Introduction

Indra is an enterprise project that has been developed with a long-term vision. To make this project a reality implies responsible behavior with the main interested parties.

The Corporate Social Responsibility Policy described herein establishes a corporate reference framework to guarantee this responsible behavior and it applies to all companies and activities worldwide.

Corporate Social Responsibility Vision

"To be an innovative and responsible company in relationships with our interested parties: professionals, shareholders, customers, suppliers, partners, as well as knowledge institutions, the environment, and the public".

To realize this vision, Indra commits to promote a framework of dialogue and collaboration with the main interested parties with whom it maintains relations and on whom it has an impact: shareholders, professionals, customers, suppliers, as well as knowledge, environmental, and society institutions".

Action Objectives and Principles

Indra’s Corporate Social Responsibility objective is to achieve sustainable development for the Company, defined as a balanced growth in terms of the economic, social, and environmental dimensions, integrating its interested parties, and contributing in this way to the creation of value for Society.

With this in mind, Indra’s Action Principles are:

1. Responsible business:
   - Favor the attainment of strategic objectives by way of responsible practices
o Promote innovation in the offer and processes of the Company
o Promote the integration of social and environmental criteria in the Company's decision making
o Ensure information security in terms of confidentiality and integrity as specified in the Ethical and Legal Compliance Code
o Prevent and avoid the international trade of defense and double-edged assets as specified in the Ethical and Legal Compliance Code
o Prevent and avoid the potential use of Indra technology to carry out illicit activities
o Promote the application of good tax practices in the communities where the Company operates

2. **Ethics and Compliance**: Comply with existing legislation at all times in all territories where Indra operates and comply with international commitments under the Corporate Social Responsibility Policy of the Company.
   o Compliance with the Ethics and Legal Compliance Code
   o Compliance with the United Nations Global Compact
   o Respect the Human Rights recognized in the International Bill of Human Rights

3. **Good Corporate Governance**:
   o Promote the implementation of the best Corporate Governance practices, giving priority to the company's transparency, risk management, and ethics management

4. **Transparency**:
   o Disseminate relevant and truthful financial and non-financial information on the evolution of the company's activities as stipulated in the Ethical and Legal Compliance Code
   o Maintain responsible, fluid, and two-way communication with the main interested parties: shareholders, professionals, customers, suppliers, and partners, knowledge institutions, and the public

5. **Commitment to talent**:
   o Support the training and professional growth of all of the employees of the Company
Promote non-discrimination and equality of opportunities, assisting conciliation

Promote the safety and health of all the professionals who make up the company

6. **Commitment to the environment:**

Contribute to better management of environmental resources and the fight against climate change

Promote energy efficiency in the installations of the company.

Support innovation in solutions and services for environmental management

Sensitize employees

7. **Commitment to society**

Promote a social action that helps in the development of a more inclusive society through technology and innovation, with a special focus on people with disabilities

**Corporate Social Responsibility administration model and supervisory mechanisms**

For Indra, Corporate Social Responsibility must be integrated throughout the organization and aligned with our activities and objectives. Consequently, Indra has established a **corporate responsibility system** that is decentralized across the various management areas and integrated throughout the organization.

The Appointments, Remuneration, and Corporate Governance Committee reviews Indra's policies, regulations, procedures, and practices in this area and presents relevant proposals to the Board of Directors, which holds final responsibility for approving them and supervising their application.

The Communication, Branding, and Corporate Responsibility Area is charged with implementing the Company's strategy in this area and executing the Corporate Social Responsibility Management Strategy while regularly informing the Appointments, Remuneration, and Corporate Governance Committee.
The **Corporate Social Responsibility Management Strategy** is the basis for management of sustainability at the company and it has been annually revised since 2003 with the participation of the teams responsible for relationship with each one of Indra's interest groups. The strategy establishes the adequate framework so that Corporate Social Responsibility may play the distinctive role of driving force for innovation within the Company and so that it may be in line with business objectives. In turn, for each one of these management areas, the list of material topics and specific practices is drawn up for each interested party.

**Supervision system for Corporate Social Responsibility practices with Interested Parties**

Indra monitors the Corporate Social Responsibility Management Strategy and reports on the latter's financial and non-financial results to the markets by way of the Annual Report on Corporate Responsibility. The aforementioned report is approved by the Board and made available to shareholders on the corporate Web site on the occasion of the announcement of the General Meeting of Shareholders.

**Channels for communication, participation, and dialog with Interested Parties**

Indra maintains available for its Interested Parties various communication, participation, and dialog channels that are reviewed and updated continuously.

The external channels include:

- Corporate Web page [www.indracompany.com](http://www.indracompany.com)
- Annual Report
- Press Releases
- Social and professional networks (Twitter, Linkedin, Facebook, etc)
- Shareholder's Office
- Satisfaction surveys
- Events and workshops
- Newsletters and online participation platforms
• Telephone numbers and mailboxes

The main internal channels that Indra uses are:

• Corporate intranet
• Communications to employees
• Professional networks
• Events and workshops
• Opinion surveys
• Training