



BUILDING TOMORROW'S WORLD TODAY



Table of contents



ALTEN GROUP

- Overview
- Turnover evolution
- Worldwide footprint
- Business sectors
- Revenue breakdown per sectors

ALTEN Korea

- Overview
- Areas of expertise

AI AT ALTEN

INNOVATION

Corporate Social Responsibility (CSR)

CERTIFICATIONS

ALTEN GROUP

Overview

Since 1988, ALTEN Group has become leader in both **outsourced Engineering** and **IT Services**.



38 years
of expertise



€4,099 M
2025 turnover



57,400
employees
(51,000 engineers – 88%)



6,500+
clients

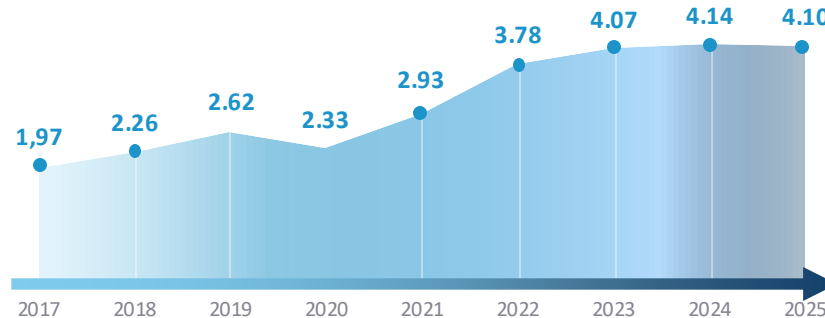


30+ countries
in 5 continents

ALTEN carries out complex and highly technical projects throughout the value chain of the most prestigious companies in all sectors of Industry, Services, and Telecommunications.

TURNOVER EVOLUTION

• Turnover B€



The Group **HAS DOUBLED**
in 8 years
(2025 vs. 2017)

WORLDWIDE
COVERAGE
constantly
expanding

DIVERSIFIED
AND WELL-BALANCED
sectoral presence

HEALTHY
balance sheet

GLOBAL PRESENCE

EUROPE

Austria
Belgium
Denmark
Finland
France
Germany
Italy
Luxembourg

Netherlands
Poland
Portugal
Romania
Spain
Sweden
Switzerland
United-Kingdom

AMERICA

Canada
Colombia
Mexico
United-States

ASIA/PACIFIC, MIDDLE-EAST, AFRICA

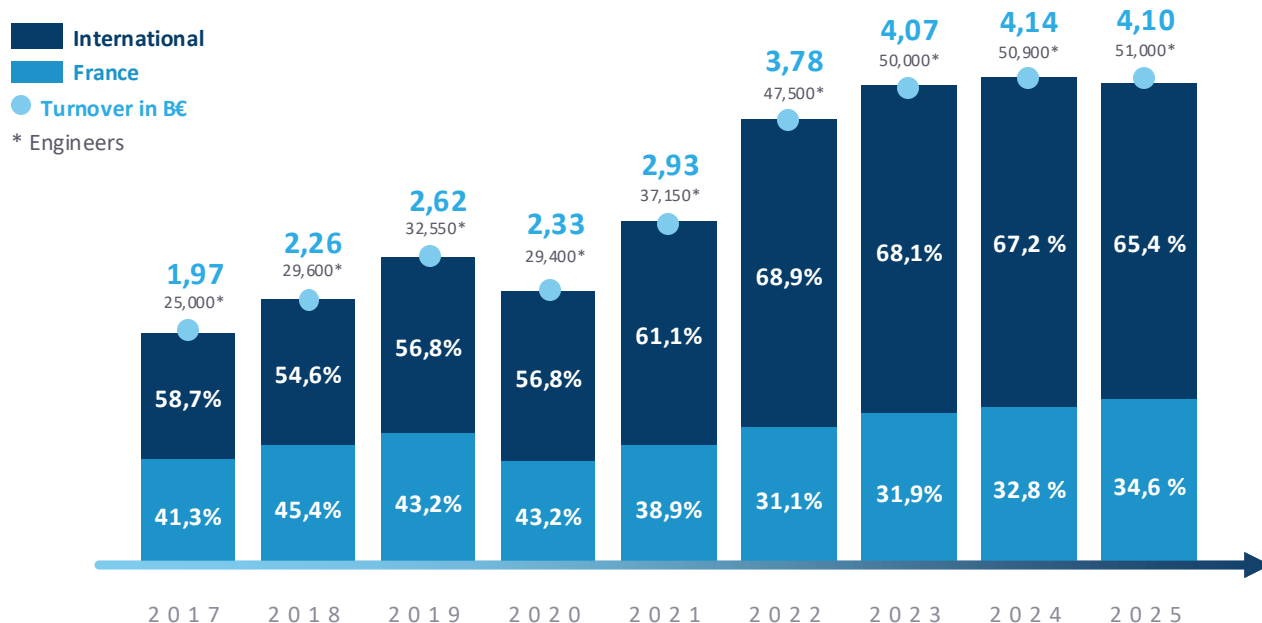
Australia
Egypt
Greater China
India
Japan
Morocco
Qatar
United Arab Emirates

Senegal
Singapore
South Korea
Taiwan
Vietnam

ALTEN GROUP

Turnover evolution

The Group **has doubled** since 2017 thanks to a strong organic growth (2025 vs. 2017).



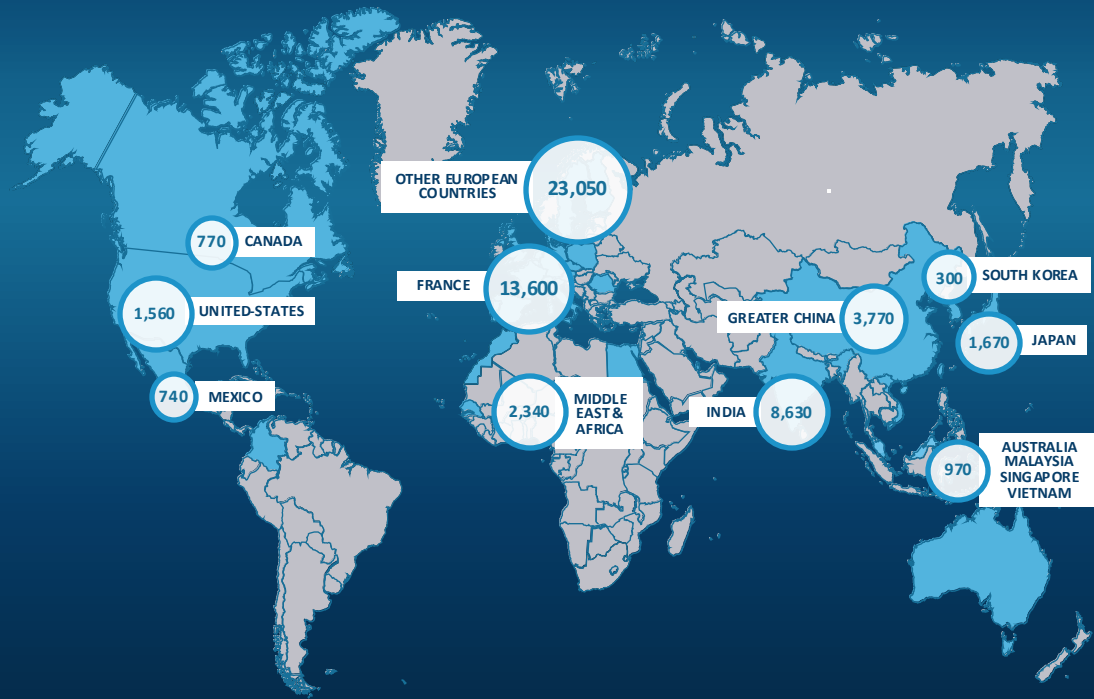
- 1.1% organic revenue growth in 2025

4 acquisitions in 2025

ALTEN GROUP

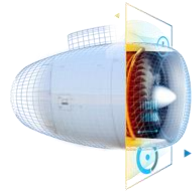
Worldwide footprint: 57,400

EMPLOYEES

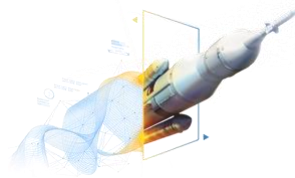


MIDDLE EAST & AFRICA: Morocco, Egypt, Senegal, United Arab Emirates, Qatar

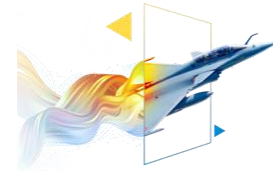
Our business sectors



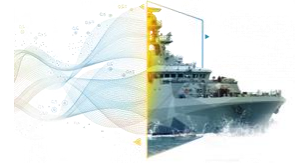
Aeronautics



Space



Defence, Security & Naval



Automotive



**Rail
& Mobility**



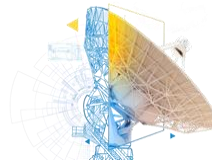
**Energy
& Environment**



**Life Sciences
& Health**



**Industrial Equipment
& Electronics**



Telecoms



**Banking, Finance
& Insurance**



**Retail, Services
& Media**



**Public Services
& Government**

ALTEN GROUP

Revenue breakdown per business sector (% of 2025 revenue)

Aerospace, Defence, Security & Naval

23.4% (2024) ↗ 24.3%

Aerospace

Airbus, Airbus DS, Rolls-Royce,
Safran, Thales, Dassault Aviation,
Leonardo, CNES, ArianeGroup...

Defence, Security & Naval

Airbus DS, Thales, MBDA,
Naval Group, Leonardo...

Energy, Life Sciences & Industrial Equipment

29.9% (2024) ↗ 32.7%

Energy & Environment

EDF, Total Energies,
Technip, Engie, ENI,
Chevron, Siemens, GE...

Life Sciences & Health

Sanofi, Novartis, Roche,
Johnson&Johnson,
Merck, Pfizer...

Industrial equipment & Electronics

ASML, ABB, Valmet,
Infineon, HP, Saint-Gobain,
Kone...

Telecoms

Bouygues, Orange,
Ericsson, Telefonica,
Nokia...

Automotive & Rail

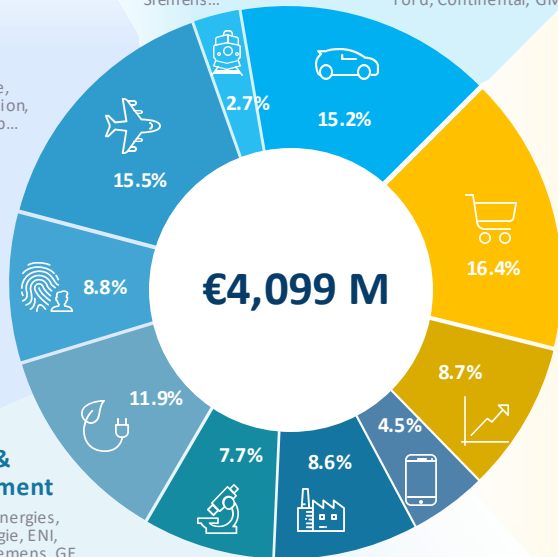
20.8% (2024) ↘ 17.9%

Rail & Mobility

Alstom -
Bombardier,
Siemens...

Automotive

Stellantis, Volkswagen,
Renault, Volvo, ZF, BMW,
Ford, Continental, GM...



Service, Retail, Media & Public Sector

Decathlon, Amadeus,
Carrefour, Accor Hotels, Manpower
Ebay, Prisa, Canal+...

Service, Retail, Bank Media & Public sector

25.9% (2024) ↘ 25.1%

Bank, Finance & Insurance

BNP Paribas, Société Générale, Morgan Stanley,
HSBC, La Caixa, Crédit Agricole, BPCE, Reliance, Axa,
Santander, Intesa...

ALTEN KOREA



ALTEN Korea is the Korean entity of the ALTEN Group.

Operating in more than 30 countries, ALTEN delivers a wide range of projects across industries, continuously strengthening its position as a trusted global technology partner. Leveraging the Group's deep technical expertise and international experience, ALTEN Korea provides engineering and digital services across diverse sectors, including AI, automotive, aerospace, defense, life sciences, energy, and telecommunications.



1
Delivery
Centre
(Incheon)

4
Agencies



242
employees

71.1%

ENGINEERING

28.9%

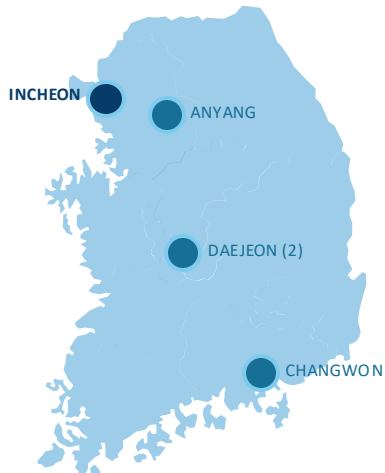
IT SERVICES



€21.0 M
2025 Revenue



Certification



Clients

SAMSUNG

LG

HYUNDAI MOTOR

MAHINDRA &
MAHINDRA

KOREA AEROSPACE
INDUSTRIES (KAI)

HANWHA

QINGDAO
DOUBLESTAR

KIA

KG MOBILITY

HANKOOK

POSCO

HYUNDAI MOBIS

LS MTRON

BOBCAT

Certain clients are not displayed at their request.

ALTEN KOREA

Areas of Expertise

ENGINEERING



Total engineering services
built on proven expertise

DESIGN



From vision to reality,
through design

PLATFORM



A Trusted partner
delivering sustainable
innovation

AI



High-Impact AI solution
service

ALTEN KOREA

Engineering Division



*Total engineering services
built on proven expertise*

The **Engineering Services Division** provides optimal engineering solutions across the entire spectrum of design and analysis, supported by a team of professionals with over 10 years of proven expertise.

Leveraging turnkey total engineering capabilities from systems to components, along with broad industry experience, we provide on-site support optimized for each client's environment. In the automotive sector, we offer turnkey engineering services encompassing both system- and component-level solutions, and in other industries, we provide customized engineering services tailored to client needs.

Service Areas:

- Styling
- Industrial Machinery
 - Vehicle Design
 - Component Design
 - Aerospace
 - Defense / Rail
- CAE (Computer-Aided Engineering)
- Manufacturing Engineering Support
 - Prototype Development
- Electric Vehicle (EV) Development
 - Tooling Design
 - Testing & Validation
 - Resident Engineering



ALTEN KOREA

Design Center



*From vision to reality,
through design*

The Design Center delivers sophisticated, high-quality outcomes with speed and efficiency through in-depth analysis of diverse client needs and market dynamics.

Built on a human-centered design research methodology, we offer extensive capabilities spanning production automotive design, future mobility concepts, agricultural machinery, industrial vehicles, and UX design.

With deep expertise in Korea's automotive design industry and one of the largest design talent pools in the country, we provide highly competitive design services. As a Tier-1 partner of the Hyundai Motor Design Center, we have successfully executed a wide range of projects.

Service Areas:

- Styling
- Digital Design (CAS)
- CMF (Color, Material, Finish)
- Visual Content & VR
- Model (Mock-up) Production



ALTEN KOREA

Platform Division



*A Trusted partner
delivering sustainable
innovation*

The **Platform Division** provides differentiated, high-quality services backed by advanced infrastructure and year of expertise in design, simulation, and PLM projects. We support comprehensive engineering solutions across the entire product lifecycle—from product planning, design, and styling to simulation, testing and validation, manufacturing engineering, and integrated maintenance.

In particular, we leverage in-depth insights into our clients' industries and technical environments to design and deliver optimized IT infrastructure solutions. Combined with competitive pricing, we help enhance operational efficiency and create measurable business value.

In addition, we operate regional CAD/CAE training centers and offer structured, practice-oriented curricula supported by proprietary educational content and experienced instructors. Through these efforts, we enhance our clients' engineering capabilities and support the development of sustainable technological competitiveness. (Dassault Systèmes Platinum Partner)

Service Areas:

- Platform & Engineering Solutions
(Integrated PLM, Design/Simulation, Automation)
- IT Infrastructure (Hardware, Software, Network) Deployment
- IT Consulting & Operations Support
- CAD/CAE Professional Training Services



AI AT ALTEN – A³ PROGRAM IN A NUTSHELL

A group-wide approach to AI



AI Governance

AI Strategy | AI Program Management | AI FinOps and Costs



AI for Customers

AI for Project Performance

AI Productivity analysis
AI Adoption in projects
Delivery oriented POCs

AI Go to Market & Partnerships

AI Offers & References
AI Center Of Excellence
Customer oriented POCs
AI Partnerships

AI for Internal Support Functions

Use Case Assessment
Use Case Prioritization
Use Case Implementation
Internal POCs



AI Management System

AI Charter | AI Usage Policy | AI Communication to Customer | ...



AI Platforms & Infrastructures

AI Platforms and Tools
for Delivery

Plateformes et outils IA pour la livraison

AI Platforms and Tools
for Customers' Solutions



AI Assets

Accelerators | AI Offers and Value Proposition | AI Partnerships | AI Use Cases | CoE | ...



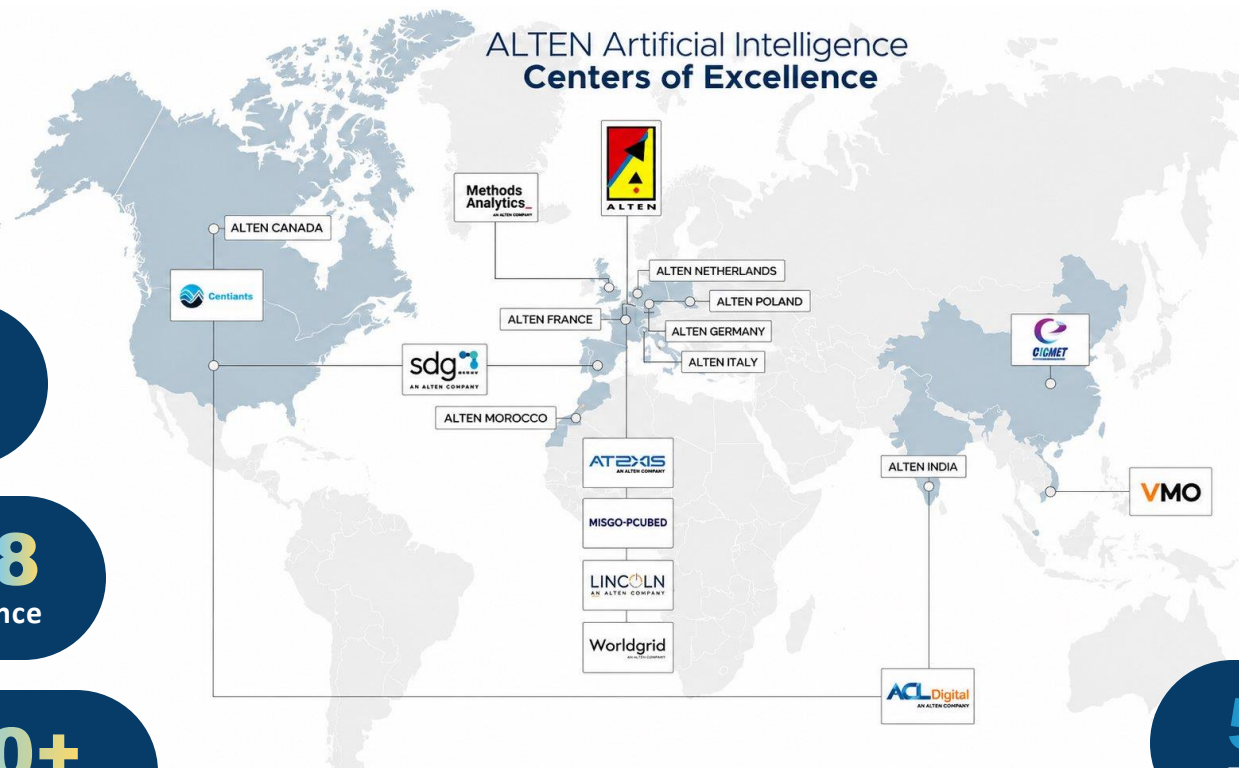
AI Training

E-learning | Value Proposition training | Webinars | Prompt Engineering Academy | ...

AI AT ALTEN – SCALE & IMPACT

Across all entities

ALTEN Artificial Intelligence Centers of Excellence



60

Accelerators

400+

Use Cases IA

18

AI Centers of Excellence

5.000+

AI and Data Specialists

50

AI Ambassadors

30

Countries

30.000+

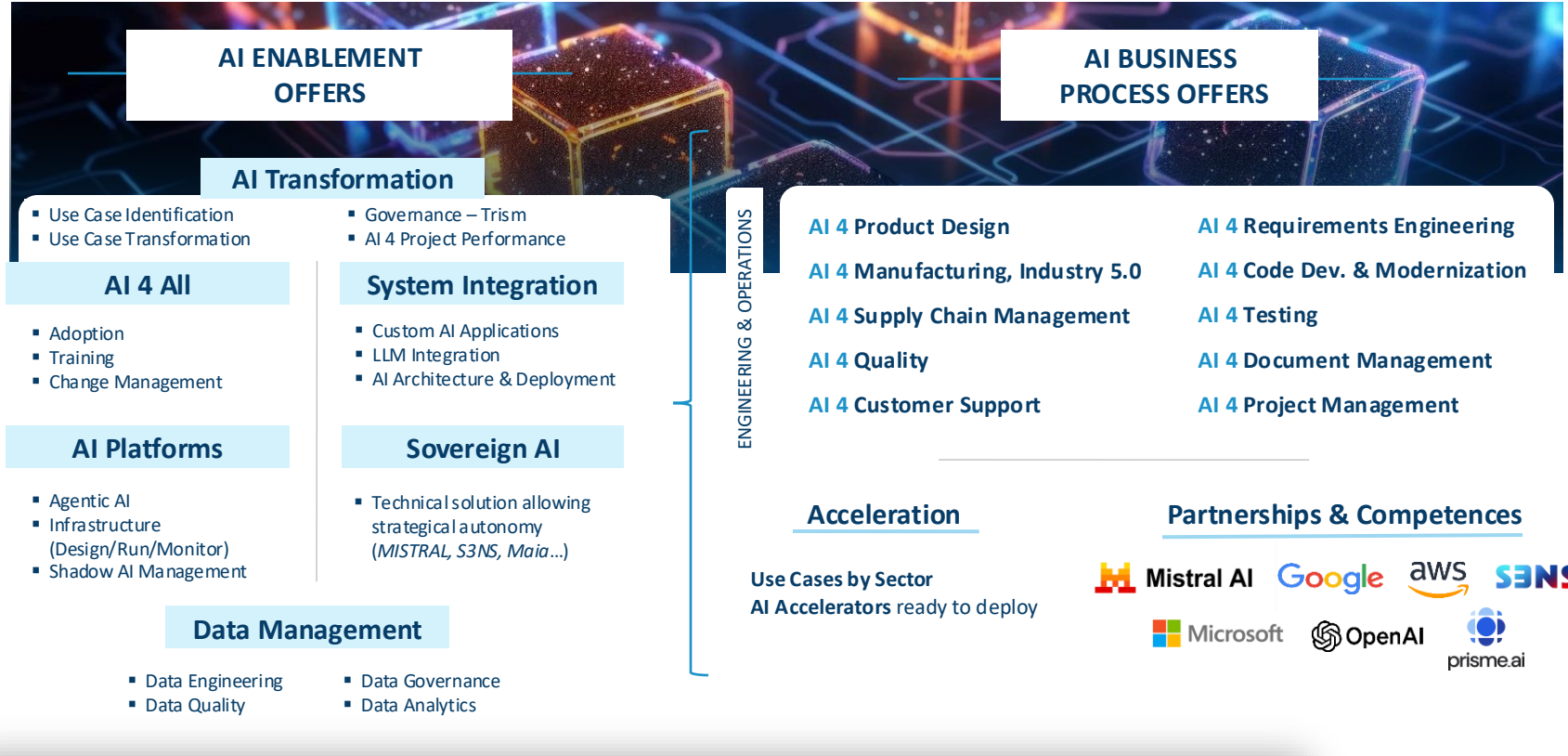
Trained people

57.000+

Total ALTEN employees

ALTEN AI VALUE PROPOSITION

Tailored Solutions to Deliver AI-infused Services



AI-Augmented Engineers

+

AI Experts

+

AI Centers of Excellence

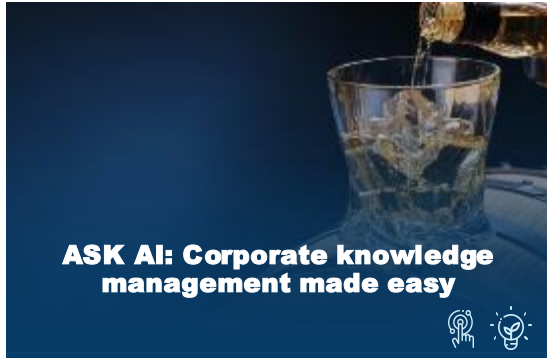
ARTIFICIAL INTELLIGENCE AT ALTEN

Projects building tomorrow's world

Scan the QR to learn more



CORPORATE KNOWLEDGE MANAGEMENT



ASK AI: Corporate knowledge management made easy



A global leader in spirits production turned to ALTEN's SDG Group to **streamline its corporate management**. In response, an innovative solution was implemented: **ASK AI, a versatile chatbot powered by generative AI**. This tool enables employees to query company documentation using natural language, perform real-time web searches, and even refine or summarise text.

AI-DRIVEN PREDICTIVE MAINTENANCE



AI-driven predictive maintenance revolutionizes manufacturing



ALTEN is known for its **expertise in advanced AI solutions for industrial optimization**. ALTEN in Italia partnered with a high-volume manufacturer to **address the challenges of maintaining consistent quality, reducing downtime, and enhancing sustainability**. A cutting-edge, AI-driven solution transformed the client's production processes, enhancing both operational efficiency and product quality.

GENERATIVE AI AND DATA ANALYTICS



Generative AI and data analytics: From questions to queries



A global online technology leader turned to CleNET, an ALTEN company, for the creation of a **reliable framework for testing and enhancing LLM capabilities and ensuring precise and efficient natural language-to-SQL query generation for complex datasets**. The result: **significant improvements in the ability to generate accurate queries based on natural language inputs**.

INNOVATION AT ALTEN

ALTEN Labs : the factory for innovative projects, to respond to answer our customers' challenges



SMART DIGITAL ROADMAP



Worldwide Presence

Network of research engineers

Academic, Start-up & Industrial partnerships

DIVERSITY OF CHALLENGES

100+ projects



44% of R&D in Digital Transformation

Performance and Agility



36% of R&D in Sustainable Transition

Sustainability and Impacts



20% of R&D in Adaptation et Résilience

Security and Trust



70% AI-based R&D projects

including

- 33% Generative AI
- 24% Machine Learning
- 23% Computer Vision
- 20% Embedded AI

MULTISECTOR EXPERTISE

11 ALTEN LABS

+100 Permanent scientific staff

+18 PhD students

+400 Consultants (FTE)

+200 Interns per year

12 Fields of activity



Learn more via the link below

[ALTEN Research & Innovation](#)

INNOVATION AT ALTEN

Projects building tomorrow's world

SMART DATA EXCHANGE



Exploring new accessibility solutions in French Sign Language

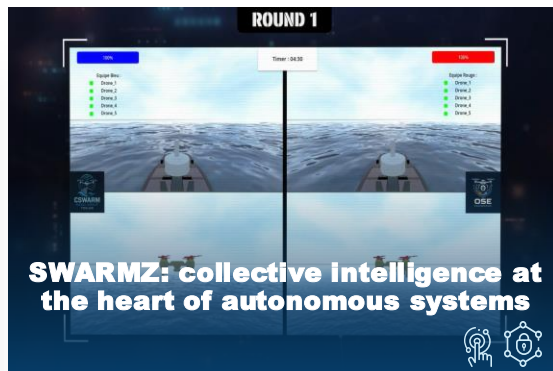


ALTEN x LSF ACCES'SIGNE X NVIDIA

ALTEN and Accès'Signes LSF are developing an innovative technology combining **artificial intelligence, 3D modeling and linguistic expertise** to automatically translate audiovisual content into French Sign Language.

This initiative aims to facilitate access to information for deaf and hard-of-hearing people through a dedicated AI, a **visual dictionary** of thousands of signs, and a 3D avatar capable of signing accurately. The teams work together to create a truly accessible solution, respectful of the richness of French Sign Language and designed as a support tool for interpretation professionals.

SMART DATA CENTRIC SIMULATIONS



SWARMZ: collective intelligence at the heart of autonomous systems



ALTEN x NAVAL GROUP x MBDA

The SWARMZ project is part of an **open innovation consortium** bringing together ALTEN, Naval Group, MBDA, academic stakeholders, as well as institutional and industrial partners.

This collaborative challenge aims to explore the **mechanisms of collective intelligence and autonomous cooperation within drone swarms**.

By leveraging simulation, artificial intelligence and embedded systems, ALTEN teams develop architectures capable of dynamically adapting coordination and decision-making in complex environments.

SMART, GREEN & RESILIENT SYSTEMS



Distributed automation for Industry 4.0



ALTEN x SCHNEIDER ELECTRIC x STMicroelectronics

The **Distributed Automation** offer, in collaboration with SCHNEIDER ELECTRIC and STMicroelectronics, distributes AI to enable proactive hypervision of complex systems, and to activate this through **intelligent automation**.

Thanks to **embedded AI**, this offer anticipates breakdowns and optimises machine maintenance, reducing costs, and extending equipment lifespan.

INNOVATION AT ALTEN

Projects building tomorrow's world

SMART DESIGN & ADVANCED PHYSICS



ALTEN x ZEPHIR

The ZEPHIR project aims to uncover the secrets of absolute glide and reduce the environmental footprint of boating. By drawing on the richness of nature through **biomimicry** and on the most advanced technologies, it becomes possible to break records using **eco-friendly** equipment.

The ALTEN Labs analyze and compute **aerodynamic and hydrodynamic structures**, study material physics, and guide the choice of prototyping techniques with an eco-design approach.

Through dynamic simulation, 3D scanning, and comparative analysis, they assess the benefits of the new structures.

SMART FACTORY



ALTEN x VITESSE

As part of its partnership with VITESSE, ALTEN explores the foundations of Industry 4.0 and the transformation of industrial sites by integrating advanced technical capabilities such as **artificial intelligence, robotics, the Internet of Things (IoT), 5G and data analytics**.

Research teams rely on concrete use cases developed with VITESSE to study the key technological building blocks of **Industry 4.0**, demonstrate their value and accelerate the transformation of industrial environments

SMART QUALITY & SUPPLY CHAIN



ALTEN x SIEMENS

ALTEN partners with Siemens to transform supply chain management by combining cutting-edge technologies and digital continuity to optimize every link, from production to delivery.

This partnership integrates advanced solutions such as **artificial intelligence, digital twins, logistics simulation and dedicated software suites** to strengthen operational **resilience, visibility and sustainability**.

Lab teams develop concrete use cases using the **Supply Chain 4.0 demonstrator**, illustrating risk anticipation, flow optimization and improved decision-making.

ALTEN GROUP

A recognised CSR approach

Since joining **the United Nations Global Compact in 2010**, ALTEN has been working to limit its environmental impact and improve its social and societal footprint.

OUR 3 PILLARS

1 HUMAN

2 ENVIRONMENT

3 SUSTAINABLE INNOVATION


Aware of our role and responsibility, we are committed to all of our stakeholders on a daily basis.

As a committed company, ALTEN's CSR strategy combines **human values**, **environmental protection**, and **engineering culture** in the service of performance.

By continuously strengthening its voluntary progress approach since 2010, ALTEN is fully integrating the **United Nations' 2030 Agenda** into its CSR strategy.

EXTRA-FINANCIAL PERFORMANCE

Rating agency	Reference year	Rating	Last year of disclosure	Rating
CDP <small>DISCLOSURE LEADERSHIP ACTION</small>	2012	D	2025	B
ecovadis	2009	34/100	2025	85/100
EthiFinance <small>ESG ratings</small>	2019	63/100	2025	77/100


Committed alongside the United Nations Global Compact since 2010

UNITED NATIONS 2030 AGENDA

PILLAR 1



PILLAR 2



PILLAR 3



ALTEN

Certifications

ALTEN Group's commitment and non-financial performance are regularly recognised through certifications, labels, and ratings*.



ISO 9001

Certified for quality management system

ISO 45001

Certified for occupational health and safety management system

ISO 27001

Certified for information security management in Germany, France, India, and Spain

EN 9100 for Aeronautics

Certified for quality management system

ISO 20400

Certified for the management of its Responsible Purchasing policy

ISO 14001

Certified for environmental performance management

ISO 19443

Certified for nuclear Quality and Safety

AQAP












Certified for quality assurance for the aeronautics, space, and defence sector

**Non-exhaustive list.*

ALTEN

Offshore Delivery Centres (ODC)

Offshore Delivery Centres have a threefold objective: they enable competitive advantage, provide a supply of skilled, remote-working engineers, and adapt to customer demands through a vast geographical presence.

		ENGINEERING				IT SERVICES		
		Outsourced R&D, Conception & Design			Industrial Process & Manufacturing engineering		Network & Enterprise Services	
		MECHANICAL ENGINEERING	SYSTEMS ENGINEERING	EMBEDDED SOFTWARE	SUPPLY CHAIN SUPPORT	TECH DOC (SLI, RAMS...)	SUPPORT	DEVELOPMENT
	CHINA	■	■	■	★	★	★	■
	INDIA	■	■	■	▲	■	★	■
	MEXICO	■	▲	■	▲	★	★	■
	MOROCCO	▲	■	■	■	■	■	■
	POLAND	■	■	■	★	★	★	■
	PORTUGAL	▲	▲	▲	▲	★	★	■
	ROMANIA	■	■	■	■	▲	▲	■
	SENEGAL	★	-	★	-	-	■	★
	SOUTH KOREA	■	▲	▲	★	★	★	★
	SPAIN	■	■	■	▲	▲	▲	■
	VIETNAM	-	★	▲	-	▲		■

■ Core-Business Offers

▲ Expertise

★ Subject to conditions



Thank you