

INDRA ENHANCES ITS POSITION AS A TOP EMPLOYER THANKS TO ITS WORKING ENVIRONMENT AND CULTURE AND ITS IMPROVEMENTS IN TERMS OF DIVERSITY, EMPLOYER BRANDING AND TALENT ATTRACTION

- **It has renewed its Top Employers Institute certificate, which includes Indra and Minsait among the companies providing the best working environment, achieving the highest ratings in terms of the workplace, ethics and values and making considerable progress in several aspects of its attractiveness**
- **Indra and Minsait also excel and verge on excellence in terms of organization, change, talent strategy and sustainability by offering their professionals a purpose and a working environment that facilitates their careers and personal development**
- **The group's cultural transformation, which places professionals at the center of its strategy and is underpinned by core principles such as innovation, flexibility, continuous learning and development, diversity and sustainability, has been key to improving the recognition of its employer brand**

Madrid, January 20, 2022.- Indra, a leading global technology and consulting company, has reinforced its position as one of the firms offering the best working environment for its professionals and adopting the most innovative people management practices after receiving its Top Employer certification for the fourth year in a row. 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.

In its commitment to continuous improvement, the Indra group has once again increased its overall rating to 87.85%, achieving the highest possible score (100%) in aspects such as values, ethics, integrity and the working environment, aspects in which it exceeds the average of the 1,857 companies certified worldwide as Top Employers by almost 17%.

Indra also verges on excellence with scores 14% above average in sustainability, which is understandable, as it has recently been recognized as the most sustainable technology company by the Dow Jones Sustainability Index, and in diversity, an aspect in which it has improved its rating by 10% this year thanks to its efforts to generate a more inclusive culture avoiding any discrimination and making all its professionals feel they are an important part of the organization. The group also receives an excellent rating for its talent strategy and organization and change, thanks to the numerous initiatives it has implemented to transform its culture and facilitate its employees' careers and personal development.

Indra's culture, which places professionals at the center of its strategy and has its foundations on pillars such as innovation, flexibility, continuous learning and development, diversity and sustainability, has been key to achieving these positive results. The good working environment enjoyed by Indra and Minsait professionals and the shared purpose of contributing to sustainable development through technology, generating a positive impact on society and the planet, are also distinctive elements.

Top Employer also awards the Indra group a high rating (around 90%) in business strategy, leadership, digitalization of human resources, assessment, recognition and learning which, just like the boost it gives to the careers of its employees, means a 5% increase in the rating with respect to 2021.

A seductive employer brand

Obtaining the Top Employer certification means recognition of the commitment of Indra and Minsait to its professionals, to whom it wants to offer a vital project that meets their professional and personal needs, expectations and aspirations.

The efforts the group has made over the past year to improve the employer brands of the two companies and its ability to attract talent have been recognized by Top Employer with a 7% increase in its score.

The employer brand of the group's companies has also been reinforced by the numerous awards it has received in the past year. For example, sustainability indicators such as the Dow Jones Sustainability Index (DJSI) and the FTSE4Good Index have awarded Indra the highest score in labor practices and standards and the Bloomberg Gender-Equality Index (GEI) has named the company one of the leading global companies in gender diversity for the second consecutive year.

LinkedIn has also identified Indra as the best Ibex-35 company for pursuing a professional career in Spain. The company has won two gold medals in the Brandon Hall Group HCM Excellence Awards for the Engaging Leaders Program, its leadership development initiative, and it has been ranked among the Top 10 "Companies Committed to Youth" in Spain and Latin America, a program run by the OIJ (International Youth Organization for Ibero-America), and the DCH (International Organization of Human Capital Directors) for its Smart Start program.

The Community of Madrid has awarded Indra its equality distinction and the Adecco Foundation and the Club of Excellence in Sustainability have presented it with the Award for the Best Strategic Diversity and Inclusion Plan.

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 Defence 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, end-to-end focus and with a high innovation component. In the 2020 financial year, Indra achieved revenue of €3.043 billion, had nearly 48,000 employees, a local presence in 46 countries and business operations in over 140 countries.

Top Employers Institute

The Top Employers Institute is the global authority on recognizing excellence in People practices. We help to accelerate the impact of these practices to enrich the world of work.

The Top Employers Institute validates, certifies and recognizes organizations that exceed the demanding standards of its Certification Program as leading employers. Founded more than 30 years ago, the Top Employers Institute has certified more than 1,857 organizations in 123 countries/regions. These Top Employers certificates have a positive impact on the lives of more than eight million employees worldwide.

Top Employers Institute. For a better world of work.