

## INDRA GROUP BOOSTS ITS STANDING AS A TOP EMPLOYER FOR THE EIGHTH YEAR IN A ROW, THANKS TO ITS COMMITMENT TO TALENT AND CAREER DEVELOPMENT

- The international certification acknowledges the company's efforts to improve the integral well-being of its professionals, and highlights its outstanding people-related policies and practices
- Indra Group excels in its ability to attract and retain talent and its commitment to ethics and sustainability
- The company is a firm advocate of generational diversity, with a balanced make-up of professionals of different ages and backgrounds

**Madrid, January 15, 2026.** – Indra Group has received the Top Employer certificate for the eighth consecutive year, thus consolidating its position as one of the best companies in Spain to work for and strengthening its commitment to excellence in its talent management and professional development. The certificate, awarded each year by the Top Employers Institute, acknowledges the company's supremacy when it comes to providing a motivating, innovative, and inclusive work environment.

The certification assesses six domains and twenty practices focused on people strategy, work environment, talent acquisition, learning, well-being, and diversity and inclusion. Above all, Indra Group stands out this year for its practices related to attracting talent and incorporating new professionals, an area in which it achieves its best score, above the average of the 2,460-plus companies certified worldwide, 145 of which are based in Spain. In this regard, it achieves recognition for its efforts and continuous work to remain the employer of choice for high-value technological talent.

In the corporate governance pillar, Indra Group obtains the highest score in basic areas such as Ethics and Integrity, for which it achieves 100%, and Diversity and Inclusion and Sustainability, consolidating its leadership and commitment to job creation. We should also mention the score obtained in recruitment and training, which demonstrates the company's firm commitment to attracting, retaining and developing talent, and bolstering its teams' connection and professional growth.

Indra Group, as part of its 2024-2026 Strategic Plan, is fostering the creation of over 5,000 jobs with digital skills in technological areas, particularly in the defence sector, reinforcing its undertaking to provide highly specialized and stable jobs. In the last months of 2025 alone, the company recruited more than 2,400 technological professionals in Spain and enhanced its capabilities in key areas such as cyberdefence, ground platforms, space, artificial intelligence, and air surveillance systems.

"Receiving the Top Employer certificate for the eighth year in a row is the result of our sustained commitment to people and their professional development. We want Indra Group to be the place where the best technological talent grows, taking part in high-impact projects related to defence and advanced digitization. This is why we strive to attract and retain talent in a demanding, inclusive, and ethical environment. We're continuing to raise the bar, providing real opportunities for growth and reinforcing our ongoing training, internal mobility, and cross-generational collaboration, thereby accelerating learning, innovation, and the impact of our solutions", explained Mari Carmen Moneva, Indra Group's Chief Human Resources Officer.

### People-centered

The report highlights the areas of strength that distinguish Indra Group from other companies in the sector, pointing to the benefits it brings to its professionals. The company provides a stable and secure work environment, together with a wide range of proposals to promote career development. These include its continuous training, career development, and high-potential programs, its internal mobility, and the opportunities it offers to participate in high-impact international projects. Indra Group is also a firm advocate of labor flexibility, facilitating a work-life balance through adaptable schedules, remote working options and family support policies, such as special leaves of absence and assistance with child and eldercare.

Indra Group's commitment to generational diversity is reflected in the make-up of its workforce, with professionals of different ages and backgrounds in balanced co-existence (38% of them are Millennials, 36% are Gen X, 22% are Gen Z, and 4% are Boomers). This integration enriches the work environment, fosters innovation, and provides a pluralistic vision that drives growth and adaptation to the challenges of the future.

It also enables the new generations to receive training alongside the most experienced people in the world, focusing on cutting-edge areas such as radar, communications, and digital technologies.

The company also advocates enhancing the well-being of its employees through preventive programs designed to manage information overload and promote healthy work environments.

### **About Indra Group**

Indra Group ([www.indracompany.com](http://www.indracompany.com)) is the foremost Spanish multinational and one of the leading European companies in the areas of defence and advanced digitization. It stands at the forefront of the defence, space, air traffic management, mobility, and transformational technology businesses through Minsait, and it integrates its sovereign AI, cybersecurity, and cyberdefence capabilities into IndraMind. Indra Group is paving the way to a more secure and better-connected future through innovative solutions, trusted relationships and the very best talent. Sustainability is an integral part of its strategy and culture in order to overcome current and future social and environmental challenges. At the close of the 2024 financial year, Indra Group posted revenues of €4.843 billion and had a local presence in 46 countries and business operations in over 140 countries.

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