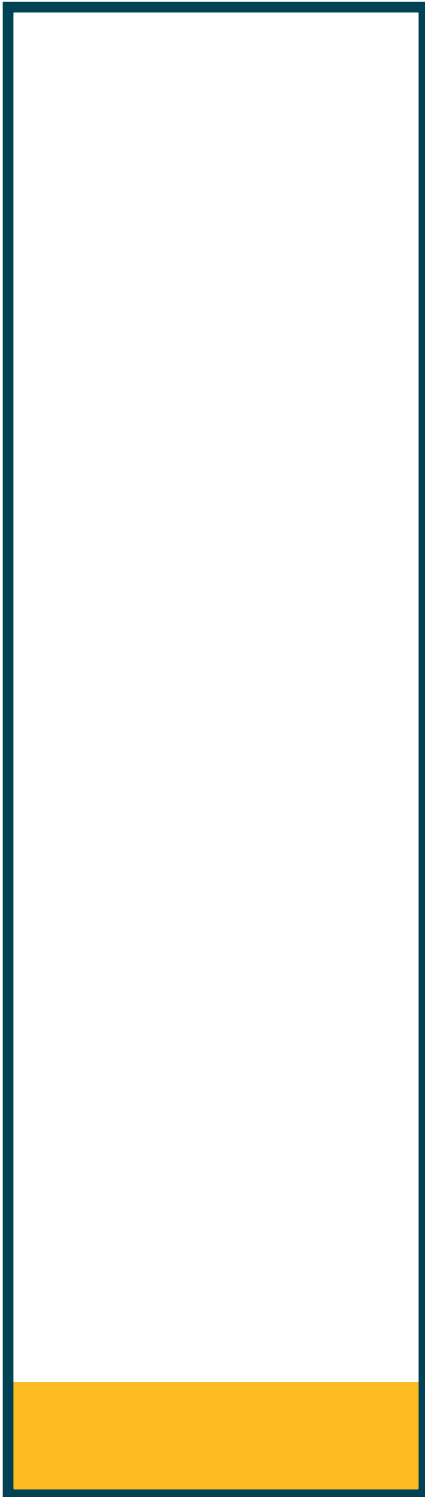


indra



Sustainability

Health and Safety Policy

30th June 2023

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Date

30 June 2023

Initial edition approved by the Board of Directors

1. Introduction

Indra recognises the importance of occupational health and safety risks and assumes the commitment to carry out its activities preserving the integrity of people and ensuring a healthy and safe working environment from a physical, mental and emotional point of view.

Indra's Health and Safety Policy (hereinafter, "the Policy") is developed under the principles of the international standard ISO 45001, incorporating prevention, protection and continuous improvement in its daily activities and decisions.

2. Objectives

The objectives of the Policy are summarised as follows:

- To provide safe and healthy working conditions.
- To prevent, reduce and control the risks associated with the activities of the business.
- To promote a health and safety culture in which all parties assume their responsibility and which integrates prevention at all hierarchical levels of the company.

3. Scope

This Policy applies to the people who form part of the Indra Group, and therefore its professionals are obliged to know, understand and comply with the provisions contained in this Policy, especially affecting those people who, due to their position of responsibility, manage teams or have decision-making, execution or influence powers.

This Policy extends to representatives, suppliers and other third parties who provide services for Indra or who, in any way, act on behalf of Indra, such as agents, intermediaries or subcontracted companies, and regardless of the territory in which they carry out their activity (hereinafter "collaborator(s)"), without prejudice to their compliance with the policies established by their companies in this area.

Indra's international presence means that the company coexists with a great diversity of legal systems, working and socio-cultural environments. For this reason, this Policy and its implementation will respect the legal frameworks in force in those countries where the company has a presence and will serve as an inspiration to act beyond the legal requirements in those countries with less demanding regulatory frameworks.

4. Principles of action

This Policy is the reference framework for the effective integration at Indra of **health and safety prevention** and **protection** issues in the decision-making process, in the development of products and services, and in the relationship with the main stakeholders.

Therefore, the company is committed to the following global principles that promote occupational health and safety at work.

4.1 Principle of compliance with legislation

- Ensure compliance with national and international **standards** and **regulations**, requirements derived from **collective agreements**, **customer requirements** and voluntary requirements assumed by the organisation.

4.2 Principle of risk management and risk minimisation

- Identify and assess the **occupational risks** of Indra's activity in order to minimise incidents, accidents and occupational illnesses and, if they do occur, to ensure that they are not serious, thus contributing to achieving a safe and healthy working environment.
- Promote a **culture of prevention, health and safety** by providing adequate training, information and awareness to its professionals at all levels of the organisation and to the parties involved.
- Put in place appropriate measures to ensure that the **supply chain** and other partners operate in line with the principles adopted in this Policy and promote best practice in safety and health.

4.3 Principle of consultation and participation

- **Involve** its **professionals**, directly or through their representatives, in health and safety processes.

4.4 Principle of continuous improvement

- Apply the principle of **continuous improvement** in the occupational health and safety management system.
- Evaluate occupational **health and safety performance** through **indicators**, taking into account the company's objectives and establishing priorities and action plans to achieve higher levels of health and safety.

5. Stakeholder engagement

In order to effectively convey its principles of action in health and safety matters, Indra assumes and promotes specific commitments with its stakeholders.

5.1 Commitment to professionals

- To provide **safe** and **healthy working conditions** to prevent injuries and deterioration of health.
- **Promote** the **health and safety** of all **company personnel**.
- **Facilitate information, participation** and **consultation** on occupational health and safety issues.
- To **train, raise awareness** and **involve professionals** and managers in health and safety conditions in their work.

5.2 Commitment to collaborators

- Integrate health and safety principles in the management of the **supply chain**, extending the commitments set out in this Policy to the company's suppliers.
- Carry out an **approval** and **control process** to ensure compliance with health and safety commitments.
- To **collaborate** continuously in safety matters.

5.3 Commitment to customers

- To **guarantee safety**, compliance with applicable regulations and the highest quality standards for **Indra's products and services**.
- Regularly and **transparently communicate** Indra's **health and safety performance**.

6. Relationship with other policies

Indra has a set of rules that aim not only to comply with applicable regulations, but also to incorporate the best national and international practices and recommendations on health and safety.

In this way, this Health and Safety Policy complements the rest of Indra's internal regulations and, particularly:

- Code of Ethics and Legal Compliance.
- General Manual of the Occupational Risk Prevention Management System.
- Risk Control and Management Policy.
- Human Rights Policy.
- Human Resources Policy.
- Sustainability Policy.
- Purchasing Policies and Procedures.
- Sustainability Policy for suppliers.
- Equality Plans.