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# At a Glance

## 2022/2023

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**SYSTRA**

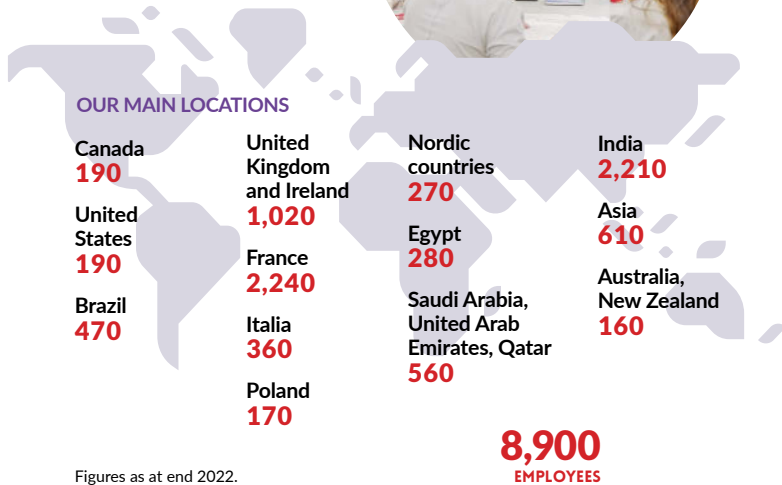
Being a Signature Team means supporting our clients over time, with technical, operational and environmental challenges, and meeting the highest ethical and safety standards. Sustaining this trusted relationship is what drives us every day.

### Our mission

For more than 65 years, SYSTRA has been developing solutions for safe, sustainable transport. The Group has set itself the mission of connecting people and bridging the distance between regions in the 80 countries where it operates. By making travel smoother, the infrastructure designed by our teams is bringing communities together, promoting social inclusion, and facilitating access to employment, healthcare, education and leisure.

### A WORLD OF EXPERTISE AND COMMITMENT

SYSTRA's connected teams are sharing their expertise with clients all over the world.



### 2022 rankings

Engineering News-Record (ENR)

In the Top **25**  
INTERNATIONAL  
DESIGN FIRMS

**No. 3**

in Mass Transit  
& Rail

**No. 5**  
in Bridges

**No. 9**  
in Transportation

## OUR THREE VALUES



## OUR VALUE-ADDED SERVICES



## OUR VALUE CREATION MODEL

### We draw on our assets...

#### OUR HUMAN CAPITAL



**8,900** employees  
+8% growth in workforce between 2021 and 2022

**87%** of employees fully subscribe to SYSTRA's values: excellence, connected teams and bold leadership

**25%** of all staff are women

#### OUR EXPERTISE



More than **65** years of expertise in transport projects

**4** international networks of experts across the Group

**1** internal innovation challenge

#### OUR ORGANISATIONAL STRUCTURE



Ten home countries account for **92%** of our turnover

A foothold in more than **80** countries

**10** centres of expertise

#### OUR FINANCIAL STABILITY

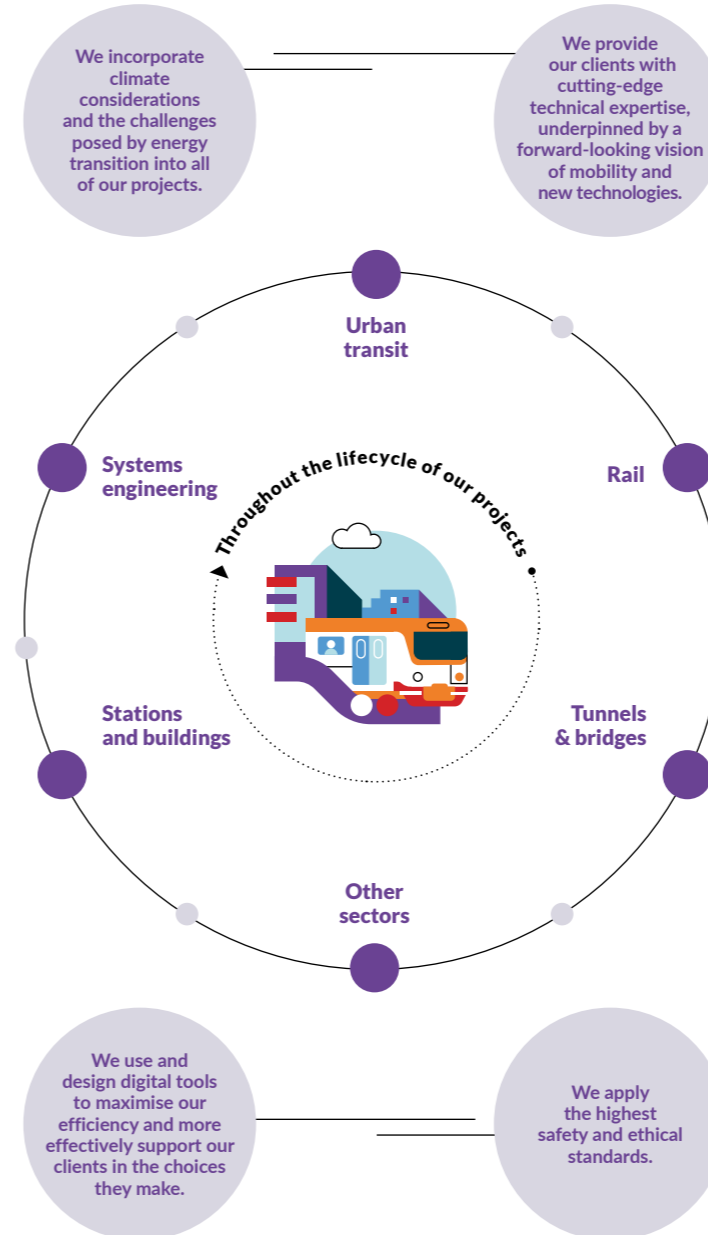


An independent group supported by 2 long-term majority shareholders: SNCF and RATP

**€902 million** in turnover in 2022

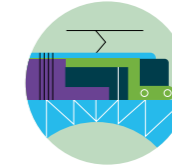
Orders worth **16 months** of revenue

### ... in all of our operations...



### ... by creating shared value for our stakeholders

#### FOR OUR CLIENTS



**100%** of our clients would recommend us. SYSTRA has been awarded quality (ISO 9001), health and safety (ISO 45001), environmental (ISO 14001), and anti-bribery (ISO 37001), certification

#### FOR OUR EMPLOYEES



SYSTRA features in Glassdoor's top **25** French employers

Women-men equality index: 82/100 (SYSTRA SA)

**87%** would recommend the Group as a good company to work for

**88%** say they are proud to work for SYSTRA

#### FOR THE ENVIRONMENT

Speed up work on aligning what we do with the Paris Agreement (scopes 1, 2, 3)

#### FOR OUR COMMUNITIES AND REGIONS

**82%** of employees have received training on the anti-corruption code of conduct

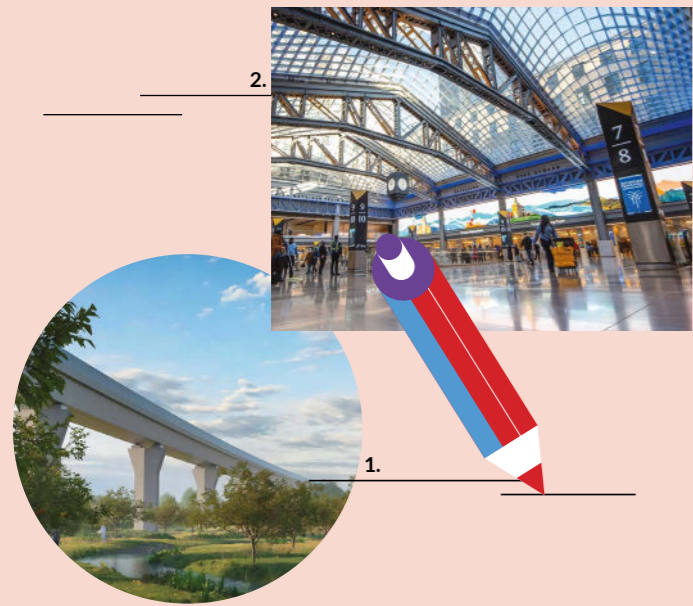
**100%** of top managers have restated their commitment to the Group's ethical principles

#### FOR OUR SHAREHOLDERS

**5.3%** EBIT in 2022

#### OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





## # ENVIRONMENT

As a transport and mobility engineering company, we have a crucial role to play in preserving the environment

### Saudi Arabia

SYSTRA has been selected to carry out the design studies for the AIUla tram network, which will serve a protected area. [1]

### Egypt

Inauguration of the first stage of line 3 Phase 3 of the Cairo Metro, which is helping to ease traffic in the Egyptian capital. [2]

### France

The Téléo urban cable car in Toulouse, which preserves the natural spaces it travels over, has been inaugurated. [2]



## # SIGNATURE

Signature team for transportation solutions, we accompany emblematic projects

### Mauritius

Construction of the A1-M1 highway bridge designed by our teams has begun.

### United Kingdom

SYSTRA and Mott MacDonald have been reappointed for the detailed design of lots N1 and N2 of the High Speed 2 project. [1]

### France

SYSTRA wins a new 10-year contract for the project management assistance for operation and maintenance of the Grand Paris Express.

### Europe

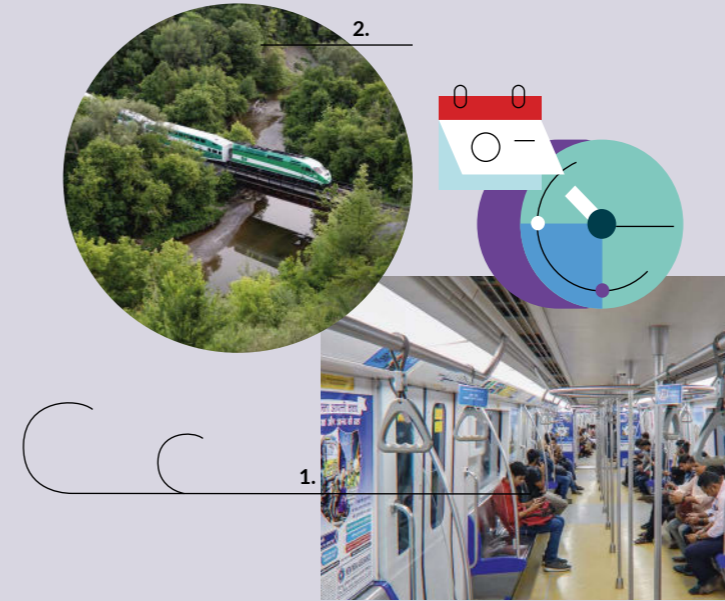
We are participating in the LGV Rail Baltica project, which will link the three Baltic states (Estonia, Latvia, and Lithuania).

### United States

SYSTRA is joining the Penn Station Access project in New York. [2]

### Australia

A fourth certification task independently carried out by SYSTRA for the Sydney Metro.



## # LONG TERM

We cultivate long-term relationships of trust with our clients

### India

Three new contracts were won in 2022 for work on the Mumbai Metro, which SYSTRA has been supporting since 2007. [1]

### Brazil

The motorway concession holder CCR RioSP, our clients for over 15 years, has entrusted us with new assignments.

### Canada

The SYSTRA, Mace and Comtech consortium has been awarded the project management for the GO Expansion programme in Ontario. [2]

## # BOLD LEADERSHIP

We are applying all our skills to profoundly transform mobility

### United States

It is SYSTRA which will conduct the implementation studies for the alignment of California's future high-speed line.

### Europe

24 kilometres of the Brenner Base Tunnel have been drilled underneath the border between Austria and Italy. [1]

### Egypt

Contract for a consultancy assignment for the new high-speed line linking the Red Sea to the Mediterranean.

### Asia

The Group will ensure the independent certification of the rail link between Singapore and Malaysia. [2]





**If this At a Glance has piqued your interest,  
check out the full version of the SYSTRA  
Activity Report, 'Connected & Useful'.**

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