

INDRA REDUCED ITS CO₂ EMISSIONS BY 34% IN 2021, ACCORDING TO ITS SUSTAINABILITY REPORT

- **Indra reduced its CO₂ emissions by 34% in 2021 compared to 2020 and green energy accounted for 82% of all energy consumed by the company**
- **Indra has been ranked as a world leader in the IT Services sector of the Dow Jones Sustainability Index and “Gold Class” for the second consecutive year in the S&P Sustainability Yearbook, considered the most prestigious sustainability report**
- **In its latest Sustainability Report, Indra reported a wage gap of 1.9% in Spain and 3.1% globally, a percentage much lower than the IBEX 35 average which, according to a report by Oxfam Intermón, stands at 15%**

Madrid, April 19, 2022.- Indra, one of the leading global technology and consulting companies, has reflected in its latest Sustainability Report its significant advances in good governance, ethics, transparency, the fight against climate change, talent management, the positive impact of its technological offering, social commitment, and its relationship with its stakeholders.

The technology company enjoys substantial recognition in the main global indicators: in 2021, Indra was named the most sustainable company in the IT Services sector by the renowned DJSI (Dow Jones Sustainability Index). It scored 85 out of 100 points, ahead of 71 other global technology companies analyzed. In addition, Indra was included in the “Gold Class” category in the S&P (Standard & Poor’s) Sustainability Yearbook, considered the most prestigious sustainability report. Only 76 companies worldwide have received this distinction, of which only three are Spanish. The report reflects Indra’s firm intention to contribute to the UN Sustainable Development Goals, known as SDGs, through state-of-the-art technology.

“Our purpose as a company is to contribute to the Sustainable Development Goals through technology, generating value for all our stakeholders. From the Board of Directors, we are fully aware of the relevant role that sustainability will play in the company in the coming years and we note with interest the progress made in the European Union Taxonomy Regulation as a basis for the Sustainable Finance Plan,” said Marc Murtra, Chairman of Indra, in the presentation of the report.

In the area of good governance, ethics and transparency, the company reports that 95% of its employees have been trained in ethics and compliance in the last 3 years (along with 86% of its suppliers). R&D investment over sales stands at 8.6% and the company has more than 3,600 professionals dedicated to innovation and the development of new products and technological solutions, 30% of whom are women.

In relation to the protection of the planet, Indra is following its roadmap to meet its medium and long-term objectives: commitment to a 50% reduction in emissions from energy consumption by 2030, commitment to zero emissions from energy consumption by 2040 and to become a 100% carbon neutral company by 2050. Specifically, in 2021 Indra reduced its CO₂ emissions by 34% compared to the previous year and green energy accounted for 82% of all its energy consumed. Senior management compensation is linked to sustainability, another sign of the company’s commitment to mitigating the effects of climate change.

In 2021 Indra conducted an analysis on the eligibility and alignment of its portfolio of activities in relation to the requirements of the European Union Taxonomy. The analysis concluded that 88% of the company’s business volume is eligible under the strict criteria of the EU Climate Taxonomy. In addition, the company, as indicated in the report, is committed to the development of the local productive fabric: 79% of Indra’s suppliers in Spain are SMEs.

“The economic recovery has driven demand and we are convinced that much of the success of 2021 is explained by the company’s ability to contribute to two key objectives for our customers: digitization and sustainability. In this regard, we would like to highlight the company’s excellent results in the ESG area, solid results that highlight the efforts the company is making to place sustainability at the center of our strategy, responding through technology to the sustainable development challenges of the 2030 Agenda,” said Cristina Ruiz and Ignacio Mataix, CEOs of Indra.

Indra makes progress in its goal of eradicating the gender pay gap

It is possibly in the area of talent management and diversity that the company shines the brightest globally: it recorded a gender pay gap of 1.9% in Spain (compared to 1.7% in 2020) and 3.1% globally (compared to 3.2% in 2020). The average wage gap between men and women in the IBEX 35 stands at 15% according to a report by Oxfam Intermón. With 34% women in the workforce, the company’s female talent pool closely mirrors the proportion of women enrolled in STEM (science, technology, engineering and mathematics) degrees. The company reported that the percentage of women on the Board of Directors is 42% (up from 38% in 2020). More than 90% of all the company’s professionals have permanent contracts and 99% have access to collective bargaining. The effective implementation of remote work for greater flexibility and work-life balance is emerging as one of its major recent achievements, as indicated in the Sustainability Report. In 2021, the company designed a Diversity, Equity and Inclusion Strategy linked to five main areas: gender, generational, functional, cultural, and sexual diversity (LGTBI).

Indra has received numerous awards that endorse its commitment to talent. In January of this year, the company renewed for the fourth consecutive year its Top Employer certification for offering the best work environment, achieving the best possible rating in values, ethics and integrity, and work environment, as well as a notable improvement in its attractiveness and diversity. The company has been included in the Bloomberg Gender-Equality Index (GEI), which recognizes leading practices on a global level in terms of transparency, promotion of equality, and diversity.

According to the latest edition of the European Commission’s EU Industrial R&D Investment Scoreboard, Indra has been the leading Spanish company and the second most outstanding European company in the European innovation framework program Horizon 2020, the main instrument for promoting R&D&I policies and funding and technological development in Europe since 2014. The company has consolidated its position as one of the most innovative companies in its sector in Europe in terms of R&D&I investment.

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 Defence markets, and a leading firm in Digital Transformation 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, end-to-end focus and with a high innovation component. In the 2021 financial year, Indra achieved revenue of €3.390 billion, with over 52,000 employees, a local presence in 46 countries and business operations in over 140 countries.