

SUSTAINABILITY
REPORT

2016
Ingeteam



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INTRODUCTION

The objective of sustainable growth is “to meet present needs without compromising the ability of future generations to meet their own needs”. Ingeteam considers that it plays an important role in achieving this goal. For this reason, we have for the past five years been actively involved in drafting a Sustainability Report, to present to company stakeholders our results and progress in Corporate Social Responsibility related issues, in line with the guidelines of the Global Reporting Initiative (GRI) G3 standard.

Following the guidelines of this standard we fulfil expectations and inform about our commitment to sustainability, in a clear and open manner, within a reliable and trustworthy framework.

The progress made in technologies and know-how allow for economic development and also assist in finding solutions for the risks and threats to the sustainability of our social relations, the environment and economies.

Ingeteam continues to support and implement the Ten Principles of the United Nations Global Compact on human rights, labour, environmental protection and fight against corruption. Five years ago we committed to respect and follow the UN Global Compact and its principles, now they are an integral part of our strategy, day-to-day activities and culture.







SUSTAINABILITY REPORT

*“We take care of what
is truly important”*

Contents:

- Environmental commitment
- Occupational risk prevention
- Our human resources team
- Community
- Principles of the Global Compact
- GRI indicators

INGETEAM CARING FOR THE ENVIRONMENT

We all live and progress carrying out, on a daily basis, a great number of actions that affect nature, and for this reason we must also be held accountable for protecting the natural environment. Being an active part of society we, at Ingeteam, have for many years now assumed our environmental commitment as a priority within the framework of the Corporate Social Responsibility that guides our conduct.

By being committed to sustainable growth, we enable us to meet our current needs without affecting resources and the options available to future generations. To this end

we must, from the very beginning, adopt more efficient production methods, avoid toxic emissions, minimize waste, reduce consumptions and promote recycling. This implies complying with inescapable legal and regulatory requirements applicable to the activities undertaken by Ingeteam; consequently our workforce needs to be fully involved, motivated and trained.

An added peculiarity relating to the evolution of the internationalization process, promoted in recent years, rests with the sustained efforts we have made to maintain and further increase, insofar as possible, the results



achieved in terms of environmental objectives and policies, in all the geographic areas Ingeteam carries out activities. However, when analysing the annual indicators recorded in successive years we must, undoubtedly, consider this expansionary behaviour of the company over this period. For example in 2016, this can, on the one hand be inferred from the increase in waste materials (paper, cardboard, plastics, etc.) and direct energy consumption. Increases in our car pool CO² emissions are mainly due to an increase in production, proliferation of operation and maintenance service contracts and also the opening of new subsidiaries.

On the other hand, because of this growing awareness, the recycling of our consumables continues to increase.

The increased production of generation equipment, installed in renewable energy plants, meant that less tons of CO² were emitted into the atmosphere; more precisely we have avoided emitting more than 6,000 million tons of CO² into the atmosphere this year.

Overall, data obtained in 2016 showcases the Group's awareness and commitment to the environment.



GRI INDICATORS (ENVIRONMENTAL COMMITMENT)



EN1

RECYCLING OF MSW

Following an increase in production and in compliance with our sustainability policies we have increased the recycling of consumables.

	2014	2015	2016
Paper consumed _____ Kg. per person and year _____	9.50	8.14	9.44
Cardboard consumed _____ Kg. per person and year _____	8.11	12.68	19.39
Wood consumed _____ Kg. per person and year _____	130.60	109.99	165.70
Chemicals consumed _____ Kg. per person and year _____	46.91	49.48	56.59

EN2

RECYCLING OF MSW (PAPER)

We continue promoting the use of recycled materials.

	2014	2015	2016
Paper recycled _____ 26.70 % _____	26.70 %	32.38 %	29.88
Cardboard recycled _____ 38.65 % _____	38.65 %	39.26 %	35.66

EN3

DIRECT ENERGY CONSUMPTION

Increases in production have led to higher consumptions, but we will continue working on optimizing these figures.

	2014	2015	2016
Electricity _____ kWh per person _____	4,371	3,978.74	4,089.16
Natural gas _____ kWh per person _____	3,135	3,079.97	3,193.22
Gasoil _____ kWh per person _____	215.94	201	161.50

EN6

CO² EMISSIONS AVOIDED THROUGH THE USE OF THE RENEWABLE ENERGY EQUIPMENT PRODUCED BY INGTEAM

The equipment manufactured, by Ingeteam, for renewable energies contributes towards avoiding the emission of more than 6,000 tons of CO² into the atmosphere. The Group's commitment to electrical mobility, through the manufacture of recharging posts for electric vehicles, also contributes towards reducing contamination levels.

	2014	2015	2016
CO ² emissions avoided per year _____ MTn _____	5,136	5,635	6,300

EN8

WATER CONSUMPTION

In 2016 the new laboratory for hydraulic machines, manufactured by Indar, was put into operation. Consequently, our water consumption increased when compared to previous years' figures.

	2014	2015	2016
Litres of water consumed _____ by person and day _____	31.36	26.99	36.87



EN16

As mentioned previously, although our production increased we have managed to decrease figures like CO² emissions for fossil fuels. This is mainly due to the optimization of energy consumption.

EMISSIONS OF GREENHOUSE GASES

	2014	2015	2016
Tons of CO ₂ (from fossil fuels)	3,910	2,197	2,278
Tons of CO ₂ (from electricity consumption)	6,191	6,118	6,562

EN22

The increased production of equipment, designed by Ingeteam, has led to considerable increases in this type of consumption; a great proportion attributable to transporting said merchandise, since 88% of our production is sent abroad.

WASTE

	2014	2015	2016
Paper Tn	47	40	118
Cardboard Tn	43	69	71
Plastic Tn	26	47	57
Wood Tn	310	323	562
Hazardous waste Tn	75	117	190
Metals Tn	4,046	3,237	3,463
Electrics - electronics Tn	11	30	19

EN29

With the increase in operation and maintenance services, carried out worldwide, CO² emissions also duplicated due to the mobility of company vehicles.

CO² EMISSIONS FROM VEHICLE MOVEMENT

	2014	2015	2016
CO ² in Tn. coming from company vehicle movement	1,131	1,556	3,047
CO ² in Tn. coming from vehicle movement to and from work	3,157	3,976	3,306

EN30

We continue incurring expenses and making investments in environmentally related matters.

AMOUNT IN EUROS FOR ENVIRONMENTAL EXPENDITURE AND INVESTMENT

	2014	2015	2016
Environmental expenditure and investment	142,146	201,262	173,673

OCCUPATIONAL RISK PREVENTION

Aware of our consolidated successes in Occupational Risk Prevention, we will continue tackling this constant challenge by following the internationalization process implemented by the Group. In 2016 we continued making investments and implementing the measures, policies and preventive actions required at all levels. Moreover, we are continuing with our campaign “TAKE YOUR TIME, for your health and safety”.

Both institutions and clients have acknowledged the work we have undertaken in giving priority to Occupational Risk Prevention. The mutual health insurer firm FREMAP awarded Ingeteam Power Technology a certificate for excellence in preventive management. Also, the Service Business Unit was awarded a prize, by Asepeyo, for the contribution it has made in reducing and preventing accidents at work. This BU Safety Coaching Influence project also received recognition, from the firm ENEL, as the best risk prevention idea of the year.



In our attempt to stimulate our workforce’s awareness in this area it is important to mention the I Health and Safety Work Seminar, held in Albacete. On the other hand, we have also launched the “Safety Smart Training” program to enable employees to access e-learning courses and video tutorials focused on very critical areas of our activities.

Today the Group has more than 30 different work centres, and management software, for business activities coordination, was installed at Ingeteam Power Technology and its subcontractors to make coordination easier.

The Brazilian and Romanian international subsidiaries secured OHSAS 18001 international certification. The Australian subsidiary renewed its CM3 certificate, and the Czech Republic subsidiary secured the OHS certificate for technical activities in ORP, and conformity with the chemical hazard standard.

In what concerns improvements in our ORP infrastructures, the most significant changes were the new training activities made

available at the practical training centre with the installation of confined spaces and the Goian elevator simulator in Albacete. In Germany the premises were equipped to comply with local H&S requirements and in Brazil we created a healthy rest area.

Other objectives of significant importance attained this year were:

- Training in risks from exposure to biological agents - international vaccines, Ingeteam (Energy).
- A specific psychosocial work plan was implemented and an interdisciplinary work group was created at Ingeteam (Energy), in collaboration with the Navarre Institute of Public and Occupational Health, and at Pine Equipos Eléctricos in collaboration with the GIZAGUNE Foundation.
- Reliable communication systems were acquired, using digital radio frequency technology, for solitary work carried out at Ingeteam (Technology and Energy).

- In South Africa an internal and external safety inspection plan was implemented, using check lists and internal registers.
- In the United States an ergonomic program of stretching-exercises and early interventions was drafted and a plan implemented.
- In Poland a preventive training plan (first-aid, fire, risk assessment, basic training on ORP, work at heights according to the GWO, the correct use of lifts and hoists and risks associated to using this equipment, electrical accreditation, etc.) was put in place.

Lastly, also of significant importance was the “Healthy Life” campaign carried out within the framework of the Occupational Risk Prevention awareness campaign.



Occupational risk prevention training centre in Albacete. Receives GWO certificate.

GRI INDICATORS (OCCUPATIONAL RISK PREVENTION - ORP)

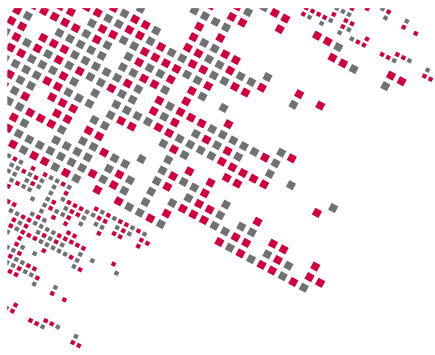


LA7

ACCIDENT RATES

	2014	2015	2016
Work-related accidents with absence from work	117	145	187
Total working days lost	2,720	3,680	3,377
Incidence rate (n° of work-related accidents with absence from work per 100 workers)	3.86	4.08	4.8
Frequency rate	21.74	23.37	27.32
Severity rate	0.35	0.58	0.48

THE DRIVING-FORCE BEHIND INGETEAM: OUR HUMAN RESOURCES TEAM



The Ingeteam Group is formed by a multidisciplinary human team, composed of more than 3,800 highly trained workers in constant professional growth. Our human team is multicultural, reliable, eager to excel, prepared for the future and willing to adapt to new changes. Thus, the driving force behind the Ingeteam Group, besides its technological progress, is none other than the group of people who forms part of the group. And to all these people the Group, through its governing bodies, management and human resources managers, dedicates special attention. To this end, and in compliance with the laws of each country, the freedom of association and the application of the collective agreements, entered into with workers, are duly respected and addressed at all our subsidiaries.

Our human resources management policies and Corporate Social Responsibility criteria address our concern for our team's well-being. We are an active party in the EFR (Family Responsible Company) observatory, developed by the "Másfamilia" Foundation and recognised as a Good Practice by the United Nations Organisation. It arises in response to a new occupational and social culture, which is based on flexibility, mutual respect and commitment, through the private certification scheme of EFR.

We also implement the principles of diversity and equal opportunity in favouring the integration of people with physical or sensory handicaps. This year we have increased the indirect employment of handicapped personnel, by subcontracting through Special Employment Centres (CEE – "Centros Especiales de Empleo").

In 2016 we experienced a significant growth and faced new challenges in other geographical areas: new subsidiaries were opened and already existing ones consolidated; consequently recruitment increased significantly. Due to this workforce expansion need we were, in many cases, forced to use the services of temporary employment companies.

Like in previous years, we have allocated resources and invested significantly in training our workforce: in 2016, a total of 119,389 hours of training were provided.



GRI INDICATORS (OUR TEAM)



LA1

Yet another year new employment contracts were signed due to an increase in production and the need of some subsidiaries to expand their workforce, e.g. Mexico.

EVOLUTION OF THE WORKFORCE

	2014	2015	2016
Average time spent working at the company _____ years	8.72	8.43	8.05
Net job creation in the course of the year _____ nº jobs	214	524	340
Average age _____ years	37.85	37.84	38.45

LA2

Although our workforce continues to grow, 70 % of our workers are on indefinite contracts. This year, due to growing workforce expansion needs we were, in many cases, forced to use the services of temporary employment companies.

CONTRACT TYPE

	2014	2015	2016
Permanent contracts compared to the total workforce _____ %	80.94	74.76	69.82
Outsourcing of recruitment through TEA's _____ %	1.07	0.61	1.73

ACCESS TO MEASURES TO RECONCILE WORK AND FAMILY LIFE

The well-being of its workforce is one of Ingeteam's priorities: for this reason we continue favouring conciliation by promoting good practices, like flexible working time.

	2014	2015	2016
Workers on part-time _____ %	4.80	5.69	4.73
Workers on flexi-time _____ %	42.99	40.41	35.48

LA10

This year a total of 119,389 hours of training were provided.

TRAINING

	2014	2015	2016
Training hours per year per person _____ H	29.49	41.34	32.47
Cost of training per year per person _____ €	364	384	461.63

LA13

DIVERSITY AND EQUAL OPPORTUNITIES

GENDER EQUALITY

The percentage of women in management bodies and women with indefinite contracts in the company has increased.

	2014	2015	2016
Women in relation to the average workforce _____ %	18.32	16.41	16.47%
Men in relation to the average workforce _____ %	81.68	83.42	83.53%
Women with a permanent contract _____ %	80.50	77.60	83.38%
Men with a permanent contract _____ %	79.12	73.05	67.24%
Women on governing bodies in the company _____ %	8.10	8.70	16.20%
Men on governing bodies in the company _____ %	91.90	91.29	83.80%

JOBS FOR DISABLED PEOPLE

The opening of subsidiaries in new locations, as well as the recent transfer of some companies to other locations, has led to a decrease in the number of companies with installations suited to the needs of disabled people.

	2014	2015	2016
Indirect recruitment of the disabled _____ %	5.70	5.91	5.51%
Direct recruitment of the disabled _____ %	0.47	0.48	0.53%
Companies with disabled-friendly facilities _____ %	76.20	81.50	78.18%

SPONSORSHIP AND PATRONAGE

Ingeteam's motto is to actively aid in the improvement of the societies in which it is present. From its beginnings Ingeteam has always collaborated in different areas, and as our presence extends worldwide into different countries, we also continue making contributions, through sponsorships and patronages, to the communities with which we interact.

Our actions address three types of areas: technical, social and sports.

TECHNICAL

First-rate technical training is achieved through the involvement of the companies in the academic world. Ingeteam interacts in several educational strata.

SEMINARS

In 2016 we continued participating in seminars, conferences and events directly related to the Group's activity. Amongst these the following are noteworthy:

- **14th International Seminar on Electrical Equipment**, held for the purpose of promoting a meeting place where experts and researchers, from different countries and spheres get together, to exchange ideas and discuss the technical state of the art and progress in the electrical sector, with special emphasis on moving towards the smart grids of the future, carry out analyses of regulatory issues or business models.
- **Forotech Deusto**: Organised by the Deusto University and a group of companies, represented by Alianza Tecnológica IK4, the Engineering and Technology Week is celebrated, in different university buildings. The seminars include conferences, debates, a technological exhibition and several activities like breakfast with entrepreneurs, workshops and visits to laboratories.

COLLABORATIONS

Ingeteam collaborates directly with Professional Training Centres and Public and Private Universities, located within our geographical setting. Moreover, we also sponsor technical events relating to activities carried out by Ingeteam.

We continue to be actively involved in different employment forums, with the aim of establishing a direct contact between the companies and the students of recently completed courses. We have attended **employment Forums** organised by the Universities of Deusto, Mondragon, Navarra, The Basque Country, Oviedo, etc.

At Ingeteam, we believe that practice stages are very important for students to put into practice the skills they have acquired and gain hands-on experience in the running of a company. We have established **collaboration agreements** with the Engineering Faculty of the University of Deusto, Deusto Business School, Higher Technical Engineering School, Bilbao (ETSIB – Escuela Técnica Superior de Ingeniería de Bilbao), the University of Mondragon, UPV Leioa and Sarriko University, vocational training centre Armeria Eskola, University of Castile-La Mancha University, the Public University of Navarra, etc.

Ingeteam has also established **hosting agreements for internships** in professional training centres like Elorrieta, Jesuitas, Salesianos, Txorierrri, Iurreta, etc., and practical training with LANBIDE, the Basque Employment Service. Moreover, we collaborated with BBK scholarships as well as the **Novia Salcedo Foundation**, for the integration of young people in the labour market.

For yet another year we have collaborated with the **AFIM Foundation**, whose objective is to assist in training young people and seniors, and integrated attendance, help and assistance to people with all types of handicaps – physical, intellectual, sensory and mental -, in an attempt to assist them achieve normalization, vocational training and social integration.

SOCIAL

We have also supported independent filmmaking by participating in the sponsoring of the **Abycine** Albacete International Film Festival (Festival Internacional de Cine de Albacete Abycine), which celebrated its 18th edition. This filmmaking culture support was carried out within the framework of the annual campaign of incentivising the use of the bicycle, by offering free tickets to the first 40 persons who arrived by bicycle at the festival

We also did fund-raising for **AFANION**, an association for children with cancer, from Castile La-Mancha, thanks to the collaboration of our staff.

As is customary, for many years now we have made the usual donation to **DYA** (Detente y Ayuda – Stop and Help). This not-for-profits organisation aims to make drivers aware of the

importance of improving road safety. We have also collaborated with the Association MedicusMundi.

On the other hand, Ingeteam signed a collaboration agreement with the **Foundation Nocka Munayki** through which the company will donate 2 tons of technical wear to the Argentinean NGO Nocka Munayki.

Moreover, we continue supporting different music-related professional organizations. This year is the ninth consecutive year we have collaborated with the **Euskadi Symphony Orchestra**, more precisely contributed towards the celebration of the concerts held in Bilbao, Donostia, Gasteiz and Pamplona, in April. Ingeteam also continues to sponsor the choir of the centenarian Higher Technical School of Engineering of Bilbao.

This year as novelty we have sponsored a project, promoted by the **Bilbao Choir**, denominated “Eskolan kantari”, at the Presentación de María High School, aimed at promoting the regular practice of singing in schools. This is a unique extra-curriculum activity, since the school does not have the resources to offer this type of course, nor can the families afford to pay for the course.



SPORTS

Throughout the year Ingeteam participated in different sports activities.

Of significant importance is the pioneer initiative aimed at promoting the use of the bicycle, and so support a more

sustainable and efficient mobility amongst the Albacete workforce. This has converted us in the first company in Spain to economically incentivise its staff to cycle to work every day. That is, the company pays 1 Euro per day to workers who cycle to work. From the beginning of this campaign, the amount of employees who use this vehicle as a means of transport to get to work attained a significant growth, increasing from 5 to 40 persons. Moreover, thanks to this initiative, the workers have avoided the emission of 11,088 kg of CO² into the atmosphere and travelled an average of 67,200 km/year by bicycle.

Still within the framework of this initiative we have sponsored the **Ingeteam-Rumbo** cycling team, who won the Spanish MTB race, in the category XCM (Cross Country Marathon).

These results have motivated campaign organisers to continue with these initiatives for yet another year to successfully complete this challenge in 2017.

Ingeteam also participated in the **Inter-company Challenge** races, held in Biscay and Navarre, also a significant social asset. These races, organised by the NGO “Acción contra el Hambre” (the Action against Hunger Foundation), were held for the purpose of attaining the maximum number of kilometres possible, and transforming them into days of treatment for children with acute malnutrition problems. As a result of Ingeteam workers’ participation in this race, we secured an equivalent of 3,017 days of treatment against malnutrition.

This year Ingeteam frequently participated in several renowned races. As is customary, our Ingeteam and Indar colleagues participated in the **race between the companies** of Alava, Pamplona and Donostia/San Sebastian. We also continued collaborating in the **International Half Marathon held in the town of Albacete**.

GRI INDICATORS (COMMUNITY)



S01

Ingeteam continues making contributions to the local communities where it carries out activities.

SCOPE OF PRACTICES IN LOCAL COMMUNITIES

	2014	2015	2016
Production located in the local community (%)	53.95	79.82	77.58
Total tax contributions (direct and indirect) (€)	70,511,358	72,842,743	75,236,905

EC6

Our procurement policy is to continue using the services of local suppliers.

PRACTICES OF SPENDING ON LOCALLY-BASED SUPPLIERS

	2014	2015	2016
Spending on locally-based suppliers (%)	36.34	51.51	50.24

EC11

FINANCIAL AID RECEIVED FROM GOVERNMENTS

	2014	2015	2016
Subsidies (€)	3,553,757	2,527,188	2,757,447

INGETEAM IN RELATION TO THE TEN PRINCIPLES OF THE GLOBAL COMPACT

Our determination to progress towards sustainable growth, increases day by day and encourages us to carry on working on the basis of respect for these Ten Principles which perfectly show the ideal business organization and the mirror in which we would like to be reflected.



Network Spain
WE SUPPORT





HUMAN RIGHTS

■ Principle 1

BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS, WITHIN THEIR AREA OF INFLUENCE

The Ingeteam Group endeavors to ensure that all our actions promote and guarantee the full enjoyment of human rights. Day by day, our organization, with an extensive international presence, makes every effort to incorporate new measures to better address this principal, if at all possible, in areas such as working conditions, safety, health, education and the rights of disadvantaged groups, amongst others.

This year, we would highlight the campaign entitled “TAKE YOUR TIME, for your health and safety. This campaign came

into being with the idea of raising the awareness and sensitizing still further the Ingeteam employees in the area of Occupational Risk Prevention, whilst also promoting a series of actions directed at different groups and promoting a healthy lifestyle.

■ Principle 2

COMPANIES MUST MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

We have no record of activities of this type, either at present or in the past.



LABOUR STANDARDS

■ Principle 3

BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE NEGOTIATION

Our workers are covered by the appropriate sector-level collective agreements, complemented by company-specific agreements, negotiated with the workers’ representatives at the various work centers.

■ Principle 4

BUSINESSES SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Actions of this type are not applicable to our organization or to any of our principal stakeholders, and we hereby declare our support to initiatives promoting the eradication of any action of this nature.

■ Principle 5

BUSINESSES MUST SUPPORT THE ABOLITION OF CHILD LABOUR

This conduct is not applicable to our organization, either in the past or at present, given the fact that the performance of our activities is not prone to the wrong and reprehensible use of child labor, as may occur in other sectors.

■ Principle 6

BUSINESSES MUST SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

The Ingeteam Group promotes equal opportunities without taking account of race, color, nationality, gender, marital status, religion or sexual orientation. Diversity is one of our identifying marks, all the more so in an organization like ours, operating in a number of geographical areas.



THE ENVIRONMENT

■ Principle 7 BUSINESSES MUST MAINTAIN A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

The commitment of the Ingeteam group to the conservation and protection of the environment, has been present right from the outset and is a priority objective. To such an extent that, nowadays, we're unable to work without a preventive approach that aims to minimize our environmental impact, as confirmed by our indicators.

■ Principle 8 BUSINESSES MUST UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

In 2016 we continued to make every effort to reduce our energy emissions and consumptions, highlighting the drastic reduction in

our greenhouse gas emissions in relation to the increase detected in 2015, achieving levels that are even lower than those recorded the previous year. On the other hand, environmental sustainability continues to be a priority in our organization, with an ongoing focus on promoting material recycling. Proof of this is the continuous optimization of our consumption ratios.

■ Principle 9 BUSINESSES MUST ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

This year we are proud to highlight the fact that we have considerably increased our budget allocation for environmental investments.



ANTICORRUPTION

■ Principle 10 BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS INCLUDING EXTORTION AND BRIBERY

We have no record of activities of this type.

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