

INDITEX

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Att. Mr Julio Alquezar Saiz
Chair of the European Works Council (EWC)
Inditex Group

Arteixo, (A Coruña), on 21 April 2020

Dear Mr Alquezar and members of the EWC,

First of all, we hope that yourselves, your families and loved ones are all in good health.

As advanced in our telephone conversation, the company is committed to fighting the pandemic globally, both with the society at large and with each and every one of our employees. In this regard, we continuously work together with all our subsidiaries to get through these complex situation.

We are working, first of all, to try and secure the remuneration of all our employees. To this end, while the stores are closed, we have made the decision to keep, to the extent possible and for the months of March and April, full remuneration of all staff members. This decision has been made in each market in accordance with the applicable legal framework, and, following consultation/agreement with the legal representatives of the employees.

We have further decided, as you are aware, and despite the circumstances, to keep the 2019 Annual Extraordinary Bonus, which will be paid based upon the level of achievement in each store/country, once most of our stores are open to trade again in each market.

Likewise, we are starting to prepare to resume our business activities, maintaining at all times all occupational health guarantees. Activities are being resumed starting with the delivery of online orders, and the gradual reopening of stores in certain markets in our environment is slowly becoming true.

Ensuring the health and safety of our workers will remain our priority. All measures in this field will prevail over any operational need.

For greater detail in this regard, please find attached hereto the corporate Stores Reopening Plan, which will be endorsed and agreed with the legal representatives of the workers at local level, based upon the specific features of each market.

We seize this opportunity to express our appreciation to all members of the EWC for their sense of responsibility, their support and understanding in these exceptional times, and we kindly remind you all that we are at your disposal should you have any questions, even, where necessary, to hold a conference call.

We hope that this situation comes to an end soon.

Yours sincerely,