INDITEX

ENROLLMENT GUIDE

Part-Time: Employees Working More Than 20 but Less Than 30 Hours Per Week
2026-2027



Start Here

ZARA Massimo Dutti BERSHKA

WELCOME

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WELCOME

Dear Team,

At Inditex, our people are at the heart of everything we do. We are committed to providing benefits that support you and your family through every stage of life, helping you prioritize your health, well-being, and financial future.

Each year, we thoughtfully evaluate our benefits to ensure they continue to meet the evolving needs of our teams while providing meaningful coverage, flexibility, and valuable resources.

This guide has been created to help you better understand the benefits available to you, compare your options, and make informed decisions during enrollment. We encourage you to take the time to explore the programs and choose the coverage that best supports you and your loved ones.

Thank you for your passion, dedication, and the impact you make every day. It is a privilege to support you with benefits that reflect our commitment to your well-being.

Sincerely,

Wendy Berkowitz
Head of Human Resources, United States

INDITEX IS PROUD TO PROVIDE A HIGH QUALITY BENEFITS PACKAGE TO ENHANCE YOUR LIFE.

Our comprehensive and competitive benefits program is an important component of your total compensation package. This guide provides valuable information to help you better manage your health and your financial security. Be sure to review your coverage needs, consider the benefit plans available to you and select benefits that will provide the most value to you.

For a smooth enrollment process, you should have your dependent(s) name, date(s) of birth and Social Security Numbers readily available.

IMPORTANT: You may only make changes to your benefits during the plan year if you experience a qualified life event (e.g. birth of a child, marriage, divorce, loss of spouse health coverage, etc.).

For assistance in a language other than English, please refer to the **Resources page** in this guide and request to speak with a representative in your preferred language. Keep in mind that not all languages are available.

Use this interactive guide to explore your benefit options. Just click on each section on the left to quickly and easily find the benefit information you need.



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ELIGIBILITY

Who Is Eligible to Participate?

You are eligible to participate in our benefits program if you are a Part-Time employee working a minimum of 20 hours but less than 30 hours per week.

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ELIGIBILITY

QUALIFIED LIFE EVENTS

After your initial enrollment period, you may only make changes to your benefit elections during the annual enrollment period, unless you have a qualified family status change as defined by the IRS. If a qualified change in status occurs, you are permitted to make changes consistent with the event.

Qualified Life Events, as defined by the IRS, may include:

- Marriage or divorce.
- Change in employment status of the employee, spouse, or dependent that affects eligibility.
- Gain or loss of an eligible dependent for reasons such as birth of a child, adoption, court order, disability, death, marriage or reaching the dependent child age limit.

If you experience a qualifying life event, it is your responsibility to make the necessary changes to your plan on www.myadp.com within 30 days of the event date.

Otherwise, your next available opportunity to make changes will be during the next annual open enrollment period.



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ENROLLMENT INSTRUCTIONS

NOTE: If you start your elections but do not complete the enrollment process, your information will not be submitted.

To enroll in benefits, go to: www.myadp.com

First Time Users

- First Time users click on "Register Here" to register.
- Enter Registration code: **INDITEXUSA-zara1234**
- Follow the instructions to establish a new user ID and secure password.

Returning Users

- Enter your Username and Password
- From the Dashboard, select Benefits

Please note that your elections are not completed until you select "Confirm Elections" and receive a confirmation email from ADP.



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RESOURCES

BENEFITS QUESTIONS?

The resources listed here are designed to be your personal benefits answer and support for a wide range of benefits and insurance issues. They are staffed by dedicated professionals who will work with you personally until your question is answered or benefits issue is resolved. All inquiries and personal data are completely confidential.

Don't forget to visit our benefits website at **www.zarabenefits.com** for additional information and resources.

Health Advocate
866-799-2731
Available 24 hours a day, 7 days a week

The Benefits Help Desk
877-373-6535
benefitshelpdesk@epicbrokers.com
Available from 8am–8pm ET, Monday through Friday
After hours, you can leave a voice mail message—your call will be returned within 24 hours (or returned on Monday, if received over the weekend).

Inditex Benefits Team
benefits@us.inditex.com



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WELLNESS & SUPPORT PROGRAMS

All Inditex employees may participate in this program.

Start Making Your Life Easier

To register visit **my.brighthorizons.com** and click "Join Today". Then select "Zara USA" from the dropdown and enter the requested details to verify your employment. Click "Confirm Email Address" in your confirmation email to continue filling out your information.

After your initial registration you may log in to the Bright Horizons site using the personal username and password you created when registering.

Download the App: Search "*back-up care*" in the **App Store** or **Google Play**

Please note if you are utilizing the Back-Up Care mobile application you will also need the below credentials:

Employer Username: Zara
Password: Benefits4You

Bright Horizons Back-Up Care

Trying to make work and family fit? Our Bright Horizons benefit can provide the support your family needs. Bright Horizons Enhanced Family Supports™ offers discounts on top child care, tutoring, elder care, summer camp, and STEM learning providers for your family. Membership is free for employees and comes with 10 back up days per year.

Services include:

- Back-up child care in high-quality centers or your own home
- In-home back-up care for adult and elder loved ones, even if they live in another state
- Health and safety policies that set the standard for the industry
- Easy booking online
- On-the-go reservations through our mobile app

The Bright Horizons program also includes premium access to Sittercity. A premium Sittercity membership enables you to quickly find babysitters, housekeepers, pet care, and more, and includes unlimited basic background checks at no cost.

To access these tools and resources, go to your Bright Horizons benefit page and navigate to the "*Find Sitters*" or Sittercity tile. This will bring you to the Sittercity homepage, where you will create a username and password to gain access and begin your search.

Cost of care varies based on geographic region, type, number of children or pets, and age of care recipients. Keep in mind that the use of Sittercity does not impact your back-up care use allowance.



Click here to access PLAN SUMMARIES

Please be sure to visit the **document library** for additional information on this benefit.

Please note that this information is subject to change for the 2027 Calendar year.

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All Inditex employees may participate in this program.

Health Advocate

Inditex has partnered with Health Advocate to offer you personalized support to improve your health and well-being, ***all at no cost to you!***

We know our health care system can be pretty tricky to navigate and it helps to have a service to advocate on your behalf when health care claims/issues become too complex to solve on your own.

A Personal Health Advocate understands the intricacies of the health care system and how to navigate through it. He or she will help you should you have medical/Rx questions, or need assistance in locating the right healthcare resource. Advocates are registered nurses (backed by a staff of medical directors and administrative experts) who will assist you with healthcare related issues, such as:

- Finding the appropriate medical providers for your health needs.
- Finding resources for second opinions
- Coordinating benefits between dental, medical, worker's compensation and disability carriers.
- Assuring correct application of provider network status.
- Managing health services for elderly parents.
- Assistance negotiating reductions in out-of-network fees above reasonable and customary amounts and more.

How to Access Health Advocate Services:

If at any time you or an immediate member of your family (including parents and parents-in-law) has a question or needs assistance, please contact Health Advocate. Simply identify yourself as a Zara employee.

Toll-Free: 866-799-2731
E-mail: answers@healthadvocate.com
Web: HealthAdvocate.com/members

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EMPLOYEE ASSISTANCE PROGRAM (EAP)

Employees have access to our Employee Assistance Program called Aetna Resources For Living. They offer a wide range of counseling, work/life and community resources designed to help people cope with the challenges of today's complex work and personal environments.

You may be struggling with stress at work, seeking financial or legal advice, or coping with the death of a loved one. Maybe you just want to strengthen your relationships with your family.

Your benefit offers assistance and support for all these concerns and more:

- Stress, grief and loss
- Relationship problems
- Workplace conflicts
- Legal & financial planning
- Child and elder care

How Does It Work?

Accessing Aetna Resources For Living is easy. Simply call their toll-free number **888-238-6232**. A specialist will help you (confidentially) identify the nature of your problem and the appropriate resources to address it.

You are eligible for up to **three counseling sessions per issue per year** with licensed professionals at no cost to you! Sessions are available face-to-face, by phone or through televideo.

Connecting to the EAP Online:

For 24-hour, confidential access to your EAP benefits and tools to help you enhance your work, health and life, simply visit **www.resourcesforliving.com**.

User Name: INDTX | Password: eap



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USA 401(K) RETIREMENT PROGRAM

The 401(k) plan at Zara USA enables eligible employees to save and invest for retirement through salary contributions, complemented by Zara's matching contributions.

To participate in the 401(k) plan, you must:

- **Be at least 21 years old,**
- **Complete three (3) months of service, and**
- **Have worked at least 250 hours worked.**

Your entry date will be the first day of the payroll period following the date you satisfy the eligibility requirements.

Automatic Enrollment:

Your 401(k) Plan managed by Mercer Wise is set up with an automatic enrollment feature. If you do nothing, the automatic enrollment period is 30 days. You will receive an email or mailing 30 days prior to your auto-enrollment date. This notice will inform you when the automatic 3% before-tax contributions will begin from your paychecks and give you the option to elect to withhold a different percentage or opt out if you choose. Auto enrollment will increase annually by 1% until reaching 6%.

Matching Contributions:

After completing six (6) months of service and 500 hours of service, the company will match 50% of elective deferrals that do not exceed 6% of your compensation. Ensure your contribution rate is 6% or more to receive the full match. You need to remain with the company for a minimum of 3 years to be fully vested and retain 100% of your employer matching contributions.

Helpful Tips:

- **Review the benefits and details** of your 401(k) plan.
- **Stay on track** and maximize the benefits of your retirement plan.
- **Designate an account beneficiary.** Complete this step online or call a Mercer Wise representative for assistance.
- **Elect automatic account features** like Automatic Increase to help make savings and portfolio management easier.
- **Consider consolidating** your retirement accounts into your Zara USA & Related Companies 401(k) Plan account.

Questions and Support:

If you have any questions about your Zara USA & Related Companies 401(k) Plan, please visit **mercerwise.com** or feel free to call a Mercer Wise representative at **833-637-2379 (**833-MER-CERW) (Weekdays 8 am to 10 pm ET and Saturdays 9 am to 5:30 pm ET).

Navigating The Mercer Wise Website

Review additional flyers on **zarabenefits.com** to learn how to navigate the Mercer Wise website and access retirement planning tools.

How To Enroll

Visit our 401(k) plan website at **mercerwise.com** to enroll and to learn more about your retirement plan and some great account features like Automatic Increase and automatic rebalancing of your investments.

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TRANSPORTATION

Save money on your work-related transportation costs by setting aside pre-tax dollars in our transit and parking spending accounts.

For 2026, you may choose to set aside up to $340 pre-tax per month for mass transit expenses and up to $340 pre-tax per month for parking expenses. **IRS limits are subject to change for the 2027 Calendar year.**

On the first pay period of the month, the appropriate amount will be deducted pre-tax from your paycheck and credited to your parking and transit accounts.

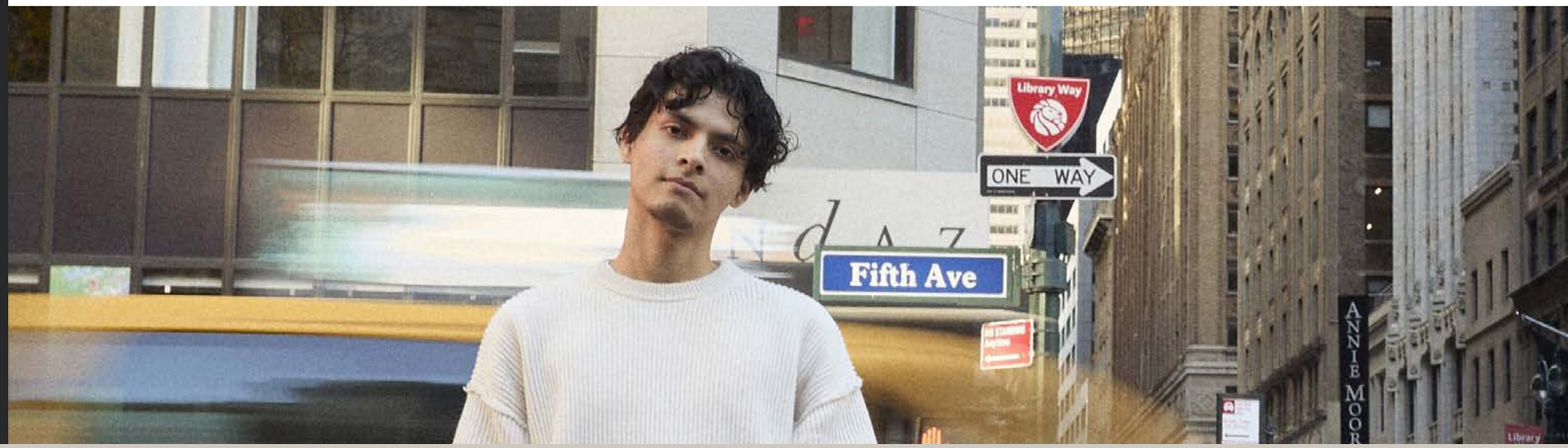
You may change the amount you are contributing or stop your contributions at any time during the year.

Transit expenses include ferry, subway, train and bus travel. Parking expenses include parking at a station to take another mode of transportation to work or parking at your workplace.

Expenses that are not covered include mileage, tolls, parking at your residence and airport parking.

Questions concerning your Parking and Transit benefits?

You may visit the BRI website at **www.BenefitResource.com**, or contact Participant Services at **800-473-9595** or **ParticipantServices@BenefitResource.com.**



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LIFE & DISABILITY INSURANCE

Please remember to designate your beneficiary(ies) for this great benefit!

The Hartford Group Term Life Insurance

Group Term Life helps provide financial protection in the event that something were to happen to you. Term life is a simple and inexpensive form of life insurance, which builds no cash value. Rates change with age and coverage reduces to 65% at age 65 and to 50% at age 70. Changes take effect on the October 1st following your birthday.

Employees may purchase coverage on their own life in $10,000 increments up to a maximum of $250,000 (not to exceed 5x your salary). The guarantee issue (GI) amount is $150,000.

Employees may also purchase coverage for their spouse in increments of $5,000 to a maximum of $100,000 (not to exceed 50% of the employee's election). The guarantee issue (GI) amount is $30,000 and premiums are based on the employee's age.

Child life insurance is available in $5,000 or $10,000 (not to exceed 50% of the employee's election).

When you first become eligible, you can elect to purchase Voluntary Life Insurance coverage for yourself and your family up to the GI amounts. Any elections made above the GI amounts will require you to submit Evidence of Insurability (EOI). Employees who wish to enroll in a future year may be required to submit EOI, depending on the coverage amount selected.

If your election(s) require Evidence of Insurability (EOI), you will be prompted to complete the applicable EOI form(s). Your selected benefit will not become effective until the EOI is submitted to and approved by The Hartford.



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LIFE & DISABILITY INSURANCE

Inditex partners with The Hartford to provide benefits that help you protect your paycheck and your family. You have the option to enroll in these policies online during your initial enrollment period.

The Hartford Short-Term Disability

Employees may choose to purchase Voluntary Short-Term Disability coverage. The Voluntary STD plan covers up to 26 weeks following a 7-day waiting period for accident and sickness. Weekly benefits are 60% of compensation up to $750 per week. This coverage is paid by the employee on a post-tax basis and will vary depending on age. Pre-existing limitations apply.

NOTE: Employees working in NJ, RI & CA are not eligible for the voluntary short-term disability, as these states provide a rich statutory short-term disability benefit to you.

Employees who waive coverage when first eligible but wish to enroll in a future year are required to submit EOI.

The Hartford Long-Term Disability Insurance

The Hartford Voluntary Long-Term Disability (LTD) coverage replaces a portion of your pay to help you meet your income needs while you're out of work. You're paid whether you become sick or are hurt on or off the job. The plan covers 60% of your salary to a maximum of $12,000 per month. Benefits begin at 180 days after disability and end at recovery or 5 years. This benefit is paid 100% by employees on a post-tax basis and will vary depending on age. Pre-existing condition limitations apply.

You'll receive benefit payments each month that can help you keep up with your bills. You can also spend the money on food, child care and other necessities.

If you choose not to enroll in our Voluntary LTD plan during your new hire enrollment period but wish to enroll in the future, Evidence of Insurability will be required in order to enroll in coverage.



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VOLUNTARY ACCIDENT, HOSPITAL & CRITICAL ILLNESS

The Hartford Accident Insurance

This benefit pays cash benefits for covered accidental injuries to you or your covered family member including ambulance rides, bone fractures and dislocations, emergency room and urgent care visits, burns and more. There are two plans for you to choose from.

The Hartford Hospital Indemnity Insurance

This plan pays cash benefits for hospital admittance. Coverage is available for you and your eligible dependents.

The Hartford Critical Illness/Specified Disease Insurance

This insurance provides a lump sum payment if you or your covered family member is diagnosed with a serious medical condition covered by the plan. Elections can be made in $5,000 increments up to $30,000. There is a $50 per person per year Wellness Benefit available to those who complete a preventive screening.

You have the choice to enroll in any or all of the Hartford Voluntary Benefit plan offerings. Costs for these plans are paid 100% by employees on a post-tax basis and will vary depending on coverage levels. More detailed information is available on the Benefits Portal.



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PET INSURANCE

You can purchase pet insurance through Nationwide to help with the cost of a wide range of pet-related health care expenses. Bring your pet to any veterinarian you want, and simply submit your claim for reimbursement. After you satisfy a $250 annual deductible, you get a percentage back!

Nationwide – Monthly Premiums

Monthly premiums are determined by state of residence and species (cat/dog). These are set rates regardless of the age or breed of your pet. Plans also include a Free Vet Helpline that provides "24/7" expert pet advice from a licensed Veterinarian.

Nationwide also offers plans for avian and exotic pets!

For more information on Pet Insurance, visit **https://benefits.petinsurance.com/zara** or call **877-738-7874**.

Costs for these plans are paid 100% by employees on a post-tax basis and will vary depending on coverage levels. More detailed information is available on the Benefits Portal.



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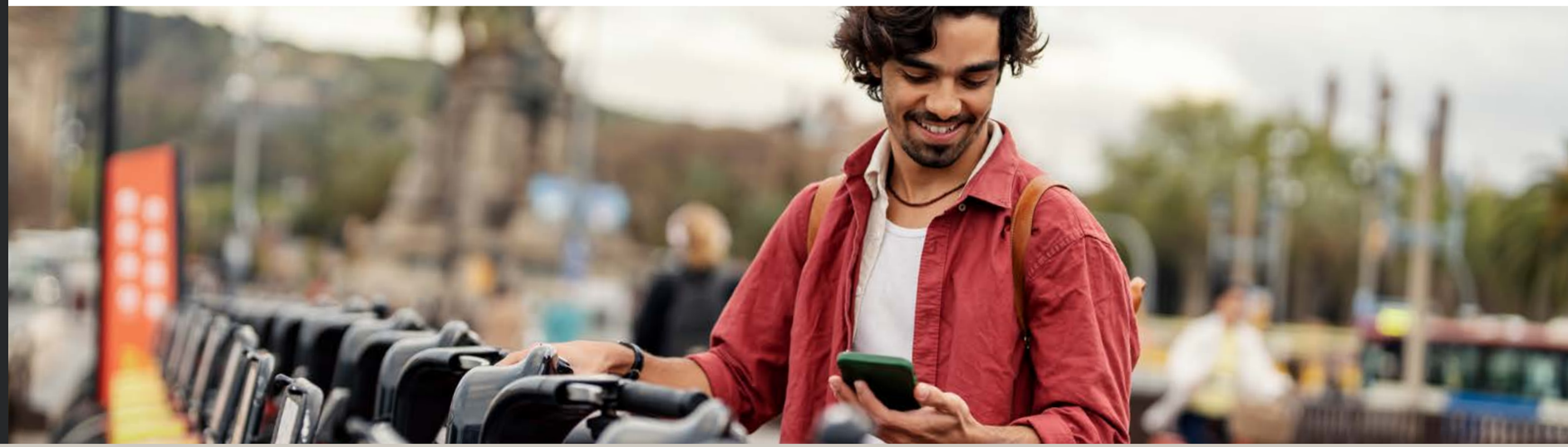
ADDITIONAL PERKS

Discounts and Perks

In addition to our Health and Welfare benefits, Inditex has relationships with vendors to offer discounts and perks to our employees. Below are just a few perks currently available ranging from discounts on products, services, memberships, travel, events **AND MUCH MORE!**

- AT&T: up to 15% discount on qualifying AT&T services.
- Discount on memberships for bikes in the following areas:
  - NYC, Hoboken, and Jersey City: Citibike
  - Boston: Bluebikes
  - SF Bay Area: Bay Wheels
  - Portland: Biketown
  - DC Area (Montgomery, Virginia, DC): Capital Bikeshare
  - Ohio: CoGo
  - Chicago: Divvy
- Employee Discount Card
- Working Advantage: up to 60% on ticketed events and online shopping.
- Exclusive discounts on hotels, sports, concerts, theater, movie tickets and theme park tickets nationwide.
- T-Mobile: Discount on services, products, accessories and much more!

Scan the Benefits QR code in your store's break room for a current list of available discounts and perks!



INDITEX

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Inditex has made every attempt to ensure the accuracy of the information described in this enrollment guide. This guide is not an official plan document and does not provide a complete description of your benefit plans. Any discrepancy between this guide and the insurance contracts, summary plan descriptions (SPDs) or any other legal documents that govern the plans of benefits described in this enrollment guide will be resolved according to those documents. Any examples, such as infographics provided in this guide are purely illustrative in nature, and actual plan costs and coverage will differ based on coverage selected. Inditex reserves the right to amend or discontinue the benefits described in this enrollment guide in the future, as well as change how eligible employees and Inditex share plan costs at any time. This enrollment guide creates neither an employment agreement of any kind nor a guarantee of continued employment with Inditex.