

INDRA IMPROVES AS TOP EMPLOYER AND ACHIEVES THE HIGHEST SCORE IN ORGANIZATION AND CHANGE, WORK ENVIRONMENT, ETHICS AND VALUES

- **The company has renewed the certificate granted by Top Employers Institute for the companies that offer the best work environment, with an increase of 4.3% in its overall score and a 100% score in aspects related to its cultural transformation**
- **Indra also stands out and nears excellence in sustainability and talent strategy, key aspects in which it strives to attract and retain the best professionals by offering them a purpose and a work environment that fosters their work and personal development**
- **Indra obtains these results after a year marked by the pandemic, in which its priority has been to guarantee the protection of its professionals and facilitate work/life balance as well as ensure that their capabilities remain intact as a company and that its customer service level remains high**

Madrid, January 25, 2021.- Indra, one of the world's leading technology and consulting companies, has renewed its certificate for the third consecutive year as a Top Employer as one of the companies that offers the best work environment to its professionals and strives to incorporate the best and most innovative Human Resources practices. The certification, granted by the Top Employers Institute after a thorough examination that evaluates all the processes of talent management and a third-party audit, also includes Minsait, Indra's leading company in digital transformation and Information Technologies.

Indra's overall score increases by 4.3% this year and by over 10% compared with its first certification as Top Employer in 2019, which is proof of Indra's zeal for continuous improvement and of the success of many initiatives that it has set in motion to place professionals and their talent at the center of its strategy.

Indra achieves the highest score (100%) in aspects such as work environment, in which it surpasses by almost 23% the average score of Top Employer 2021 companies in Spain; organization and change, in which it surpasses the average score by 10%; values; and ethics and integrity. All of them are related to the deep cultural transformation that the company has been promoting in recent years, based on core values such as flexibility, diversity, innovation, training and its confidence in young talent. As part of this transformation, Indra has also reinforced its culture of compliance and has incorporated the best compliance practices in this country and abroad, cooperative government, social responsibility and corporate ethics.

As a Top Employer, Indra is also three points (97%) away from excellence in sustainability, a field in which it has been working hard during the last year with the aim of being a leader in sustainable development by means of innovation and technology. At Indra, not only has sustainability become the core of the business, but also its main goal as a company, which is a key aspect for its own sustainability, since talent, its main strategic asset, and especially the new generations, demand it. Inspired by that goal, Indra is working on creating a true sustainability culture in the company.

Likewise, Indra almost reaches excellence in talent strategy (96%). The company has placed people at the center of its cultural transformation, by launching many initiatives that facilitate its employees' professional and personal development and making the company more attractive.

Business strategy, performance output/evaluation, leadership and the digitalization of Human Resources are also highly rated (over 90%).

HR digitalization

In terms of HR digitalization, Indra has accelerated the process this year to meet the needs that arose from the Covid-19 crisis. For example, Indra has created new virtual experiences to facilitate the integration of the

young talent of its Smart Start program into the post-Covid-19 era: it has transformed its onboarding process to make it completely digital, with a virtual and gamified welcoming session, an online training pathway and a video game created to suit this transformation. It has also created a Teams group in which more than 1,300 young professionals of the company in Spain interact, access high-value information and talk with expert staff of the company, who share their knowledge and experience with them.

Likewise, the company has boosted online learning, an ally in pandemic times, to reinforce the commitment to the professionals, who have more than the doubled the hours of online training during lockdown. Indra offered its professionals a selection of self-learning resources, specially suited for the teleworking context and the special work/life balance needs.

Additionally, as regards its Corporate University, Indra has strengthened its professionals' education at key stages of their career with new special training programs, designed in collaboration with the most prestigious business schools to help its employees take on new roles and adapt to new environments. Even though most of these programs were intended to follow the blended learning methodology, which combines online and face-to-face training, they had to be redesigned, due to the lockdown caused by the Covid-19 crisis, to provide completely online training. This was done by means of streaming classes, webinars, microlearning through immersive and gamified experiences and online training modules with assignment submissions and personalized tutoring.

All these initiatives, intended to offer professionals the best qualifications and to promote continuous learning and training related to new technology and methodologies of the digital world, also helped Indra obtain a high score as Top Employer in onboarding (89%) and learning (88%).

Commitment to professionals and society during the pandemic

Obtaining the Top Employer certificate means recognition of Indra's commitment to its professionals to whom it wishes to offer a life project that fulfills their professional needs, expectations and aspirations and also their personal ones. This commitment is also recognized by the Dow Jones Sustainability Index (DJSI), in which Indra is a leader in its sector in terms of the social dimension, clearly standing out in talent management, Human Rights and social action initiatives; as well as by the FTSE4Good Index, which places Indra one point away from the top score in work standards.

In this year marked by the pandemic, Indra's priority has been to guarantee the protection of its professionals and to facilitate work/life balance and attention to their families as well as ensuring that their capabilities remain intact as a company and that it still provides a high level of customer service.

With this purpose in mind, Indra has facilitated its professionals home-based work, made new digital tools available and launched a range of services to make their work easier as well as helping them to achieve a work/life balance during lockdown, by means of training, leisure and online medical and fiscal support.

As a socially responsible company, Indra has also encouraged, channeled and enhanced the positive impact of its professionals. In order to contribute to improve the situation of the most vulnerable people in the Covid-19 crisis, the company has launched a solitary crowdfunding, in collaboration with 10 important NGOs that are renowned for their social work, in which the professionals of the company raised almost 270,000 Euros. Indra has also donated 10,000 tablets to minors people at social risk in all the autonomous communities (regions) of Spain to help them do their homework after the closing of schools and colleges. Professional volunteers helped to do this, and also to develop an educational platform to make online education easier for children with neurological disabilities.

Other examples of initiatives promoted by Indra in recent months are various ideas from professionals during Covid-19. These include: a website with cybersecurity recommendations for citizens, families and companies, published by SIA, an Indra company; particular initiatives of some of its professionals, such as printing 3D protective visors and other materials for the healthcare sector.

The employees active participation in social initiatives and voluntary actions is part of the cultural transformation process with which Indra seeks to become a better company that further encourages and stimulates professionals.

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 Defense 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.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1 600 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

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