

INDRA, A WINNER AT THE BRANDON HALL GROUP EXCELLENCE AWARDS FOR THE LEADERSHIP DEVELOPMENT PROGRAM DESIGNED FOR ITS PROFESSIONALS

- **The company won two gold awards: in the categories of Best Leadership Development Program and Best Advance in Measuring the Impact of Leadership Development, at the human capital management event held by the US consulting firm**
- **Indra's Engaging Leaders Program provides the participating managers with information, training, executive mentoring and a powerful network of contacts with the aim of developing successful leaders who can perform with excellence at key moments**
- **Indra has received numerous international awards this year for its talent management**

Madrid, September 17, 2021.- Indra, one of the leading global technology and consulting companies, continues to receive acknowledgments for its talent management after winning two golds at the Brandon Hall Group HCM Excellence Awards for its leadership development initiative titled 'Engaging Leaders Program'.

More specifically, the company achieved the highest recognition in the human capital management awards presented by this prestigious US consultancy firm in the categories 'Best Advance in Leadership Development' and 'Best Advance in Measuring the Impact of Leadership Development', acknowledging not only its leadership development program in itself, but also the effective measurement of its real impact on the organization.

The awards are based on a painstaking evaluation process carried out by an international panel of independent experts from the industry, expert analysts and Brandon Hall Group executives, who take into account criteria such as the program's fit to the business needs, its design and implementation plan, its functionality, innovation and measurable benefits and the lessons learned.

Indra's Engaging Leaders Program is geared towards the management team of the Transport and Defence (T&D) business and is one of the numerous initiatives framed within the cultural transformation plan that Indra has been conducting in recent years to improve its attractiveness as a company.

After defining the profile of a successful T&D manager based on interviews with directors and managers in the area and creating a playbook - a guide that includes the key moments and desired behaviors in their day-to-day work - the program provides the participating managers with information, training, mentoring with company executives and a network of contacts that includes the program's members, thus enabling them to generate synergies and help one another in their work. It covers all the aspects that directly impact the manager's role, including strategy, innovation, talent management and sustainability, by means of an experiential, gamified and participatory methodology. It was 100% online last year due to the pandemic but this year, the third, it's reverted to a hybrid face-to-face and digital format.

Indra's goal is to develop leaders' capabilities and skills, align them with the company's strategy and homogenize behaviors, professional competences and management methods so that it can rely on successful leaders who can perform with excellence at key moments.

Impact on the organization

In terms of measuring the impact of Indra's Engaging Leaders Program, the company takes into account the participants' experience, their satisfaction, degree of commitment and learning, the implementation of the content and the tools applied that demonstrate the leadership behaviors stemming from the program and the organizational impact. These are measured based on the new behaviors displayed, the improvement in the managers' leadership and performance and the improvement in the teams' commitment indicators.

More than 500 Indra managers have taken part in the first three programs, which began with a focus on its professionals in Spain but went global this year. Both the participants and the mentoring executives have the opportunity to continue interacting, thanks to the creation of Alumni, a cross-corporation and direct communication channel via which they can continue to pool their experiences and enrich their professional relationships.

This year, the 2021 Brandon Hall Group Excellence Awards sought to give special recognition to organizations that have continued to strive to support their professionals with a people-centric approach during the pandemic while driving their businesses forward, despite the unprecedented challenges and conditions. The winners of the Excellence Awards will take part in working sessions during which they will have the opportunity to present their best practices to other organizations, and they'll receive recognition at an event to be held in February 2022 in Florida.

Indra submitted its candidature for these awards in partnership with BTS, a consulting firm that has been involved in the design and implementation of the Engaging Leaders Program, in which the consultancy firm 3weeks has also been involved.

Numerous awards for talent management

The new awards come in the wake of the numerous recognitions Indra is receiving this year for its talent management. The company has been certified for the third consecutive year by the Top Employer Institute as one of the best companies to work for in Spain. Merco Talento has also ranked Indra as the most attractive consulting company for talent in Spain, and LinkedIn rates it as the best Ibex-35 company for building a career in our country.

It's also received the award for the Best Strategic Diversity and Inclusion Plan, granted by the Adecco Foundation and the Club of Excellence in Sustainability for its 2018-2020 Diversity Strategy project. It has also been listed for the second consecutive year in the Bloomberg Gender-Equality Index (GEI).

Indra's commitment to its professionals is also acknowledged by the Dow Jones Sustainability Index (DJSI), in which it is a leader in its sector in terms of its social dimension, clearly standing out in talent management, human rights and social action initiatives, as well as the FTSE4Good Index, which grants Indra the top score for its work standards.

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 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 2020 financial year, INDRA achieved revenue of €3.043 billion, near 48,000 employees, a local presence in 46 countries and business operations in over 140 countries.