

## INDRA CONTINUES TO STRENGTHEN ITS CULTURE OF COMPLIANCE AND RENEWS ITS CERTIFICATE OF CRIMINAL COMPLIANCE

- **Following a rigorous audit, the Spanish Association for Standardization and Certification (AENOR) has highlighted the company's improvements in the field of competition law and reputational risk assessment, as well as its efforts to enhance the collaboration and support of the Compliance Unit in its business processes**
- **Indra has been one of the first technology and consulting companies in the Ibex 35 to have this certification, based on the UNE 19601 standard for its best practices to prevent crime, reduce risk and foster an ethical business culture which complies with the law**
- **Indra has enhanced its compliance culture in recent years based on the principles of integrity and transparency, and this certification constitutes an acknowledgment of these efforts to adopt the best practices for good corporate governance and regulatory compliance**

**Madrid, December 10, 2020.-** Indra, one of the leading global technology and consulting companies, has renewed its Criminal Compliance certification through AENOR, in accordance with the UNE 19601 Standard, for its best practices in management systems to prevent crime, reduce risk and foster an ethical business culture which complies with the law.

Attaining this certification once again acknowledges Indra's effort to continue to strengthen the company's compliance culture and its commitment to continuously improve by incorporating the best domestic and international practices in compliance, corporate governance, social responsibility and ethical business.

Indra was one of the first technology and consulting companies in the Ibex 35 to obtain this certificate, which verifies that Indra's Prevention of Criminal Risks Model complies with the Standard's requirements and contributes to building trust in the company. However, this year it has continued working to improve its performance and adopt the highest standards in compliance and ethical business.

This is attested by the rigorous audit carried out by AENOR, in which all the corporate departments of the company and several business units participated. Led by the Compliance Unit, the audit has highlighted Indra's work in aspects such as protection of competition law and reputational risk assessments.

Specifically, one of Indra's strong points highlighted in the evaluation has been the work carried out to identify and assess the risks in the field of competition and to assess reputational risks, both with regards to criminal matters as well as competition. This year, the company strengthened its Compliance Model with a Risk Prevention Manual in Competition Law, which aims to prevent anti-competitive practices and involves an adaptation and review of the company's risks, procedures and controls in this field. Similarly, the Compliance Unit team has been reinforced with an employee assigned to working exclusively on the Risk Prevention model in Competition Law.

The audit has also influenced the efforts made by Indra to strengthen the collaboration of the Compliance Unit with Indra's different corporate and business divisions, providing them with the knowledge and support required to continue to carry out their activities in the right way. For this purpose, a communication campaign has been launched aimed at making the Unit's work within the organization better known.

Indra's Criminal Risk Prevention Model, endorsed by prestigious international law firms, is constantly updated in accordance with the most stringent domestic and international standards and its elements and internal regulations are continuously adapted to Indra's corporate processes and business divisions.

**Culture of integrity and transparency**

Indra has significantly enhanced its compliance culture in recent years, placing particular emphasis on values such as integrity, responsibility and transparency. In this regard, it has made great headway in the design and dissemination of a new corporate culture, with full regulatory compliance and zero tolerance of irregularities and corruption.

This commitment was recently recognized in the FTSE4Good Sustainability Index, in which, for the second consecutive year, Indra achieved the maximum rating in corporate governance and anti-corruption measures in which its performance is considered to be “best practice”.

Among other actions, in recent years Indra revised and strengthened its Code of Ethics and Compliance and the Criminal Prevention Model; the Compliance Unit and the Internal Audit department have been given greater independence and resources; penalization and disciplinary measures have been taken when any irregular activity has been detected; as well as the continuous monitoring carried out by the Audit and Compliance Committee and the Board of Directors in this matter.

A number of training campaigns in the field of Ethics and Compliance have also been launched with this being disseminated to all the professionals in the company and they had the maximum involvement of Senior Management. In addition, the blog “*Hacer lo correcto*” (Do the right thing) has been created in order to disseminate the key points and good practices taken from the Code of Ethics and Legal Compliance requirements to all of Indra’s professionals in a practical and simple way.

Indra has also enhanced the use of the Direct Channel among its professionals. This is a confidential communication channel through which any professional, associate or third party can raise questions about the interpretation of the Code of Ethics and Legal Compliance requirements or communicate any irregularity they become aware of.

**About Indra**

Indra ([www.indracompany.com](http://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. Indra is an international leader in the Defence industry for the development of critical projects for national defence of the countries for which it works, for its participation in major European programs and in the framework of NATO and its export capacity. It is the Spanish national coordinator in the European Defence Program FCAS. It is also a leading firm in Digital Transformation Consultancy and Information Technologies in Spain and Latin America through its affiliate Minsait. 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.