

### OUR MISSION

We are the home of the people who every day solve the technical challenges of the future, sustaining global growth and prosperity. At SYSTRA we inspire confidence in the communities that we serve, providing safe and enduring transportation solutions.

### OUR VISION

Our ambition is to be the signature team for transportation solutions. With confidence, we help the world move forward.

### OUR COMMITMENTS

We are driven by a common purpose. Our shared commitments enable us to achieve our mission and vision, inspiring trust among all our stakeholders:

#### We share values that guide our daily actions

**EXCELLENCE** – To meet today's challenges, we protect and maintain the highest levels of technical excellence and expertise in every area we operate.

**CONNECTED TEAMS** – We achieve the best results through teamwork, both locally and internationally. We listen to each other and communicate in an open, constructive, respectful manner that fosters the emergence of ideas and talent.

**BOLD LEADERSHIP** – We anticipate and embrace change. Our ability to understand, interpret and shape the future enables us to provide lasting transport infrastructure for our clients, as well as long-term rewarding career paths for our people.

#### We preserve our business through our development plan

**PEOPLE** – Our employees generate our success. We must therefore cultivate talent and skills on a global basis to support our development plan.

**LEADERSHIP ON OUR MARKET** – Maintaining and growing our strong global footprint and the satisfaction of our clients will enable us to play a key role in iconic projects around the world.

**ROBUSTNESS** – SYSTRA's success and longevity relies on our ability to manage, mitigate and control the stability of our performance.

#### We take responsibility and manage major risks in accordance with Group policies

**HEALTH, SAFETY & SECURITY (3S)** – Using our technical and professional expertise, we work with our clients and partners so that together we deliver a safer world.

**ETHICS** – SYSTRA's reputation for integrity is built on irreproachable business conduct and strict compliance with national laws and international conventions.

**ENVIRONMENT** – We promote sustainability in the built environment and actively contribute to reducing our environmental impact, both on our projects and at SYSTRA sites.

#### We show commitment and responsibility through local initiatives that contribute to society

**QUALITY OF LIFE IN THE WORKPLACE** – Our people are our most valued asset. We create an inclusive working environment that promotes equality while championing the diversity, individuality and wellbeing of our employees.

**LOCAL DEVELOPMENT** – We encourage actions that promote progress, both on our projects and in the communities where we operate.

**PROMOTION OF PEOPLE'S RIGHTS** – We see mobility and transportation as an inclusive force, bringing opportunities to all. By enabling mobility, our work strengthens communities and improves people's access to employment, education and leisure. We consciously consider the social and political impact always associated with infrastructure projects.

Beyond this General Policy, the Directoire (Executive Board) is committed to regularly defining the roadmap, so that each of us, as individuals and collectively, contributes to cultivating a common culture and values, built on a united mission and shared responsibilities.



**Pierre Verzat**  
Chief Executive Officer



**Bruno Schmitt**  
Chief Finance & Administration Officer



**Andrew McNaughton**  
Chief Operating Officer