

INDRA HIRES 1,500 UNIVERSITY STUDENTS AND RECENT GRADUATES IN SPAIN DURING 2017

- **The company, currently undergoing expansion, has launched the Smart Start program to incorporate young university students to drive its commitment to digital transformation and the development of new technological solutions**
- **To guarantee their training and development, these young professionals will become members of Indra project development teams at the forefront of global innovation**
- **The juniors and interns will be mentored by experienced professionals, offered a comprehensive training plan and, furthermore, will be active players in the new innovative culture driven by the company**

Madrid, February 27, 2017.- Indra, one of the world's leading global consulting and technology companies, reaffirms its commitment to young talent by launching a new Juniors and Interns Program called Smart Start, to incorporate university students in all of its business areas in Spain so that they will contribute toward driving its commitment to digital transformation and the development of new solutions and services. The initiative will entail the incorporation to Indra in 2017 of more than 1,500 young students who have completed or are currently pursuing a university or master's degree, particularly in scientific-technological fields.

Indra's goal is to attract and retain the best talent. The company intends to increase its pool of professionals to reinforce specific profiles, in particular those associated with new businesses, like digital transformation, and with the development of its new offer and high-tech solutions.

With Smart Start, the company wants to hire the best and most motivated professionals that are graduates of Spanish universities. Specifically, Indra is looking for young people who are either final-year university students or recent graduates and master's students, especially in scientific or technological areas (IT, Engineering, Mathematics, Physics, etc.) or, to a lesser extent, Business Administration, and who have a good level of English. It wants innovative and proactive people who have a thirst for knowledge to participate in projects that cover a wide range of areas such as business and technological consultancy, engineering, solution development and software production. For its Software Factories, Indra also seeks recent Vocational Training (FP) graduates, with vocational training degrees in IT and Communications, Electronics and Mechanical Manufacturing.

Those candidates that are incorporated in Indra will be able to participate, through a global leader currently undergoing expansion, in the development of technological solutions for key projects in large companies and institutions, Indra's clients across the five continents.

Indra will contribute toward their professional development by assuring their integration with the experts behind the company's international benchmark innovation projects of reference technology solutions for different sectors. As some examples of Indra's leadership we can highlight its technology that supports 100 million safe landings at more than 1,200 runways at airports worldwide; its development of *smart mobility* projects in cities like London, Medellin and Madrid, and global referents like the Panama Canal expansion project and the high-speed rail link to Mecca; that the company is technology partner of state-of-the-art space programs for Earth observation and space-object detection; and that it addresses the challenges posed by digital transformation through its new Minsait business unit.

Indra's experience will provide Smart Start program participants the opportunity to develop an international career with our company, a global consulting and technology leader. Furthermore, Indra offers professional development at a *headquarter*, where decision-making takes place in fields like analysis, consulting and project execution, and where a major part of the company's solutions and products implemented worldwide are developed.

To facilitate the incorporation of these young people in Indra from the beginning, they will be assigned an experienced professional of the company as a mentor, who will guide them in their professional development. To ensure that their career development is in line with their interests and capacities, both the new professionals and their mentors will continually review their evolution during their first year with the company.

Commitment to internal talent

Beyond *on-the-job training* and the value of ongoing learning through professional challenges, the Smart Start program is bolstered with a comprehensive training plan that covers both technical skills and knowledge specific to the new professional's functional area as well as corporate culture and procedures. This training plan is framed within the new Indra Corporate University, Indra Open University, accessible by the juniors and interns and which, given its innovative model, adapts to each professional's training needs, shifting the focus onto the individuals' own training and development and offering them the best tools to move forward and achieve success in their professional career.

The youth that become a part of Indra will also have the possibility to assume an active role of its new innovative culture and to participate with their ideas in the challenges that Indra will pose unto its professionals to address the needs of different markets. This initiative is framed within a new model of innovation that is being implemented in the company, with the goal of generating new disruptive solutions with commercial potential, strengthening relationships with startups and universities, and driving intrapreneurship among its professionals as a way to mobilize, channel and take the fullest advantage of its internal talent.

This new context also represents an opportunity for young professionals who become part of the company to develop their potential to the fullest. In pursuit of this goal, in addition to Indra Open University and a new innovation model, career plans have been designed that are adapted to each professional profile and that position them in the most suitable job within the organization, in accordance with their knowledge, capacities and attitudes. This new culture is especially relevant for our professionals and intends, among other aspects, to identify, develop, take advantage of and acknowledge the organization's best talent.

Indra will also provide these young people with a flexible work environment that is committed to equal opportunities and diversity with programs to foster women's access to executive positions within the company and the integration of the disabled. As a socially responsible company, Indra places at the disposal of its professionals the development of a variety of volunteer actions and initiatives such as accessible technologies to develop innovative solutions and services to foster the social integration of the disabled and their assimilation into working life.

The selection process is already under way, so interested candidates may register on the company's website <http://www.indraempleo.com/es> to opt for a position in accordance with their profile.

About Indra

Indra is one of the main global consulting and technology companies and the technology partner for core business operations of its clients businesses throughout the world. It offers a comprehensive range of proprietary solutions and cutting edge services with a high added value in technology, which adds to a unique culture that is reliable, flexible and adaptable to its client's needs. Indra is a world leader in the development of comprehensive technological solutions in fields such as Defense & Security, Transport & Traffic, Energy & Industry, Telecommunications & Media, Financial Services and Public Administrations & Healthcare. Through its Minsait unit, it provides a response to the challenges of digital transformation. In 2016 it reported revenues of €2,709m, had a workforce of 34,000 professionals, a local presence in 46 countries, and sales operations in more than 140 countries.