

Alstom achieves Global Top Employer certification for the first time and targets young talent to support its development

- Awarded Global Top Employer for 2023 certification in 22 countries
- More than 30% of recruitment efforts will target young graduates, doctoral students, dual studies and apprentices

17 January 2023 – Alstom, global leader in smart and sustainable mobility, has received the Global Top Employer 2023 certification for the first time, with certificates in 22 countries¹ compared to 14 countries in 2022. This is the fourth consecutive year that the Alstom Group has received this distinction in Europe, the third year for the Asia-Pacific and North America region and the first year for the Middle East.

Due to the ecological transition, Alstom must respond to a growing international demand for more modern and sustainable mobility solutions. With an order book of €85.9 billion², the Group maintains an excellent recruitment dynamic and is specifically targeting young talent to contribute to the challenges of smart and sustainable mobility.

"We are extremely proud to receive the Global Top Employer certification. This award recognises our ongoing 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 talent to invent tomorrow's mobility and grow with us," explains Anne-Sophie Chauveau-Galas, Chief Human Resources Officer at Alstom.

Alstom is currently the largest producer and employer in the rail sector in Poland. Its nine Polish divisions and sites employ more than 4,000 people. The Group plans to recruit about 500 new employees in the coming year. The largest increase in employment, by about 250 people, is planned at the Alstom Konstal site in Chorzow. Employment at the Alstom ZWUS site in Katowice, which specialises in the production of rail traffic control systems, will increase by about 100 people. A rolling stock site in Wroclaw plans to hire about 50 new employees, and a train bogie site in Nadarzyn, which opened in the fourth quarter of 2022, will increase employment by about 70 people.

Alstom invests in and trains its new recruits with Alstom University

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

² In the first half of Alstom's 2022/23 financial year

In Alstom's recruitment strategy, young graduates are particularly targeted. The objective is to recruit more than 30% of young graduates, doctoral students, dual studies and apprentices. This is already a reality in some countries such as France.

To ensure the integration and development of its young recruits, the company can count on a strong internal learning culture. On average, 21 hours of training are given to each employee worldwide per year, using state-of-the-art technology. With a very broad catalogue, this training is notably digital and accessible anywhere, at any time from any type of equipment (computer, tablet or smartphone). Alstom University offers immersive virtual reality experiences through its regional campuses but also through the metaverse, immersive interaction platforms using avatars and 3D models accessible from personal computers or using virtual reality headsets.

"Beyond the number of training courses proposed, we also put a particular emphasis on the experience offered to our trainees, as well as their integration into the company. In 2022, Alstom obtained the "Happy Trainee" accreditation in France, Canada and Brazil, as well as the "Happy Apprentice" accreditation in the United Kingdom. This demonstrates the company's desire to continue offering the best possible experience for our trainees and apprentices," adds Anne-Sophie Chauveau-Galas.

"Happy Trainee" is a certification based on an internal survey for apprentices and trainees. The aim is to evaluate the overall work experience of young talents and then to define areas for improvement in each country.

Profiles contributing to innovation and implementation of Alstom solutions

Alstom develops sustainable and smart mobility solutions. Throughout its value chain, the company offers a wide range of career opportunities in all functions, particularly in engineering, but also in procurement and project management. In line with trends in the tech sector, software engineering and cybersecurity are among the most dynamic functions. New jobs related to hydrogen are also highly valued.

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 on the basis of their results in the HR Best Practices Survey. The survey covers six HR areas, divided into 20 themes such as people strategy, work environment, talent acquisition, training, well-being, diversity and inclusion.

**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 2021, the company was included in the Dow Jones Sustainability Indices, World and Europe, for the 11th 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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