

Alstom named one of China's Top Employers in 2022

- **Second consecutive win, a testament to prioritising the employee experience - especially during the Covid-19 pandemic**

21 February 2022 – Alstom has been recognised as a Top Employer 2022 in China for the second consecutive year. We have also been recognised alongside Australia, Singapore, India, and Hong Kong in the Asia Pacific region.

Alstom, the leader in smart, sustainable mobility, has been participating in the full spectrum of China's railway projects for over 60 years. Alstom in China now has a complete range of rolling stock (high-speed trains, railway passenger cars, locomotives, metros, automated people movers, monorails and trams), state-of-the-art components (traction systems, bogies, traction motors, dampers), customised services, as well as infrastructure and signalling solutions. The company is committed to maintaining a healthy and motivated workforce. As shown by the latest employee survey, where over 85% said they were proud to work for Alstom.

Alstom has increased its efforts to hire more women across the organisation and on the shopfloor, and as of today, women employees in leading positions in the company maintain a rate of 36.5% of its workforce in China, which well represents Diversity & Inclusion under the topic of gender balance. Guided by our fundamental values - Agile, Inclusive, Responsible - and our Code of Ethics, Alstom continuously drives for an agile learning culture to equip employees with further knowledge to add to their expertise, as well as the organisation. During the organisational transition journey in 2021, Alstom's aspiration garnered Alstom China the No. 1 ranking in Alstom globally in its "Discovery Challenge" campaign which truly demonstrates the learning cultures we are co-creating.

Alstom has successfully launched its Employee Value Proposition globally, which largely enhanced its employer branding by further identifying our corporate brand, values, social and environmental goals. In China, it was launched through a local social media channel WeChat, where we created a hiring platform to enhance the connection with the local talent market. Alstom has brought in a series of digital career instructional tools to empower employees with unrestricted access to all defined competency profiles and a variety of career options.

The Top Employers certification is fully in line with the Alstom In Motion strategy. Through collaboration with the Top Employers Institute, Alstom will be able to benchmark its practices and internal processes to those of other companies from a variety of industries and determine its key strengths and lines of improvement. It will also serve to attract new talents, promoting high level of employee experience and giving everyone the means to grow in their career.

About Top Employer certification

Top Employer certification recognises a company's commitment to creating a better working environment and the excellence of its HR policies and practices. The Top Employers Institute certifies organisations based on the results of its HR Best Practices Survey. The survey covers six areas of HR, divided into 20 themes such as human strategy, working environment, talent recruitment, training, well-being, diversity, and inclusion.

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**About
Alstom**

Leading societies to a low carbon future, Alstom develops and markets mobility solutions that provide the sustainable foundations for the future of transportation. Alstom's product portfolio ranges from high-speed trains, metros, monorails and trams, to integrated systems, customised services, infrastructure, signalling, and digital mobility solutions. Alstom has 150,000 vehicles in commercial service worldwide. With Bombardier Transportation joining Alstom on January 29, 2021, the enlarged Group's combined proforma revenue amounts to €14 billion for the 12-month period ended March 31, 2021. Headquartered in France, Alstom is now present in 70 countries and employs more than 70,000 people.
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