

## OUR MISSION

The main mission of SYSTRA is to design safe and sustainable transportation solutions for the benefit of populations.

## OUR AMBITION

Our primary ambition is to be an independent global leader in transport solutions engineering.

The commitments and strategic objectives that we set and share support our mission and ambition. The commitments are reflected through our **Integrated Management System**. We are committed to **quality** and continuous improvement, with **absolute respect for applicable laws** and requirements.

We promote values that guide our actions every day:

- **EXCELLENCE** – To meet the societal and environmental challenges of today and tomorrow, we cultivate the highest level of technical excellence and expertise in all the projects we undertake with our clients and partners.
- **CONNECTED TEAMS** – We connect our expertise across the entire Group and coordinate it to address the most complex issues. By overcoming cultural and technical singularities, we create teams united around a common goal, where everyone's talent contributes to the success of all.
- **BOLD LEADERSHIP** – Through our capacity for innovation and our expertise in project management, we provide our clients with new solutions and the boldness necessary for change. In this sense, we actively encourage our employees to take the initiative in the conduct of our activities.

Our commitments are supported by a system that ensures sustainable performance:


- **SOCIAL PERFORMANCE** (employees) – Promote employee engagement and well-being by providing a work environment conducive to collaboration. Develop their potential and enable their flourishing. Work towards professional equality, diversity, individual development, and collective well-being.
- **COMMERCIAL PERFORMANCE** (clients) – By taking into account the requirements shared with our clients, ensure their satisfaction through the quality of our services in order to establish a close and long-term relationship of trust with them.
- **SOCIETAL PERFORMANCE** (territories and communities) – To serve the territories and communities by offering infrastructure solutions that align with their needs and positively impact everyone's daily life.
- **ENVIRONMENTAL PERFORMANCE** (environment) – Offering our clients sustainable and resilient infrastructure solutions to the effects of climate change.
- **ECONOMIC AND FINANCIAL PERFORMANCE** (shareholders) – Constantly improve our financial performance to support long-term growth.

We strengthen our responsibility and the management of our major risks through our policies and our Group charters:

- **HEALTH, SAFETY & SECURITY (3S) POLICY** – 3S is essential. We rely on our knowledge, our experience, and our know-how to work together towards a safer world for our employees, our clients, our partners, and all our stakeholders.
- **ETHICS POLICY** – The integrity of SYSTRA relies on impeccable conduct. We promote ethical business practices in absolute compliance with national laws and international conventions to contribute to a fairer world. We enforce our Anti-corruption Code with zero tolerance.
- **SUSTAINABILITY POLICY** – Sustainability is at the heart of our professions. We support our clients every day in the implementation of sustainable and resilient solutions for the benefit of populations.
- **CHARTERS: Integrated Management System | Internal Control System | Diversity, Equity & Inclusion | Information Technology** – Beyond these policies and in compliance with regulatory frameworks, the Executive Board is committed to a process of continuous improvement and control of performance systems integrated within these charters.



**Jean-Charles Vollery**  
Chief Executive Officer



**Arnaud Jeudy**  
Chief Finance and Administration Officer