Technology for a sustainable future
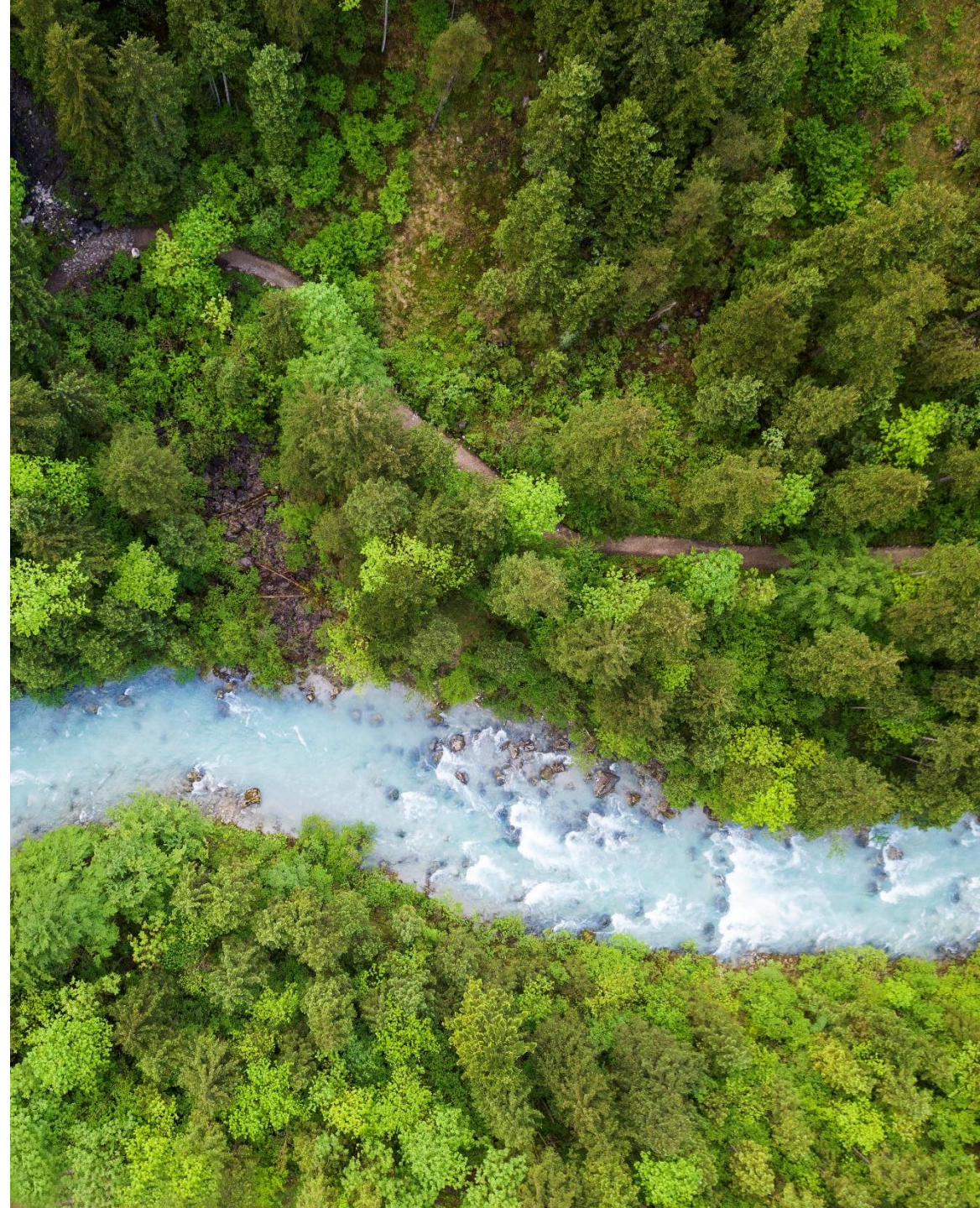
Sustainability Story

April 2023

Our purpose

"At Indra, our purpose is precisely to drive sustainability through technology and thus generate value for all our stakeholders."

"We are fully aware of the important role sustainability will play in the company in the coming years."

Marc Murtra

President of Indra

Indra

A leading Consulting and Technology company

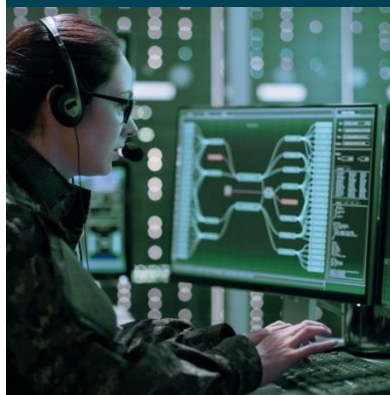**Key figures 2022**

€ 3.8Bn
In Revenues

+140
Countries

56,000
Professionals

€ 312m
In R&D

Transport & Defence

World-leader in providing proprietary solutions in specific segments in Transport and Defence markets

Digital & Information Technologies

Leading firm in Digital Transformation and IT in Spain and Latin America, through its subsidiary Minsait
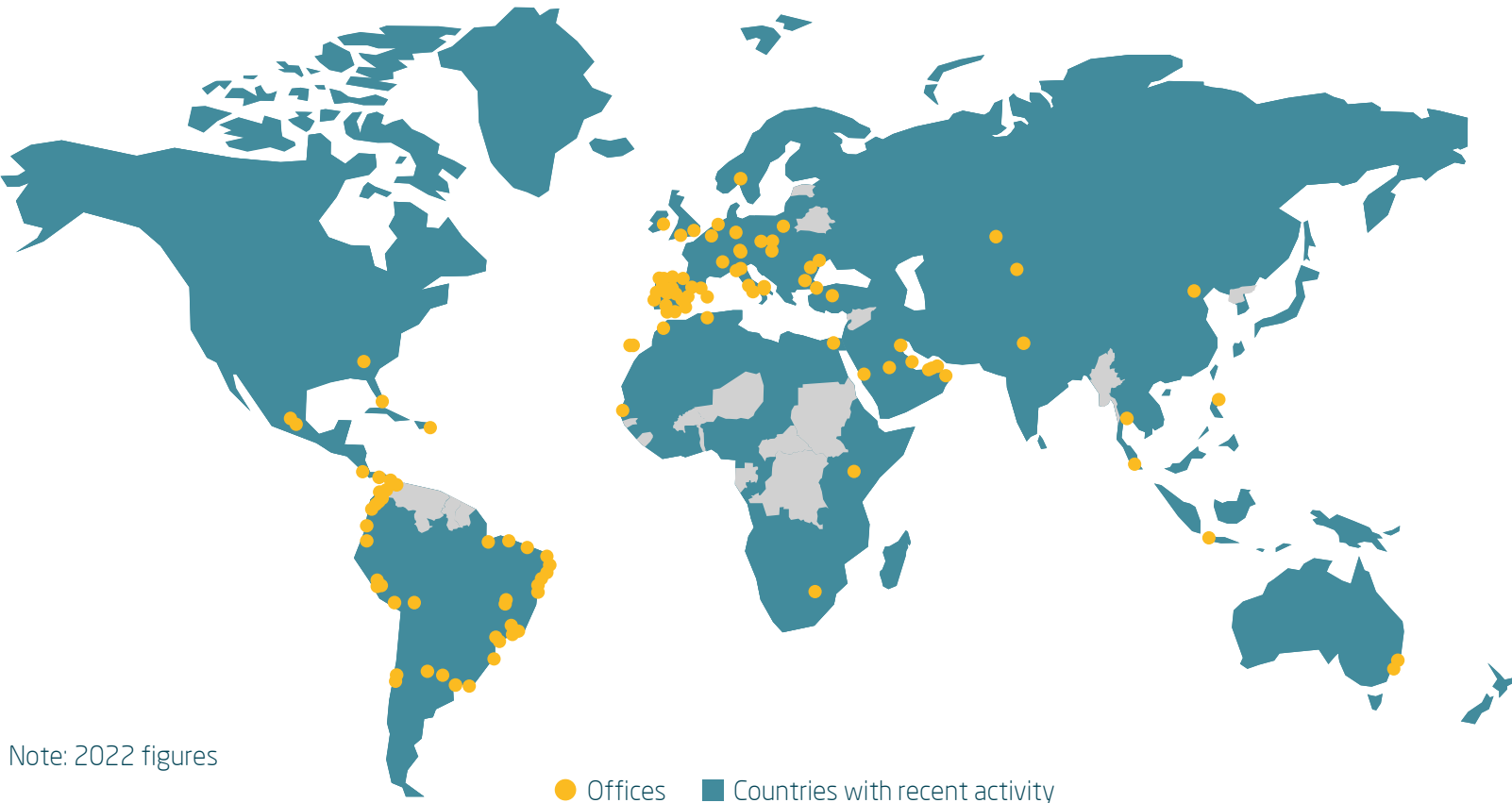
Defence and Security

17% of Revenues

Air Traffic

8% of Revenues

Transport

9% of Revenues

minsait An Indra company

65% of Revenues with 57% Digital and Solutions

Note: 2021 figures

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Strong international presence

Local presence in +40 countries
Business operations in +140 countries

Note: 2022 figures

Offices ● Countries with recent activity

Sales 2022
- 50%
- 19%
- 17%
- 14%

Employees 2022
- 53%
- 37%
- 6%
- 4%
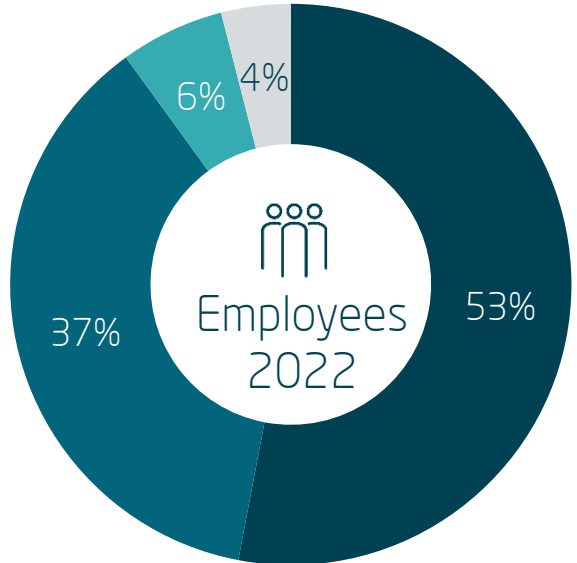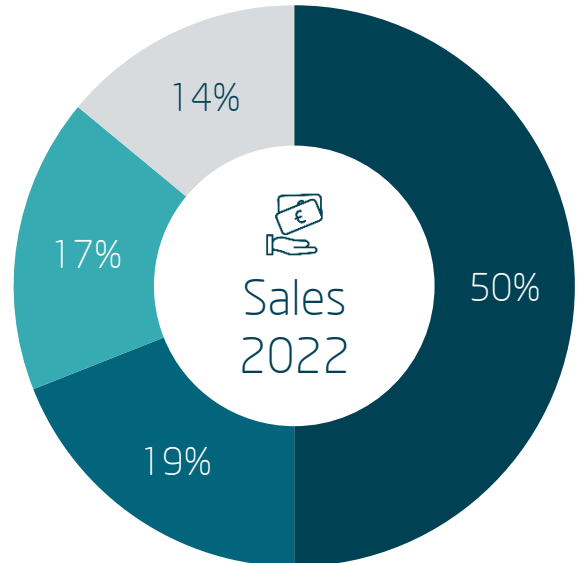
■ Spain
■ America
■ Europe
■ Asia, Middle East & Africa

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Firmly committed with a sustainable future

We integrate sustainability into our business model

Sustainability Committee in the Board of Directors since 2019

Sustainability Master Plan 2020-2023 inspired by the UN Sustainable Development Goals (SDGs)

Compensation Policy for Directors links compensation to the attainment of sustainability objectives since 2020

⬏ **More information on the Sustainability Report 2022**

We promote and ensure responsible business practices

Sustainability Policy inspired by the UN Sustainable Development Goals, last updated and approved by the Board in 2022

Global Compact signatory since 2004

Our **Code of Ethics** establishes the corporate principles of integrity, professionalism and respect

Human Rights Policy based on the United Nations Guiding Principles on Business and Human Rights and approved by the Board in 2020

⬏ **More information on Indra's sustainability strategy**

Best in class sustainability performance

Recognized by most relevant ESG ratings

Top 1%
S&P Global ESG Score 2022

89 /100

As of February 7, 2023.
Position and Score are industry specific and reflect exclusion
screening criteria. Learn more at spglobal.com/esg/yearbook
S&P Global   Sustainable1

Sustainability Yearbook
Member 2022

S&P Global

Dow Jones
Sustainability Indexes

Nº1 company of the **IT Services** sector by **Dow Jones Sustainability World Index 2021 and 2022**

Highest ranking by **S&P Global** in the **Sustainability Year Book 2020, 2021 and 2022**

MSCI

SUSTAINALYTICS

FTSE4Good

CDP
DISCLOSURE INSIGHT ACTION
A LIST 2022
CLIMATE

AA (2nd best score)

Low ESG risk in the **Software and IT Services** sector

Listed as **member** and **Top 11%** of the **Technology** sector

A List on **climate change**

We aim to be the key technology partner to drive our clients' sustainability

A holistic approach to sustainability

Reflected in our Sustainability Master Plan 2020-2023 key priorities

[→] **More information on the Sustainability Master Plan 2020-2023**

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Good governance, ethics and transparency

Responsible business practices

8 DECENT WORK AND ECONOMIC GROWTH   16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Planet and Climate Change

Carbon Footprint and circular economy

7 AFFORDABLE AND CLEAN ENERGY   12 RESPONSIBLE CONSUMPTION AND PRODUCTION   13 CLIMATE ACTION

People and Talent

Quality employment and diversity

5 GENDER EQUALITY   8 DECENT WORK AND ECONOMIC GROWTH   10 REDUCED INEQUALITIES

Technology with impact

Innovative technology addressing sustainability challenges in key sectors

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE   11 SUSTAINABLE CITIES AND COMMUNITIES

Partnership and community

Local impact and STEM vocations

10 REDUCED INEQUALITIES   12 RESPONSIBLE CONSUMPTION AND PRODUCTION   17 PARTNERSHIPS FOR THE GOALS

Stakeholders relationship

Shared value, dialogue and transparency

16 PEACE, JUSTICE AND STRONG INSTITUTIONS   17 PARTNERSHIPS FOR THE GOALS
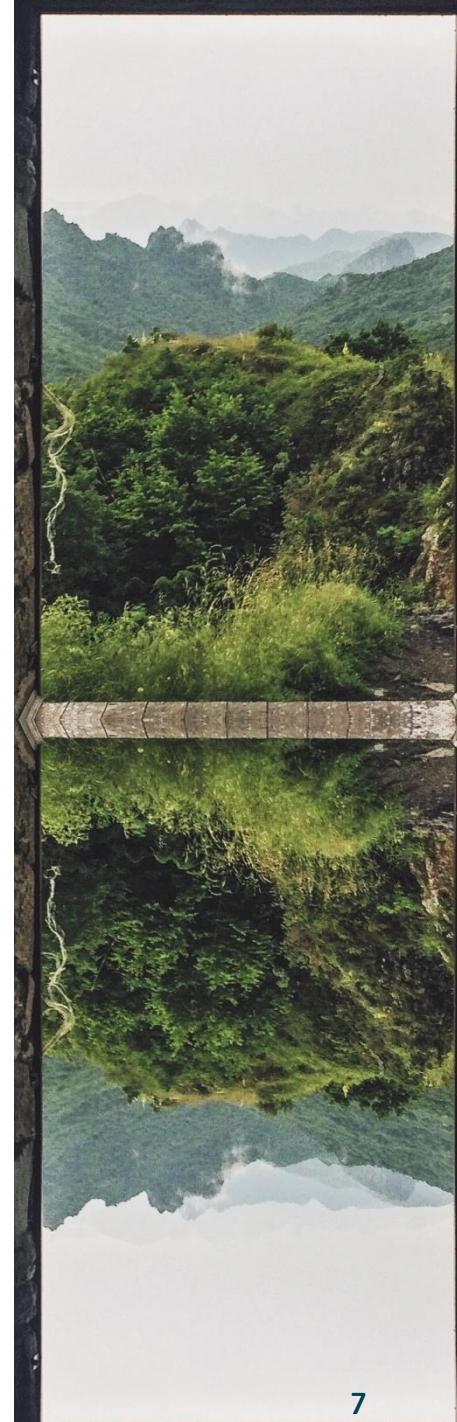
Ethics and compliance

Code of Ethics and Legal Compliance
last updated in 2020 and approved by the Board of Directors

- **Applies to all** subsidiaries, suppliers and other third parties who provide services or act on behalf of Indra, independent of the country in which they are operating

Compliance Risk Management System in Spain certified by the UNE 19601 norm

Main KPI:

- **0 incidents on corruption**
- **97% of professionals trained in ethics and compliance**
- **100% of suppliers trained in our Code of Ethics**

Note: 2022 figures

Human Rights

We respect the **dignity and rights of all people** and work proactively to prevent any abuse related to our activity or that of our collaborators.

Our **due diligence** is based on the **Guiding Principles for Business and Human Rights** of the **United Nations**.

Our **Human Rights Policy** approved in 2020 by the Board of Directors reinforces our commitment to **fair and inclusive development.**

Main KPI:

- **0 incidents on Human Rights** (forced labour, human trafficking, child labour)
- **0 incidents** on **collective bargain**
- **0 incidents** on **cybersecurity**

Cybersecurity and privacy by design

We treat information as a critical asset that we have to protect

Our **Information Security Policy** and **Data Protection Policy** comply with **UE 679/2016 General Data Protection Regulation** (GDPR) and have been approved by the Board

We have a **Data Protection Office** since 2010

We promote a **cybersecurity culture** among our professionals and our suppliers
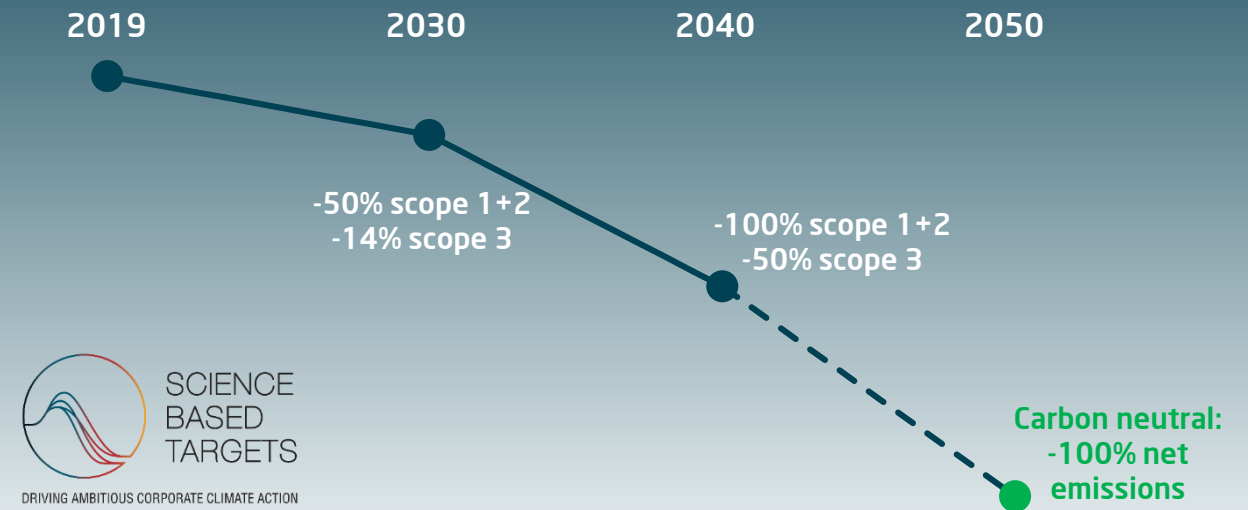
Main KPI:

- **93%** group's infrastructure certified with **ISO 27001**

- **95% professionals trained** in information security and data privacy

- **0 cybersecurity incidents** with critical impact

Note: 2022 figures

More information on Information Security **and** Privacy **policies**

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Our climate goal: net zero emissions by 2050

Decarbonisation roadmap to achieve our SBT commitment for 1.5ºC

2019	2030	2040	2050

-50% scope 1+2
-14% scope 3

-100% scope 1+2
-50% scope 3

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Carbon neutral: -100% net emissions

Main lines of action

Energy efficiency measures in workplaces

Purchase of green energy

Environmental criteria for suppliers

Optimizing business travel and commuting

More information on carbon footprint reduction initiatives

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Decarbonisation strategy and 2022 highlights

The **Board of Directors**, at the proposal of the **Sustainability Committee**, approves the **carbon reduction objectives** of the company

GHG emission reduction targets have a direct impact on the **variable remuneration** of the **Executive Directors**

With our **technology and services** we contribute to the **mitigation and adaptation to Climate Change**

- ✓ **-26% emissions** in **2021 vs 2019**

- ✓ **88% green energy** at global level

- ✓ **Internal carbon pricing**

- ✓ **90% sales eligible** according to the **EU Taxonomy** for **Climate Change**

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People and Talent

We promote talent development, guaranteeing respect for labour rights and fostering a culture based on labour well-being

Attracting the best talent

Diversity as a value (age, gender, culture)

- 33% women
- +120 nationalities
- +19,500 new hires, +50% with less than 30 years and 34% women,

In-house talent development

Encouraging continuous learning

- +1Mh of training
- Continuous performance assessment
- 28% professionals promoted

Note: 2022 figures

Talent retention as a priority

Modern and flexible working environment

- 93% fixed contracts
- +500 vacancies covered internally
- Well-being program

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Trusting our partners and suppliers

We aim to ensure that those we work with, follow the same strict ethical standards that we place on ourselves

⬀ **More information on supply chain**

Our **Code of Ethics** and our **Sustainability Policy for Suppliers** apply to all our partners and suppliers and is included in the **General Contract Terms and Conditions**
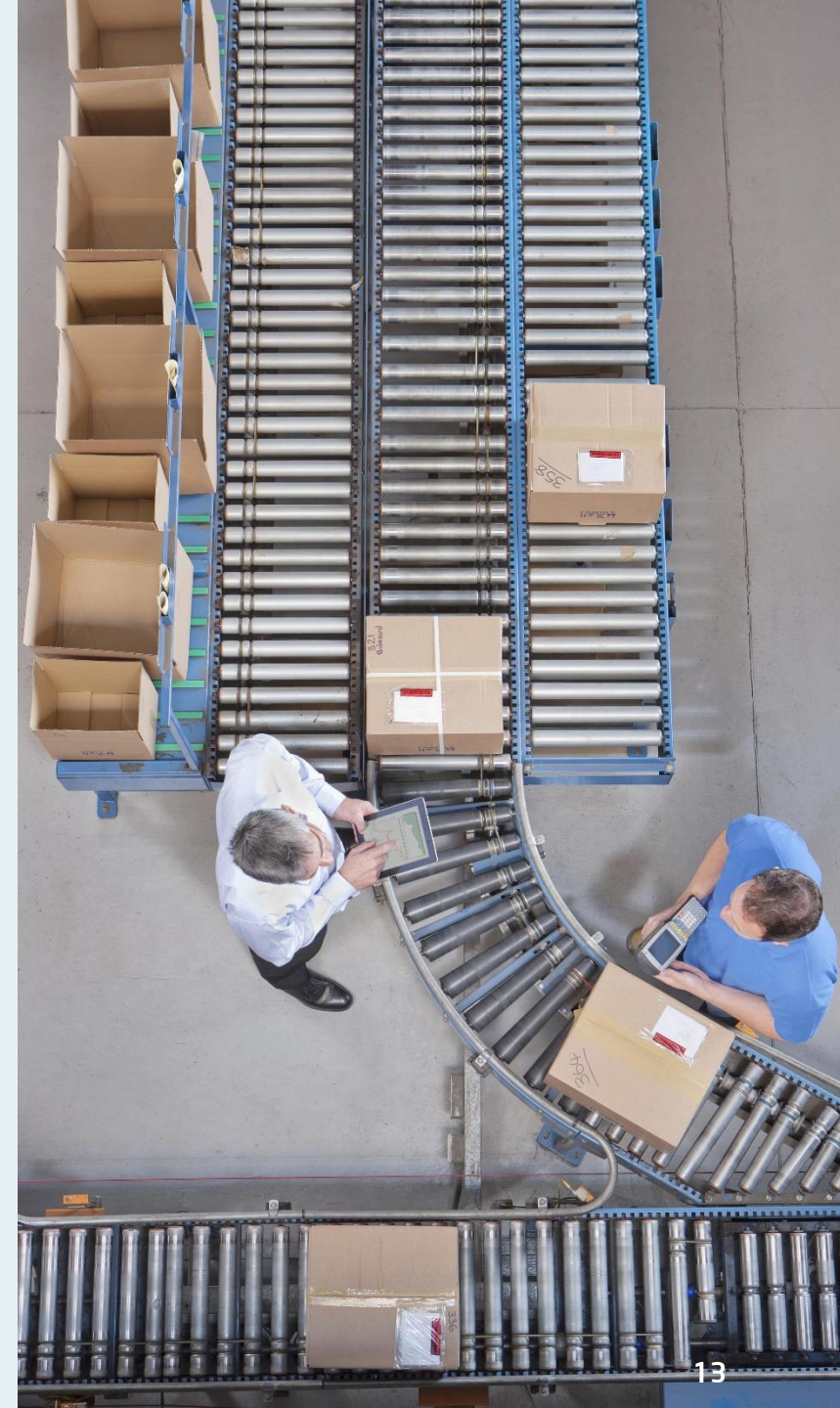
We contribute to the development and growth of the business network in **local communities**

- **+6,600 suppliers** in **+87 countries**

- **85% local suppliers**

- **70% critical suppliers** with **ESG evaluation**

ESG requirements for **suppliers**:

- ✓ Respect for legislation, **ethics** and compliance

- ✓ Respect for **people**

- ✓ Respect for the **environment**

Note: 2022 figures

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Supporting local communities

We contribute to the sustainability and socioeconomic development of the communities where we operate

With the collaboration of our **volunteers** we leverage innovation and technology to maximize our **social impact**.

These are our **key priorities**:

- **STEM vocations**
- **Accessible Technologies**
- **Environmental protection**
- **Groups at risk of exclusion and support for infancy**

Main KPI:

- **1.3M EUR** investment
- **+900 volunteers**
- **+10,000 direct beneficiaries**

Note: 2022 figures

More information on initiatives to support local communities

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Our technology contributes to achieve the SDGs

Sustainable mobility

Our air traffic systems reduce emissions from air transport, and the intelligent transport systems improve road and rail traffic flow, while reducing accidents.

Energy transition

Energy and utility companies are supported by Indra's network and client management solutions, to successfully meet the challenges of the energy transition.

Sustainable cities

With more than 120 smart cities projects, we reduce the environmental impact of cities, boost the circular economy and improve services for its citizens.

Citizen participation

Indra is a global leader in the organization of electoral processes, improving the reliability and availability of the results. In the future, our technology will improve accessibility and public involvement.

Digital transformation

We increase sustainability by transforming the interaction of people with the physical world. We digitalize business and processes across numerous sectors, including public administrations

Protection

Indra's technology is used to guarantee safety and security for people, critical infrastructure and natural environment.

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