft and in the development of initiatives linked to the technological transformation of global capital markets being especially relevant, providing the Board with a particularly valuable perspective on innovation, digitalisation and the technological evolution of business models.

In addition, the re-election of Ms López would contribute to maintaining a high level of female representation within the governing bodies, as well as an appropriate balance proportion between proprietary and independent directors, while also ensuring compliance with Section 7.2 of the Board of Directors' Regulations, which provides that the proportion of independent directors on the Board shall be at least equal to the Company's free float, and with Recommendation 15 CBG, pursuant to which non-executive directors should represent a substantial majority of the Board and independent directors should represent a significant proportion of its membership.

In light of the foregoing, the Committee considers that Ms López has the requisite skills, experience and availability to devote the time and commitment necessary to perform her role as an independent director of the Company effectively, and that her re-election is fully warranted from the perspective of suitability and her contribution to the effectiveness of the Board and to the strengthening of the Board's capabilities in areas relating to digital transformation, technological innovation, financial oversight and risk management.

Accordingly, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Ms Pilar López Álvarez be proposed for re-election by shareholders at the AGM as an independent director for a further two-year term in accordance with the Company's Articles of Association.

In Arteixo (A Coruña), on 1st June 2026.

PROPOSAL FOR THE RE-ELECTION OF MS BELÉN ROMANA GARCÍA TO THE BOARD OF DIRECTORS, AS INDEPENDENT DIRECTOR THAT THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) RAISES TO THE BOARD OF DIRECTORS TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies*(4) and 529*quindecies*(3)(c) of the [*Spanish*] Companies Act ("LSC"), Article 29.3(d) of the Articles of Association and Sections 16.1(d) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("Inditex" or the "Company"), as well as Section 8(g) of the Nomination Committee's Regulations. It covers the proposal for the re-election of Ms Belén Romana Garcia ("Ms Romana") to the Board of Directors as independent director, that the Nomination Committee ("NC" or the "Committee") raises to the Board of Directors to be subsequently submitted to shareholders at the Annual General Meeting ("AGM") scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. PURPOSE

In preparing the proposal for the re-election of Ms Romana, the Committee has taken into account the needs of the Board of Directors for the purposes of re-election or election of directors, written up in the relevant explanatory report today approved by the Committee pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("CNMV") in February 2015 and partially amended further to a resolution passed by CNMV's board on 25 June 2020 ("CBG"). Such explanatory report has been drawn up on the basis of the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting dated 10 March 2026 (the "Board Skills Matrix").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different directorship types, with the presence of independent, proprietary and executive directors, and in any event a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise in: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and

business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

In accordance with the provisions of CNMV's Technical Guide 1/2019 on nomination and remuneration committees, the NC is required to assess the performance of the director whose re-election is proposed during her term of office, as well as her ability to continue performing her duties effectively. Accordingly, this proposal includes an assessment of Ns Romana's performance during her previous term of office and considers if the suitability requirements demanded to serve as company director are met

III. PROFESSIONAL PROFILE AND SKILLS

Ms Romana hods a degree in Economics and Business Administration from Universidad Autónoma de Madrid (UAM) and is a State Economist for Spain.

She is currently an independent director of Santander Group where she chairs the Nomination Committee and is a member of the Executive Committee, Risk Supervision Committee, Regulation and Compliance Committee, Audit Committee and Innovation and Technology Committee. She is also non-executive (independent) Chair of Santander Insurance, S.L.

She is also an independent director of Werfen, S.A.; senior adviser to Artá Capital and academic director of the IE Leadership & Foresight Hub Programme.

After working as a consultant and asset manager, she held various positions, including director general of Economic Policy and director general of the Treasury of the Spanish Ministry of Economy, and director at Banco de España and CNMV. She was also a director at the Instituto de Crédito Oficial (ICO) and other entities, representing the Ministry of Economy.

She served as a non-executive director at Banesto, Acerinox, Ageas NV (Belgium), Aviva PLC, Aviva Italia Holding S.p.A and SIX Group AG and its subsidiary Bolsas y Mercados Españoles, Sociedad Holding de Mercados y Sistemas Financieros, S.A.U. She was also non-executive Chair of its other subsidiary SIX Digital Exchange AG.

She served as an advisory board member at Fundación Rafael del Pino (Rafael del Pino Foundation) and was the Executive Chair of Sociedad de Gestión de Activos Procedentes de la Reestructuración Bancaria, S.A. (SAREB). She has also been co-Chair of the board of trustees of The Digital Future Society and advisory board member at Inetum and TribalData.

In 2019, she chaired the "Think-Tank" Digital Future Society, with regard to the ethical, legal and social challenges resulting from the digital and technological transformation, from a global perspective.

IV. PERFORMANCE

The NC has reviewed the work done by Ms Romana and her dedication during her previous tenure.

Since July 2024, Ms Romana has attended in person or by proxy all the meetings of the Board and the Committees where she serves, i.e., 17 board meetings, 13 meetings of the Audit and Compliance Committee, 11 meetings of the Nomination Committee and 10 meetings of the Sustainability Committee.

The Committee has concluded from its review that Ms Romana has performed her duties on the Board of Directors of Inditex to a very high standard, highly appreciating: (i) her commitment, diligence and professionalism in the discharge

of her duties as director and (ii) the quality and soundness of her contributions to the proceedings and meetings of the Board and the Committees where she serves.

Since joining Inditex Group in 2024, she has demonstrated a swift adaptation to the working dynamics of the Board and its Committees, together with a progressively deep and well-grounded understanding of the Group. This has enabled her to make a meaningful and effective contribution to Board deliberations from an early stage of her tenure. In this regard, the Committee particularly highlights her contribution to strengthening the Company's governance framework through her active participation and leadership as Chair of this Committee in the search and selection process for candidates to the International Advisory Board, helping to ensure the quality, diversity and independence of the profiles appointed.

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22.2 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Ms Romana.

It has been further established that her other professional occupations do not give rise to a conflict of interest, nor do they hinder her effective dedication as a board member of Inditex.

All the foregoing is without prejudice to the performance of her obligations as a member of Inditex Board of Directors, as supported by her attendance at all its meetings and her active participation in the proceedings of the Board, the Committees where she serves and even, of the Advisory Committees.

Consequently, the Committee considers that Ms Romana meets the requirements of ability, compatibility and availability necessary to serve as a director.

VI. CLASSIFICATION AS INDEPENDENT DIRECTOR

The Committee has established that the proposed candidate meets the requirements to continue qualifying as an independent director, pursuant to Section 529*duodecies* LSC. Her re-election to the Board is proposed considering her personal and professional conditions and her ability to serve on the Board without being constrained by any relations with the Company, the Group, its significant shareholders or its officers.

VII. CONTRIBUTION TO THE BALANCED BOARD COMPOSITION

Finally, in light of the conclusions reached in respect of her performance, as well as the assessment of her profile, skills and experience, the Committee considered that the re-election of Ms Romana makes a significant contribution to maintaining an appropriate balance within the Board. In particular, the Committee highly appreciated: (i) her proven experience and extensive professional background in executive management and in risk oversight and governance, and in particular in the fields of finance, public economic policy and regulation, as well as in areas related to innovation, digital transformation and new technologies; (ii) the continued high level of female representation on the Board; and (iii) the maintenance of an appropriate balance between proprietary and independent directors, while also ensuring compliance with Section 7.2 of the Board of Directors' Regulations and Recommendation 15 CBG, pursuant to which

non-executive directors should represent a substantial majority of the Board and independent directors should represent a significant proportion of its membership.

In summary, the re-election of Ms Romana makes a very significant contribution to ensuring that the Board retains expertise in areas of particular strategic importance to the Group, including risk oversight, financial and non-financial regulation, corporate governance, digital transformation and emerging technologies. Of particular value is her extensive experience and ability to engage effectively within complex regulatory environments, which is especially relevant in the current international context marked by increasing regulatory demands and the growing interconnection between financial, technological, regulatory and geopolitical risks affecting the Group's activities.

In light of the foregoing, the Committee considers that Ms Romana has the requisite skills, experience and availability to devote the time and commitment necessary to perform her role as an independent director of the Company effectively, and that her re-election is fully justified from the perspective of suitability and her contribution to the effectiveness of the Board and to the strengthening of the Board's oversight, governance and risk management framework.

Accordingly, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Ms Belén Romana García be proposed for re-election by shareholders at the AGM as an independent director for a further two-year term in accordance with the Company's Articles of Association.

In Arteixo (A Coruña), on 1st June 2026.

PROPOSAL FOR THE ELECTION OF MR JOSÉ IGNACIO GOIRIGOLZARRI TELLAECHE TO THE BOARD OF DIRECTORS, AS INDEPENDENT DIRECTOR THAT THE NOMINATION COMMITTEE OF INDUSTRIA DE DISEÑO TEXTIL, S.A. (INDITEX, S.A.) RAISES TO THE BOARD OF DIRECTORS TO BE SUBMITTED TO SHAREHOLDERS AT THE ANNUAL GENERAL MEETING

I. FOREWORD

This report is drawn up pursuant to Sections 529*decies*(4) and 529*quindecies*(3)(c) of the revised text of the [*Spanish*] Companies Act ("**LSC**"), Article 29.3(d) of the Articles of Association, Sections 16.1(d) and 23.1 of the Board of Directors' Regulations of Industria de Diseño Textil, S.A. ("**Inditex**" or the "**Company**"), as well as Section 7(e) of the Nomination Committee's Regulations. It covers the proposal for the election of Mr José Ignacio Goirigolzarri Tellaeche ("**Mr Goirigolzarri**") to the Board of Directors as independent director, that the Nomination Committee ("**NC**" or the "**Committee**") raises to the Board of Directors to be subsequently submitted to shareholders at the Annual General Meeting scheduled to be held on Tuesday 7 July 2026 on first call, or on Wednesday 8 July 2026 on second call.

II. BACKGROUND

The proposal to appoint Mr Goirigolzarri as an independent director should be considered principally in the context of the upcoming retirement of Mr Rodrigo Echenique Gordillo from the Board of Directors, following the expiry of the maximum period during which independent status may be maintained.

The Committee highly appreciates the outstanding contribution made by Mr Echenique throughout his long-standing service to Inditex, especially considering his experience, leadership, independence of judgement and significant role in supporting the effectiveness and balanced composition of the Board.

Against this backdrop, the Committee considered it a priority to identify a candidate profile capable of preserving the Board's current balance, depth of experience, seniority and strategic oversight capabilities, particularly in a global environment marked by increasing economic, financial and regulatory complexity.

Accordingly, over recent months the Company has undertaken a search and selection process for a prospective director, led by Ms Romana, Chair of the Nomination Committee, with the support of Spencer Stuart, an executive search and leadership advisory firm specialising in the governance of listed companies.

III. PURPOSE

In preparing the proposal for the election of Mr Goirigolzarri, the Committee has taken into account the needs of the Board of Directors for the purposes of re-election or election of directors, written up in the relevant explanatory report today approved by the Committee pursuant to Recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission ("**CNMV**") in February 2015 and partially amended further to a resolution passed by CNMV's board on 25 June 2020 ("**CBG**"). Such explanatory report has been drawn up on the basis of the Board Skills Matrix approved by the Board of Directors at the meeting held on 12 May 2022 and last amended at its meeting dated 10 March 2026 (the "**Board Skills Matrix**").

In particular, the NC has considered that, in accordance with such Board Skills Matrix, Inditex Board of Directors currently demonstrates a high degree of balance and stability, reflected in: (i) a balanced composition across the different

directorship types, with the presence of independent, proprietary and executive directors, and in any event a clear majority of non-executive and independent directors; (ii) gender parity; and (iii) an appropriate balance of skills, knowledge and experience aligned with the interests of the Company and the Group.

The Committee further considered that, although the Company retains some flexibility to increase the size of the Board, its current size is appropriate to facilitate effective dialogue and interaction among its members. It is also proportionate to the scale and complexity of the Group and its business and is comparable to that of peer companies.

In addition, consistent with the commitments undertaken in recent years, the Committee considered that maintaining the existing high level of female representation on the Board should remain a priority in the annual re-election and/or future selection of directors, while ensuring that all appointments continue to be made in accordance with the strictest standards of merit and suitability.

The Committee further considered that, in order for the Board to effectively perform its oversight responsibilities, it should have, as a whole, recognised competence, experience and expertise: (i) in the Company, the Group, the retail sector and the fashion industry; (ii) in economy, finances, accounting, audit or enterprise risk management matters; (iii) in sustainability and the digital and new technologies sector, in line with the strategic focal points of the Group; (iv) in compliance and corporate governance; (v) in different geographical markets; and (vi) in management, leadership and business strategy. Likewise, each board member should be highly qualified and trustworthy, both as a person and as a professional, and available for the necessary dedication to the position.

Following the candidate assessment and selection process for a new independent director, during which various candidates were considered, the Committee concluded that the profile of Mr Goirigolzarri is the one that best matches the needs and priorities described above. Accordingly, and in accordance with the applicable regulations referred to above, this proposal assesses the competence, experience and merits of the proposed candidate for appointment as a new independent director of the Board of Directors.

IV. PROFESSIONAL PROFILE AND SKILLS

Mr Goirigolzarri holds a degree in Economics and Business Studies from Universidad Comercial de Deusto and a qualification in Finance and Strategic Planning from the University of Leeds (United Kingdom). He also served a lecturer in Strategic Planning at Universidad Comercial de Deusto.

His professional career has been closely linked to the banking sector. He joined Banco de Bilbao in 1977 in the Strategic Planning area. He subsequently became a member of BBV Holding, the entity that led the merger between Banco de Bilbao and Banco de Vizcaya. In 1992, he was appointed Managing Director of BBV and, in 1994 he joined the bank's Executive Committee, heading the Retail Banking Unit until 1999. In 1995, he also assumed responsibility for BBV América, at the early stages of the Group's expansion in the Americas.

Following the merger between BBV and Argentaria in October 1999, he became a member of the Executive Committee of the new group and was responsible for Latin America. He was subsequently appointed Chief Executive Officer of the Group in 2001, a position he held until 2009.

In May 2012, he was appointed Chairman of Bankia and its parent company, BFA. Following the merger between Bankia and CaixaBank in March 2021, he served as Executive Chairman of CaixaBank until January 2025.

Throughout his career, he has also held corporate governance positions in various companies, including serving as Vice Chairman at Telefónica and Repsol, and as a board member of Citic Bank in China and Bancomer in Mexico.

He currently serves as Chairman of the Advisory Board of NTT Data for Europe and Latin America, a member of the Advisory Board of Aliberico, S.A., and Senior Advisor to Cinven.

At an institutional level, he serves as Chairman of Fundación FAD Juventud [*FAD Youth Foundation*] and of Fundación de Estudios de Economía Aplicada (FEDEA) [*Foundation for Applied Economic Studies*], and Honorary Trustee of Fundación España-USA [*Spain–USA Foundation*]. He also serves on the Governing Board of Universidad de Deusto and chairs the Board of Deusto Business School. In addition, he chairs the Centro Internacional de Toledo para la Paz (CITpax) [*Toledo International Centre for Peace*].

V. INELIGIBILITY

The Committee has established that none of the causes of ineligibility to be a director provided in Section 213 LSC and in Section 22.2 of the Board of Directors' Regulations, nor any of the scenarios whereby directors must offer their resignation to the Board of Directors, pursuant to Section 25.2 of the Board of Directors' Regulations, apply to Mr Goirigolzarri.

It has been further established that his other professional occupations do not give rise to a conflict of interest, nor do they hinder his effective dedication as a board member of Inditex.

Consequently, the Committee considers that Mr Goirigolzarri meets the requirements of ability, compatibility and availability necessary to serve as a director.

VI. CLASSIFICATION AS INDEPENDENT DIRECTOR

The Committee has established that the proposed candidate meets the requirements to qualify as an independent director, pursuant to Section 529*duodecies* LSC. His election to the Board is proposed considering his personal and professional conditions and his ability to serve on the Board without being constrained by any relations with the Company, the Group, its significant shareholders or its officers.

VII. CONTRIBUTION TO A BALANCED BOARD COMPOSITION

In light of his professional background, the Committee considers Mr Goirigolzarri to be one of the key figures in the Spanish financial sector over recent decades, having played a major role in the restructuring of the financial system following the 2008 financial crisis.

Having held senior executive and corporate governance positions at leading international financial institutions over the course of an extensive career, he is widely recognised within the sector as a leader in managing crises and complex transformation processes, with a strong focus on financial discipline, professional ethics and long-term customer-orientation.

In particular, the Committee considered his extensive experience in complex and highly regulated environments to be especially valuable, particularly in the current international context of increasing regulatory and financial requirements affecting the Group's activities. In addition, his experience in retail banking and customer management provides the Board with a particularly valuable perspective on evolving consumer behaviour and market dynamics.

The Committee highly appreciated his experience serving on the governing bodies of international companies and operating in strategic markets for the Group, particularly in Europe, Latin America and Asia, as well as on his ability to

bring judgement, seniority and independence of mind to the functioning of the Board of Directors and its Committees. His experience in large-scale transformation and integration processes in highly complex and heavily regulated environments is especially relevant, including operational and cultural integration processes involving organisations of considerable scale.

Particular mention should also be made of: (i) his involvement in advisory bodies of international technology companies linked to digital transformation, artificial intelligence and the modernisation of corporate infrastructure, which further strengthens his understanding of the technological and organisational challenges facing major global companies; and (ii) his involvement in educational and social institutions focused on youth development, which brings to the Board a particularly valuable perspective on the role of large companies in promoting values, corporate culture, reputation, social commitment and positive impact on society.

In summary, following its assessment of his profile, skills and experience, the Committee considered that the appointment of Mr Goirigolzarri would make a particularly valuable contribution to strengthening the Board's capabilities in strategic areas relevant to the Group, including financial oversight, international business management, strategy, risk oversight and corporate governance.

The Committee also highly valued his contribution to maintaining the balance, stability and diversity of knowledge, experience and profiles represented on the Board of Directors, as well as his contribution to the gradual board refreshment and, consequently, to reducing the average tenure of independent directors.

In light of all the foregoing, the Committee considers that Mr Goirigolzarri possesses the capabilities, experience, integrity, availability and commitment required for the proper performance of the duties of independent director of the Company.

Accordingly, pursuant to the applicable regulations referred to above, the Committee has resolved by unanimous vote to recommend to the Board of Directors that Mr José Ignacio Goirigolzarri Tellaeche be proposed for election by shareholders at the AGM as an independent director for a two-year term in accordance with the Company's Articles of Association.

In Arteixo (A Coruña), on 1st June 2026.