

## **INDRA, RECOGNIZED BY “THE SUSTAINABILITY YEARBOOK” AS A SUSTAINABILITY WORLD LEADER**

- **“The Sustainability Yearbook 2020”, the most important annual yearbook on this topic worldwide, commends Indra as one of the best positioned companies in the sector in terms of facing the economic, social and environmental challenges to come**
- **Thanks to its constant efforts to improve its performance in these respects and in Good Governance, Indra appears in the Dow Jones Sustainability Index, FTSE4Good and the Bloomberg Gender-Equality Index and has been recognized as a Top Employer in 2019 and 2020**

**Madrid, 03 February 2020.-** Indra, one of the main global technology and consulting companies, has been included as one of the leading companies in terms of sustainability on a global scale in the “The Sustainability Yearbook 2020”, the most prestigious annual report on the subject, published by S&P Global in collaboration with Robeco SAM and based on the assessment of the largest corporations worldwide in the annual Corporate Sustainability Assessment (CSA) by SAM.

Indra has entered this prestigious annual publication, after showing a performance in sustainability that places it within the top 15% of the IT Services & Internet Software and Services sector.

Manjit Jus, Global Head ESG Research and Data of S&P Global: “We congratulate Indra for achieving a place in The Sustainability Yearbook 2020, a showcase of the world’s best performing companies among industry peers and in terms of financially material ESG metrics. Launched this year under the S&P Global brand and now with increased public access to the SAM ESG Scores of all companies, the Yearbook remains a highly credible source of corporate sustainability insights”.

Featuring in “The Sustainability Yearbook 2020” distinguishes Indra as one of the best prepared companies in the sector when it comes to facing the challenges of the future, and it means an endorsement of its commitment to the creation of long-term value and the continuous improvement of its governance and economic, social and environmental performance.

In recent years, the company has been strengthening its efforts in this area, through a transformation - which is also cultural - that is helping to improve its achievements, its global positioning, and its appeal as a corporation, by placing people at the core of its strategy.

Proof of this effort is the creation of a Sustainability Commission on the Board of Directors of Indra, with specific roles and responsibilities in this matter. The Sustainability Commission is composed entirely of external advisors - of which a large majority are also independent,- and it is chaired by Silvia Irazo, independent advisor.”

Thanks to its progress, Indra has renewed its presence in the Dow Jones Sustainability Index, racking up 14 consecutive years; it has also retained its listing in the FTSE4Good Index for the fourth consecutive year, achieving the highest Good Governance and anti-corruption measures score; it has Prime status in the ISS-ESG Index and Morgan Stanley analysts grant it the second best rating (AA) in their MSCI index, which values sustainability and information transparency.

### **Top Employer, leader in diversity and environmental protection**

This week, as well as being listed in the main global sustainability indexes, Indra has also been recognized as a Top Employer 2020 thanks to it being one of the companies that offers the best working environment to

its professionals, and to its continuous improvement in incorporating the best and most innovative Human Resources practices.

Professionals and their talent are the center of the company's cultural transformation and are the axis on which new policies and initiatives seek to promote not only professional, but also personal growth for workers, keeping in mind the diversity of expectations, personal and family situations. Diversity, training and professional development, flexibility, commitment to young talent, new work spaces and styles, innovation and intra-entrepreneurship are some of the pillars of this cultural change.

Likewise, the Bloomberg Gender-Equality Index (GEI) 2020 has included Indra among the 325 leading companies worldwide in terms of transparency in regards to gender issues and promotion of equality and diversity, among 6,000 companies in 84 countries and regions around the world. Only 15 Spanish companies are listed on this renowned global diversity index.

In order to be listed on the index, Indra had to obtain a score equal to or greater than the overall threshold established by Bloomberg in the five areas it takes into account (female leadership and talent portfolio, equal pay and gender parity, inclusive culture, sexual harassment prevention policies and institutional support for women).

Regarding the commitment to environmentally sustainable development, in addition to having corporate policies to boost it, Indra's role goes much further. As one of the leading technology and consulting companies, it has solutions that are already playing a key role in global climate action, covering a broad spectrum available to few corporations, with a strong impact on the main causes of climate change. In addition to fighting climate change and protecting its people from it, with its technology it helps governments and businesses be more sustainable as well.

Technologies that tackle climate change from space or that move towards transportation, aviation, rail and sea infrastructure which are more environmentally friendly; solutions for the intelligent, efficient and green management of energy in cities and their mobility; and those which, through digital transformation, enable a better use of resources, are all part of the portfolio of solutions that Indra contributes to protecting the planet.

### **Ethics and compliance**

Since 2015, Indra has also focused on improving its corporate governance and regulatory compliance. Among many other steps, it revised and strengthened the Code of Compliance and Ethics and the Crime Prevention Model, which are constantly being improved and for which training is continuously given; the Compliance Unit and Internal Audit function were given more independence and resources; penalties were imposed and disciplinary measures taken when irregular activities were detected; and continuous monitoring is carried out by the Compliance and Audit Commission and the Board of Directors on this matter.

Recently, the company's Board of Directors has approved a new Risk Prevention Manual in Competition Law; a branch of law whose purpose is to ensure that companies compete on equal terms avoiding distortions in the markets. This Manual concludes the update of the Indra Competition Compliance Model and entails an adaptation and review of the company's risks, procedures and controls in that respect.

### **About Indra**

Indra ([www.indracompany.com](http://www.indracompany.com)) is one of the leading global technology and consulting companies and it's the technological partner for key business operations for its clients all over the world. It is a leading global supplier of proprietary solutions in specific segments of the Transportation and Defence markets, and a leading company in digital transformation and Information Technologies consulting in Spain and Latin America through its subsidiary Minsait. Its business model is based on a comprehensive offer of its own products, with an end-to-end, high value and a high innovation component approach. In 2018 Indra received income totaling €3.104 billion and had 43,000 employees, a local presence in 46 countries and business operations in more than 140 countries.