

INDRA RENEWS ITS STANDING IN THE BLOOMBERG GENDER-EQUALITY INDEX WITH OUTSTANDING SCORES IN TERMS OF PAY PARITY AND DISCLOSURE

- **For the second consecutive year, Indra has been included in the Bloomberg Gender-Equality Index (GEI), which acknowledges its commitment to equality, the advancement of women, diversity and transparency in information related to gender issues**
- **Indra, one of the 18 Spanish companies that appear in the Index, achieved a score of 89% in the disclosure of its practices and statistics and 87% in the quality of its data on equal pay and gender pay parity**
- **With a 3% pay gap, a figure well below the sector average, 35% of Indra's global workforce are women, while 38.5% of its Board of Directors and 57.14% of its independent directors are female.**

Madrid, January 27, 2021.- Indra, one of the world's leading technology and consulting companies, has been included for the second consecutive year in the Bloomberg Gender-Equality Index (GEI), which acknowledges the world's leading companies in terms of their transparency in issues related to gender and the promotion of equality and diversity.

Indra is one of the 18 Spanish companies and 38 firms in the technology sector around the world that form part of this benchmark global diversity index, which enables investors to evaluate the performance of companies and compare peers in their industries, thus expanding the information available on ESG (environmental, social and governance) criteria, aspects that are in increasing demand.

The 2021 GEI Index includes 380 companies from 11 sectors in 44 countries after monitoring and evaluating its five pillars of gender equality: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and institutional support for women (pro-women brand). To be included in the Index, Indra had to obtain a score equal to or higher than the global threshold established by Bloomberg in the five areas it takes into account. The Index also rates companies' efforts to promote equality and diversity.

Indra's rating is particularly positive in terms of the disclosure of its policies, good practices and diversity data, achieving 89.39% of the total. As for the quality of its data, Indra obtained a score of 86.67% in equal pay and gender pay parity, which encompassed aspects such as the company's performance of a global pay equality audit, its gender-based compensation and the publication of quantitative metrics on the gender pay gap.

Forming part of the GEI for the second consecutive year constitutes a recognition of Indra's commitment to the advancement of women and diversity, both in the work environment and in the countries in which it operates and in society in general. Diversity is one of the pillars of the cultural transformation that the company has undergone in recent years to become a more attractive, exciting and motivating workplace.

Indra has an Equality Plan, Human Resources procedures to ensure meritocracy, a Code of Ethics and Legal Compliance that includes the principles of professionalism and respect, and every year it enhances its Diversity Program with new initiatives.

A minimal pay gap

Over the last three years, the company has managed to maintain its pay gap at around 3%, a ratio that reflects the difference in pay between women and men in positions with similar responsibilities. This figure is much lower than the average for companies in the sector.

According to data provided by ILOSTAT, the statistical website of the International Labor Organization, when women get a digital job they face an average 21% gender pay gap, much higher than the average 16% gap that prevails within the economy as a whole. In Spain, the pay gap in the ICT sector is 8.9%, according to a

study by the Institute of Women and the one titled *Women in the Digital Economy in Spain*, conducted by DigitalEs, while it stands at 14.2% in the other sectors.

Indra has also increased the ratios of women in all the categories and on a global scale. It has 35% women in its workforce and 20% at management and leadership levels. There is a 38.5% female presence on the Board of Directors (57.14%, if only independent directors are taken into account). Indra is also one of the four companies in the Ibex-35 that employs a woman as an executive director: Cristina Ruiz, general executive director of Information Technology.

These data are even more positive if we take into account that, historically speaking, technology is a highly male-dominated sector with a lack of students and professionals with scientific and technical profiles, a deficit that is particularly marked among women.

Promoting the advancement of women

For a number of years, in order to promote the advancement of women within the company and society, Indra has constantly reinforced its gender diversity program with new initiatives to further a culture in which having different sensitivities and capabilities is perceived as an asset, breaking down prejudices and stereotypes, implementing procedures to ensure meritocracy and supporting women in breaking down any social barriers that may exist, including those that they impose upon themselves.

The actions that have been launched include the co-creation of groups of employees to define the company's equality strategy, group coaching sessions with women from the management team, the *Women who inspire* cycle to present Indra employees who set an example and a hack day designed for female university students. This training and mentoring seminar, designed to promote creativity and innovation, seeks to value female talent and demonstrate Indra's confidence in their power to improve society and contribute to the UN's Sustainable Development Goals (SDGs) by means of technology.

Indra participates in the Target Gender Equality initiative conducted by the Spanish Network of the Global Compact to accelerate the contribution to SDG number 5 (achieving gender equality). The initiative seeks to achieve business objectives in terms of the representation and leadership of women by means of performance analysis, skill-building workshops, peer learning, dialog with numerous stakeholders in this country and international events.

Indra has held the Spanish Government's Equality in the Company Distinction since 2011 and for the third consecutive year, it has been mentioned in the VariableD2021 Report as one of the Spanish companies with the best practices in terms of equality, diversity and gender. In 2020, it received the Top Gender Diversity Company Award from INTRAMA, the Human Resources consulting firm, and received recognition in the Large Corporation category at the 16th Madrid Flexible Corporation Awards, which acknowledge the best work/life balance policies in the Community of Madrid. Indra is also a member of the Diversity Charter of the *Fundación Diversidad* (Diversity Foundation) and of the Teleworking Charter of the *Fundación Más Familia* (More Family Foundation) and EFR, (Family-Responsible Company) which promotes a culture of flexible and remote working and respect for the environment, diversity and inclusion.

Indra is a company committed to diversity as an asset that drives innovation, enriches organizations and improves productivity and competitiveness. In addition to promoting equality and the advancement of women, the company encourages the effective integration of people with disabilities into the company, employs professionals of more than 101 nationalities, deploys young talent in its teams to work alongside the company's multidisciplinary and highly experienced experts and ensures working conditions that prevent discrimination and gender-based harassment.

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 world-wide. It is a world-leader in providing proprietary solutions in specific segments in Transport and Defence 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 2019 financial year, Indra achieved revenue of €3.204 billion, with more than 49,000 employees, a local presence in 46 countries and business operations in over 140 countries.