

MINSAIT, THE LARGEST STEM PROFILE RECRUITER IN SPAIN, RENEWS ITS EMPLOYER BRAND TO CONTINUE LEADING THE WAY IN HUMAN DIGITALIZATION

- **Indra's company is seeking to hire 12,000 new professionals worldwide, 5,000 of them in Spain alone, in order to expand its range of digital products and services and continue its sustainable contribution to the evolution of companies, public administration agencies and people**
- **Under the slogan *More digital, More human*, Minsait is launching an ambitious campaign to address the new business challenges with a dual focus: a technological one, with projects with a high impact on its customers' competitiveness and social transformation, and a professional one, focusing on its work model and its career and training plans**
- **Minsait, a global leader in technology and digital consulting with more than 46,000 professionals, is offering young talent new capabilities in technology and innovation, learning and promotion programs and measures to enhance their work-life balance and well-being**

Madrid, March 2, 2023.- Minsait, an Indra company, has renewed its Employer Brand to continue to lead the way in the human aspect of digitalization. Under the slogan *More digital, More human*, the largest employer of technological staff in Spain is seeking to recruit more than 5,000 new professionals in our country and a total of 12,000 around the world in 2023 to further its growth and expansion plans.

Minsait is targeting people with STEM profiles, chiefly university graduates in Computer Engineering, Telecommunications and Mathematics and the intermediate and higher cycles of vocational education, to fill innovative technological vacancies linked to artificial intelligence (AI), advanced analytics, metaverse, for people with SAP and low code expertise.

The company, which, although part of the Indra Group, does not share an employer brand with its parent company and acts independently, offers the opportunity to develop digital projects with advanced technologies and a major impact on the productive fabric, public sector management and society as a whole.

With a workforce totaling more than 46,000 people, half of them in Spain and the others in Latin America, Italy, Portugal and the Philippines, Minsait is the flagship company in Spain in terms of accelerating the transition of companies and institutions towards more advanced and sustainable digital models, with high-impact projects with a global scope and an innovative vision regarding new business formats, focusing on the phygital world and the metaverse.

The company has also positioned itself as a leader in the field of financial services and payment systems through its subsidiary Minsait Payments, which processes more than 220 million cards worldwide. It has also reached agreements with Google Cloud, Amazon Web Services and Microsoft to evolve and transform the businesses through projects for migration to the public cloud, capitalizing on the potential of AI and big data and paying special attention to cybersecurity through the SIA brand.

People: at the core

More digital, More human places the emphasis on technology and people, with innovations that contribute to bridging the digital divide in a sustainable manner and a range of positions designed to attract and retain the talent that will accompany the company throughout its new phase of growth and expansion, backed by the historic numbers recorded during the latest financial year, as reflected in the results announced by the Indra Group and its two divisions: Minsait (Information Technologies), and Transport and Defence.

“Our projects really transform businesses and enable people to grow. We thus generate a positive and sustainable impact on society. *More digital, More human* refers to a future in which, just like technologies, people will become more relevant. Thanks to them, we’re moving towards a more flexible and more human culture”, claims Sofía Collado, Director of Human Resources at Minsait.

Therefore, “because talent is the main driver of development”, says Collado, “the company pays particular attention to its working conditions, with a flexible work model, training and career plans, procedures to promote mobility and measures to foster a sense of pride and belonging”.

Teleworking is highly rated internally; available to 80% of Minsait’s workforce in Spain, professionals highlight the opportunity to enhance their work-life balance and its positive impact on sustainability. Moreover, thanks to its business operations in more than 140 countries, the company can make it easier for its employees to swap between geographical areas.

As part of Minsait’s strategy to hire young talent, since 2018 it has developed the Smart Start program, which offers up to two years’ support and provides a distinctive experience, thereby increasing people’s commitment.

In addition, one of the levers of loyalty and talent development consists of fostering an ongoing learning ecosystem that addresses the immediacy required by the business and the market while encompassing the diversity of roles that co-exist within the company. Udeemy for Business plays a special role in this ecosystem, as it provides all Minsait’s professionals with unlimited access to over 6,000 updated contents to allow them to develop their skills.

Beyond the learning proposal, Minsait offers different career plans that meet the talent-related needs of each business and serve as a lever to attract, engage and develop the full potential of each of the professionals, as well as their skills, strategic vision and leadership capacity. These routes are the path followed by the company with everybody from their recruitment to positions of the highest responsibility, supporting them and providing them with all the tools required to enable them to get to where they want to be within the company.

Minsait is clearly committed to diversity and inclusion, with people placed at center stage. The signing of the Equality Plan and the launch of the 2023 diversity plan, which focuses on the five dimensions of diversity (Gender, Functional, Cultural, Sex-Affective and Generational), demonstrate the company’s commitment to creating a safe environment in which people can develop in both professional and personal terms.

About Minsait

Minsait (www.minsait.com) is Indra's leading company in digital transformation and Information Technologies. Minsait possesses a high degree of specialization and knowledge of the sector, which it backs up with its high capability to integrate the core world with the digital world, its leadership in innovation and digital transformation, and its flexibility. Thus, it focuses its offering on high-impact value propositions, based on end-to-end solutions, with a remarkable degree of segmentation, which enables it to achieve tangible impacts for its customers in each industry with a transformational focus. Its capabilities and leadership are demonstrated in its product range, under the brand Onesait, and its across-the-board range of services.

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 worldwide. It is a world-leader in providing proprietary solutions in specific segments in Transport and Defence markets, and a leading firm in Digital Transformation 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, end-to-end focus and with a high innovation component. In the 2022 financial year, Indra achieved revenue totaling

€3,851 billion, almost 57,000 employees, a local presence in 46 countries and business operations in over 140 countries.