

Alstom achieves accreditation as Global Top Employer and continues with its growth plan in Spain

- Alstom Group's global certification adds to the European and national certification, which Alstom Spain has obtained for the eighth consecutive year.
- With a historical backlog, Alstom Spain plans to hire more than 350 new employees in 2023, both recent graduates and experienced professionals.

17 January 2023 - Alstom, global leader in smart and sustainable mobility, has received the Global Top Employer 2023 certification after being accredited as a *Top Employer* in 22 different countries¹, including Spain, where Alstom has obtained this accreditation for the eighth consecutive year. In addition, Alstom is a *Top Employer* in Europe, Asia-Pacific, North America and the Middle East. Alstom is also the only company in the sector to receive this global accreditation, achieved by only 15 companies worldwide.

With a historical backlog that responds to the need for sustainable mobility solutions worldwide, Alstom continues its growth and expansion plan, incorporating new profiles and professionals in its different work centres and business units.

"We are very proud to receive the Global Top Employer certification, which recognises our continued commitment to making Alstom one of the best working environments in the world. As a leader in smart and sustainable mobility, innovation and diversity are at the heart of our corporate strategy. We are looking for young talents and professionals who will invent tomorrow's mobility and grow with us," highlights Anne-Sophie Chauveau-Galas, Human Resources Director at Alstom.

In Spain, Alstom is developing an unprecedented recruitment plan to continue with its expansion plans and develop new projects and initiatives, in the areas of rolling stock manufacturing, maintenance, propulsion system design, railway signalling, digital mobility technologies, innovation and more.

In 2023, the company plans to hire more than 350 new employees in Spain, both recent graduates and experienced professionals. The profiles sought after include technical professionals (such as operators or welders) and STEM profiles (engineers, mathematicians, physicists, industrial designers, IoT experts and data managers). The new professionals will join more than 3,000 employees who are already part of Alstom Spain and Portugal.

"In a society firmly committed to a sustainable growth model, we are proud to offer sustainable work environments from a global point of view. Not only because of our corporate purpose but also because of our focus on people, on their professional and personal development, which makes us, year after

¹ Certified countries: Australia, Belgium, Canada, China, Hong Kong, France, India, Italy, Mexico, Poland, Singapore, Spain, United Kingdom, United States of America, Chile, Egypt, Panama, Romania, Saudi Arabia, Sweden, Thailand and United Arab Emirates.

year, one of the best companies to work for in Spain," says Reyes Torres, Human Resources Director for Alstom Spain and Portugal.

Talent and lifelong learning

Alstom's recruitment strategy includes a commitment to young talent and the promotion of continuous training. Among others, Alstom Spain has different training programmes for graduates and university students (such as *Alstom Talent Energy*, which celebrates its tenth anniversary in 2023), collaboration agreements with universities and partnerships with vocational training centres.

In addition, to ensure internal development and promotion, the company has a strong culture of learning, innovation and internal mobility, enabling all employees' professional and personal development.

About Top Employer certification

Top Employer certification recognises a company's commitment to creating a better working environment for its employees and excellence in human resources policies and practices. The Top Employers Institute certifies organisations based on their HR best practice survey results. The survey covers six areas of HR, divided into 20 topics including people strategy, work environment, talent acquisition, 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 sustainable foundations for the future of transportation. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. 150,000 vehicles in commercial service worldwide attest to the company's proven expertise in project management, innovation, design and technology. In 2022, the company was included in the Dow Jones Sustainability Indices, World and Europe, for the 12th consecutive time. Headquartered in France and present in 70 countries, Alstom employs more than 74,000 people. The Group posted revenues of €15.5 billion for the fiscal year ending on 31 March 2022.

Log onto www.alstom.com for more information.

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