

INDRA ADHERES TO THE UN STANDARDS OF CONDUCT TO COMBAT DISCRIMINATION AGAINST LGBTI PEOPLE

- **Indra is committed to promoting diversity and a culture of respect and equality for LGBTI people in the workplace and in the communities where it carries out its activities**
- **In this way, Indra fulfills one of the milestones scheduled in its Sustainability Master Plan 2020-2023 for the creation of a motivating work environment that encourages innovation, commitment and equal opportunities**

Madrid, June 25, 2021.- Indra, one of the leading global technology and consulting companies, has adhered to the Standards of Conduct for Business proposed by the United Nations to address discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people, for the purpose of ensuring an inclusive work environment.

The Standards of Conduct developed by the United Nations Human Rights Office in collaboration with the Institute for Human Rights and Business are based on the Guiding Principles on Business and Human Rights and the Global Compact. They present companies with the measures they can and should take to treat LGBTI people as equals, both at work and in the communities in which they carry out their activities.

By publicly adhering to these principles, Indra strengthens its commitment to respecting the human rights of the LGBTI community and undertakes to establish measures to monitor compliance, to avoid any type of discrimination and to provide the necessary support to this community in the workplace. It also rejects any discrimination against LGBTI suppliers, distributors or clients and must use its position to prevent its partners from doing so too. Furthermore, Indra shall become an active agent for the defence of the human rights of these people in the countries in which it operates.

Indra thus fulfills one of the milestones scheduled in its Sustainability and Social Impact Master Plan 2020-2023, regarding people and talent, an area in which it seeks to create a motivating work environment that promotes innovation, commitment and equal opportunities.

A culture of diversity and inclusiveness

Indra is committed to diversity as an element that promotes innovation, enriches organizations and improves productivity and competitiveness. It encourages an inclusive culture so that all professionals feel an important part of the company. Indra is working to ensure that there is no discrimination of any kind, promoting equality and women empowerment, the effective integration of people with disabilities into the company, of professionals from more than 100 different nationalities or young talents together with the company's multidisciplinary experts with extensive experience.

Currently, Indra's Code of Ethics and Legal Compliance, Diversity Policy and Human Rights Policy reflects the company's commitment to respect and equal opportunities for all people, which has been strengthened in recent years with the cultural transformation plan implemented by the company. Indra also has Equality Plans and Protocols for sexual and gender-based harassment.

Equal of opportunities, diversity, respect for people and non-discrimination of any condition or circumstance is now a basic principle of action for all the company's professionals.

About Indra

Indra (www.indracompany.com) is one of the leading global technology and consulting companies and the technological partner for core business operations of its customers worldwide. It is a world-leader in providing proprietary solutions in specific segments in Transport and Defense markets, and a leading firm in Digital Transformation Consultancy and Information Technologies in Spain and Latin America through its affiliate

Minsait. Its business model is based on a comprehensive range of proprietary products, with a high-value focus and with a high innovation component. In the 2020 financial year, Indra achieved revenue of €3.043 billion, near 48,000 employees, a local presence in 46 countries and business operations in over 140 countries.