

INDRA, RECOGNIZED AS A TOP EMPLOYER FOR ITS COMMITMENT TO PROFESSIONAL TALENT

- **After passing through the Top Employers Institute's exhaustive evaluation and the demanding standards in all areas of Human Resources management, Indra has been awarded the certificate granted to companies that offer the best working environment.**
- **The Top Employer certificate is the result of the effort Indra has been making in recent years to bring about a cultural transformation that puts professionals at the center and that aims to make Indra the most attractive and motivating company for digital talent.**
- **To achieve this goal, Indra has an ambitious corporate university, the Smart Start program for young talent, a renewed diversity program, career and evaluation plans tailored to each profile and initiatives to promote commitment and innovation, among others.**

Madrid, January 31, 2019.- Indra, one of the leading global technology and consulting companies, has been recognized as a Top Employer 2019 due to it being one of the companies that offers the best working environment to its professionals and for its continuous improvement to incorporate the best and most innovative Human Resources practices.

This comprehensive distinction, which encompasses and values all the processes included in talent management, is awarded by the Top Employers Institute, an independent certification company. To achieve this award, it is necessary to present a large amount of documentation and meet its exacting standards. After an exhaustive evaluation, the HR Best Practices Global Survey, with 100 questions on 600 people development practices in 10 areas: talent strategy, staff planning, talent acquisition, on-boarding, learning and development, performance management, leadership development, career and succession management, compensation and benefits, and culture. After the validation of results, a third party also conducts an audit to ensure the integrity of the procedures, processes, systems and data of the Top Employer Institute.

Obtaining the certificate as a Top Employer is the result of Indra's commitment to the talent of the professionals and the effort the company has been making in recent years to make a cultural transformation that puts professionals at the center and also a transformation that the company considers strategic. The ultimate goal is to turn Indra into the most attractive, exciting and motivating business project for digital talent.

"We are very proud to be recognized as a Top Employer, since this distinction highlights the work we are doing to improve all our Human Resources processes and encourages us to continue addressing the challenges that we still have pending," says José Cabello, General Director of Human Resources at Indra. "In addition, it contributes to our talent attraction and loyalty, which is our main asset, and thanks to the tools and reports that the Top Employers Institute grants us, it helps us to continue developing the best Human Resources practices and to improve our employer brand," he explains.

Several initiatives

In recent years, Indra has launched numerous initiatives that cover all aspects of talent management and which aim to ensure that the company's professionals, with all their diversity of expectations, family and personal situations, find the ideal environment in which to satisfy their aspirations at Indra. An environment that also attracts the best professionals who are yet to join the company.

Among these initiatives, Smart Start stands out, the comprehensive program for the recruitment of young talent, through which Indra has incorporated more than 2,000 young people in Spain in 2018, and 1,000 more in its international subsidiaries, with the purpose of contributing towards the acceleration of cultural

change in Indra and promoting the digital transformation and development of new innovative solutions and services. These talented young ones are given specific training, development, evaluation and professional progression programs during their first two years in the company.

As an important pillar of cultural change, Indra also launched, at the end of 2016, an ambitious corporate university that generates the continuous self-learning ecosystem new talent requires, granting professionals the best internal and external resources to self-manage their training so they can develop professional careers adapted to their profiles. It is a living, growing project that recently incorporated Udemy for Business, a learning platform providing on-demand content. In this way, it has provided all its professionals with free access to more than 3,000 specialized online courses that facilitate the rapid development of skills which are currently demanded by the market.

Diversity and flexibility

Diversity is one of the guidelines of Indra's Human Resources and Talent Management model and has become, along with the incorporation of young talent and training, into one of the bases on which it creates its new culture. Indra has reinforced its gender diversity program in 2018 with new initiatives, including group coaching sessions with women on the management team; the "Women who Inspire" course, to turn Indra's female workers into known role models; or a Hack Day aimed at university women. This day of training and mentoring to promote creativity and innovation aimed to highlight the value of female talent and show Indra's confidence in its power to improve society through technology.

Other concrete initiatives that shape the cultural transformation of Indra seek to promote flexibility at work, facilitating reconciliation and family balance through advanced forms of teleworking; they facilitate tools used for transversal collaboration to articulate new digital forms of relations between the different parts of the company; and they contribute to show the different groups of Indra the impact that their work has on society.

Evaluation and commitment

Indra has also addressed changes in other vital processes, which although they are less externally visible, are no less important.

Recently, it has launched a new employee evaluation model with the aim of improving the objectivity of the process and helping professionals improve through continuous feedback, evaluation by project or 360-degree feedback, depending on their role. Indra is also improving the on-boarding process, paying the utmost attention to all the elements that facilitate the incorporation and integration of professionals in their first hundred days in the company. As a technology company, it is committed to making the most of the digitalization of all processes in order to be a smarter, more efficient and more focused organization in areas that provide real added value.

Other challenges it is working on are the improvement of commitment or the creation of new collaborative and inspiring work and training spaces, etc. It also has career plans that place each professional in the most appropriate place in the organization, based on their knowledge, skills and attitudes, and which recognize their contribution.

Additionally, with the aim of strengthening its relationship with the entire entrepreneurial ecosystem, Indra has developed a new innovation model in which its commitment to internal talent is also reflected. With intrapreneurship initiatives such as "Innovators", Indra seeks to promote a more innovative culture in the organization and mobilize all the talent of its most innovative professionals to generate disruptive ideas that are incorporated into its offer and reinforce its leadership.

Acerca de 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 2017 financial year, Indra achieved revenue of €3.011 billion, with 40,000 employees, a local presence in 46 countries and business operations in over 140 countries.

Top Employers Institute

Top Employers Institute is the global certification authority for excellence in the conditions that organizations offer their employees. We are dedicated to accelerating the impact of people strategies and thus enriching the work field, giving certificates, offering comparisons with other excellent employers and connecting Top Employers all over the world. With our certification program, we help organizations evaluate and improve their work environment. Established more than 25 years ago, the Top Employers Institute has certified more than 1,300 organizations in 115 countries. The companies certified as Top Employers have a positive impact on the lives of around 5 million employees worldwide.