

Our value creation model

We draw on our assets...

Our human capital

10,700 employees
+20% growth in workforce between 2022 and 2023

89% of employees subscribe to SYSTRA's values: Excellence, Connected Teams and Bold Leadership

26.5% share of women in the total workforce

Our cutting-edge expertise

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

4 international networks of experts across the Group

1 internal innovation challenge

Our organisational structure

A dozen key countries accounting for **90%** of our total turnover

Operational presence in **80** countries

10 centres of expertise

Our financial stability

An independent group

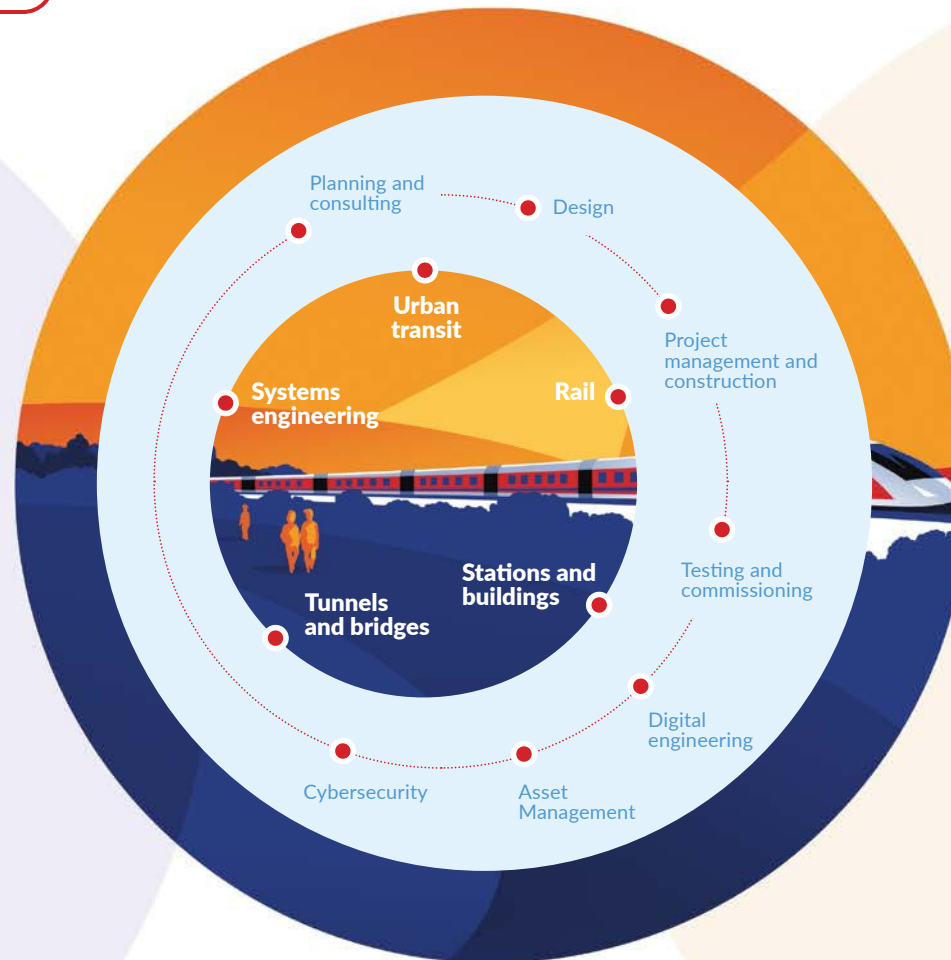
€1,071.6 million turnover in 2023
(of which 43.5% from rail or high-speed projects, 23% from urban transit projects and 33.5% from other types of projects)

An order book representing **16** months of sales

Our ENR⁽¹⁾ ranking

No. 3 in Mass Transit & Rail
No. 4 in Bridges
No. 8 in Transport
No. 24 in International Design Firms

... across all of our activities...



... by creating shared value for our stakeholders

For our clients

Promote innovative solutions for sustainable mobility

99% of our clients would recommend SYSTRA

For our employees

Develop an inspirational, fair and inclusive culture

Gender equality index: 85/100 (SYSTRA SA)

83% employee engagement rate

88% would recommend the Group as a good company to work for

89% say they are proud to work for SYSTRA

For the environment

Speed up work on aligning what we do with the Paris Agreement

Graphic showing scopes 1, 2 and 3 carbon emissions: see details on page 8

For our communities and regions

A long-term commitment to developing the regions in which we operate

88% 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

€1,071.6 million turnover in 2023

Our contribution to the Sustainable Development Goals

SYSTRA has been awarded quality (ISO 9001), health and safety (ISO 45001) and anti-corruption (ISO 37001) certification. SYSTRA has been awarded ISO 14001 certification in recognition of its environmental practices and by the OPQIBI (professional body for assessing infrastructure engineering, buildings, and industry) for a certain number of specialities.



(1) ENR: Engineering News-Record 2023.