

# 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 subscribe to SYSTRA's values: excellence, connected teams and bold leadership

**25%** of women in the total workforce

### OUR CUTTING-EDGE EXPERTISE

Over **65** years of expertise in mobility projects

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

**1** internal innovation challenge

### OUR ORGANISATIONAL STRUCTURE

About **10** home countries account for

**92%** of our total revenue

A foothold in more than **80** countries

**10** expertise centers

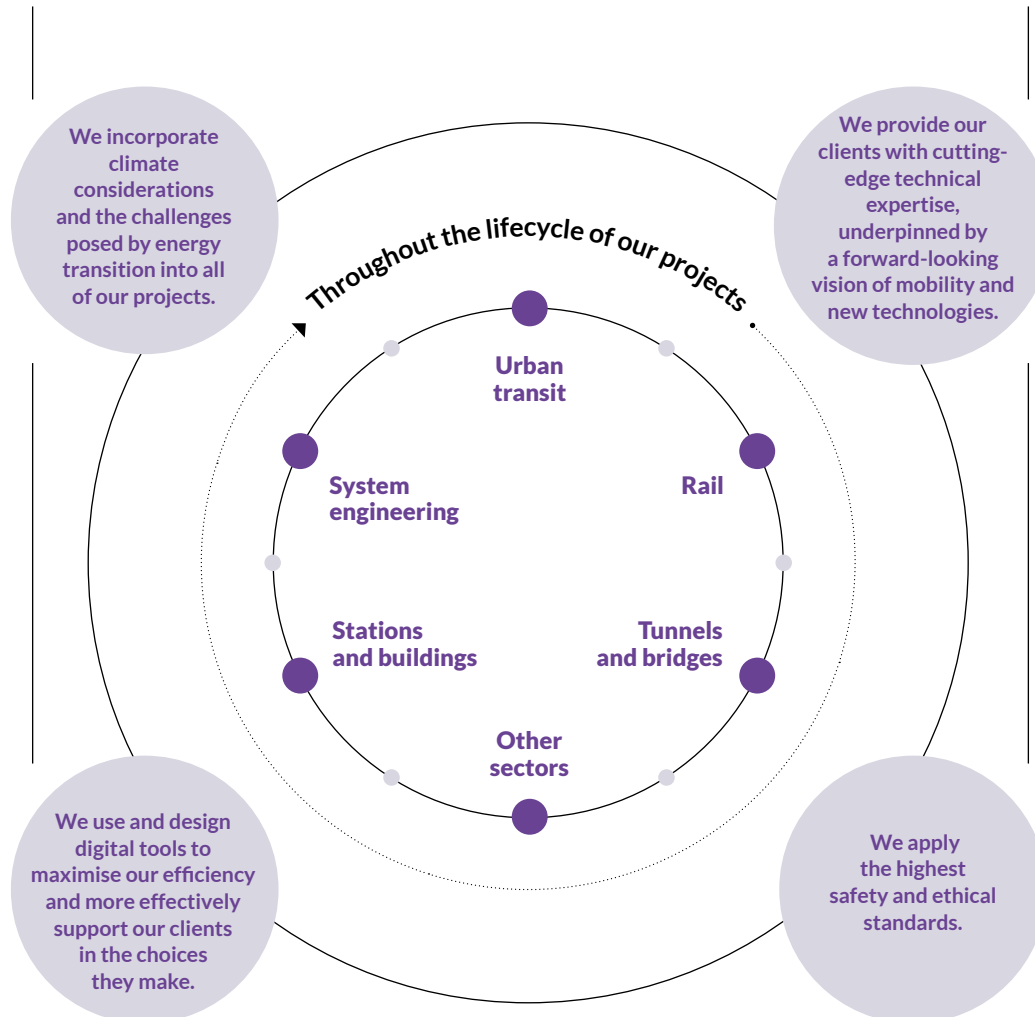
### OUR FINANCIAL STABILITY

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

**€902 m** turnover in 2022 (of which 48% in rail or high-speed projects, 29% in urban transit, 23% in other types of projects)

Orders representing **16** months worth of turnover

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



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

### FOR OUR CLIENTS

Promote innovative solutions for sustainable mobility

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

### FOR OUR EMPLOYEES

Develop an inspirational, fair and inclusive culture

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

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

**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

See the graphic showing scopes 1, 2 and 3 carbon emissions (page 9)

### FOR OUR COMMUNITIES AND REGIONS

Commit to developing in the long term the regions in which we operate

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

**100%** of top management has reasserted its commitment to the Group's ethical principles

### FOR OUR SHAREHOLDERS

Improve our financial performance for profitable and sustainable growth

**5.3%** EBIT in 2022

### OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS

