

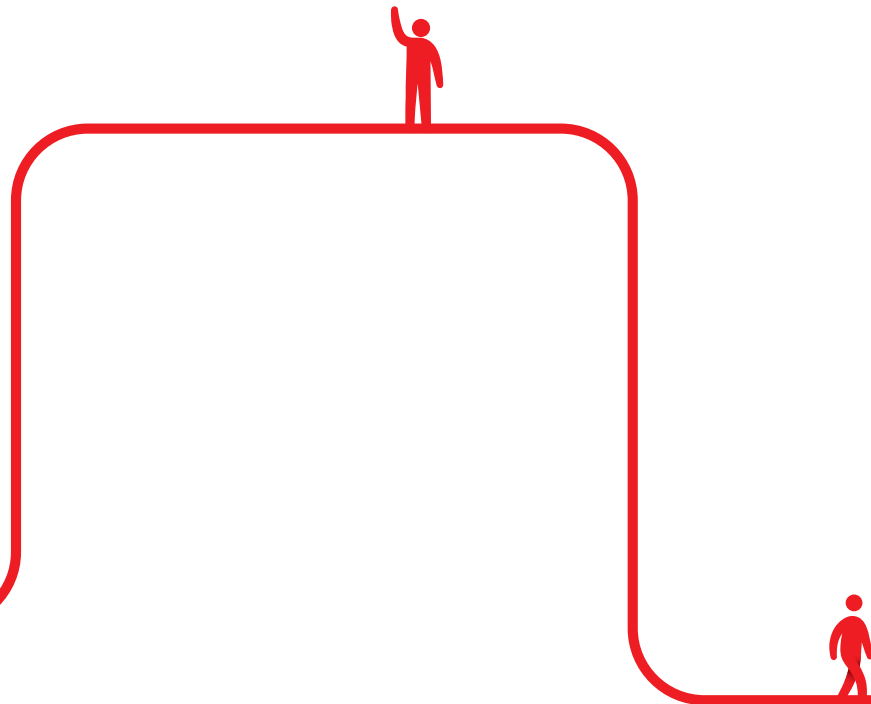
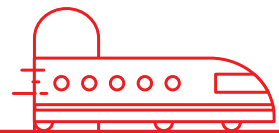


2025 ANNUAL BROCHURE



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Sustainable and inclusive mobility: a commitment to serving communities



Thierry Mallet

Chairman and CEO of Transdev Group

Mobility is much more than a simple service: it is a vital necessity that shapes our daily lives. The ability to move freely for education, work, healthcare, or maintaining social connections is a fundamental need that strengthens social cohesion and fosters our citizens' and communities' development. This belief forms the foundation of Transdev's mission and drives our teams worldwide.

Our purpose – to empower freedom to move every day thanks to safe, reliable and innovative solutions that serve the common good – guides all our actions. It is carried out through a **decentralized approach, empowering decisions to be made closest to the communities we serve.** This proximity allows us to deeply understand local needs and respond precisely, whether in dense urban centers or less populated suburban areas.

Beyond our purpose, in 2025 we defined our vision: what sets the organization in motion and what we want to be recognized for: **“We never stop driving forward to be chosen by clients, passengers and people”.** We are driven by dynamic and continuous progress, in order to be the obvious choice, the one that makes the difference.

Operational excellence is at the heart of our commitment. Every day, our teams work tirelessly to deliver reliable and efficient services, aware that the quality of our operations directly impacts the daily lives of millions. This commitment goes hand-in-hand with a heightened focus on safety, the cornerstone of the trust passengers and clients place in us. Our success is rooted in constant dialogue with our entire ecosystem: public transportation authorities with whom we co-design tailored solutions, regulatory bodies overseeing our activities, passengers whose needs we attentively address, employees and social partners who are the cornerstones of our daily service, suppliers with whom we cultivate sustainable and responsible relationships, and our shareholders who support our strategy.



Summary

In a rapidly changing world, Transdev reaffirms its core mission: to enable everyone to move freely and safely while addressing the challenges of ecological transition. Our decentralized organization, in 19 countries, provides transportation solutions tailored to the specific needs of each community, combining technological innovation with social commitment.

In the face of the climate crisis, we are intensifying our efforts to accelerate the shift toward decarbonized mobility. Our environmental strategy, Moving Green, includes the expanded deployment of electric vehicles, the use of renewable biogas and biofuels, and the development of hydrogen solutions.

This diversification of energy sources reflects a comprehensive approach aimed at significantly reducing our carbon footprint. Transdev's strength lies in its ability to provide all modes of transportation – trains, subways, trams, buses, on-demand transportation, ferries, cable cars – interlinked coherently to meet the specific needs of each community. This multimodal approach enables us to provide inclusive mobility solutions, accessible to all.

Inclusion and diversity are also central to our corporate strategy. They are reflected both in our human resources policies and our practices in responsible procurement. Our over 105,000 employees, women and men working across 19 countries in four continents, embody the diversity that is our greatest asset.

As a major global mobility provider, we recognize our unique responsibility in building a more sustainable future. Our ambition is to continue developing innovative transportation solutions that balance economic performance, environmental stewardship, and positive social impact.

This is how we aim to carry out our mission: connecting people and communities while actively contributing to ecological transition and social cohesion. Mobility is not merely a means of transport – it is a powerful driver of progress for the common good.



Mobility is an essential common good that must be accessible to everyone, everywhere, in a sustainable way. This is the essence of our commitment.



Driving forward in a fast-changing sector

The mobility sector is evolving in a context of climate change, driver shortages, the rise of autonomous transport and digitalization. The energy transition is accelerating, requiring resilient infrastructures and better management of climatic risks. At the same time, an ageing workforce means we need to attract and retain new talent.

Artificial intelligence is transforming transport, from maintenance to autonomous driving, while on-demand mobility is taking hold thanks to digitalization. Faced with these changes, we are developing sustainable solutions, optimizing our networks, and providing shared, multimodal and inclusive mobility.

A flexible mobility offer, adapted to local areas and users

Transdev operates a wide range of transport services for local authorities, businesses and users:

buses, Bus Rapid Transit (BRT), coaches, community shuttles, trains, metros, light rail, ambulances, transport for people with reduced mobility, including paratransit, transport on demand (TOD), autonomous vehicles, bike-sharing, funicular railways, cable cars, as well as maritime and river transport. Our offer, deployed locally, nationally and internationally, adapts to the specific characteristics of each region and to authorities' and users' expectations. It provides accessibility, respect of the environment, safety and inclusion, while facilitating everyday mobility.

KEY FIGURES

€10
BN

in revenue

19

countries

12.8 M

passengers per day
on average

105,000

employees

150+

job categories

26%

female employees

16

transportation modes

18.6%*

alternative fleet**

3,300

electric vehicles***

94%

of employees on
permanent contracts

70%

of teams in driving roles

29,700

recruitments across
the world

*Consolidated scope

**Non-diesel road fleet (compressed natural gas, biogas, electric, biofuel, hydrogen)

***Battery and hydrogen fuel cell electric buses, coaches, trolleybuses and taxis across the entire scope of operations



URBAN

- Urban and peri-urban buses
- Urban rail
- Light rail
- Metro



INTERURBAN

- Peri-urban and intercity coaches
- Long-distance coaches
- Staff transportation
- Tourism & charters



RAIL TRANSPORT

- BtoG rail
- Commercial rail



LIGHT VEHICLES

- Ambulances and non-emergency medical transportation
- Paratransit
- Taxis
- Autonomous vehicles
- Shuttles



MARITIME & RIVER TRANSPORTATION

- Ferries



OTHER

- Railway infrastructure
- Project owner assistance (POA) consulting
- Digital
- Call Centers
- Air cargo
- Road cargo
- Holding company and resources
- Other activities

VISION

A purpose and vision to shape the future

As a team with over 105,000 members, transporting an average of 12.8 million people in 19 countries, **we empower freedom to move every day thanks to safe, reliable and innovative solutions that serve the common good.** This is our purpose, what unites us and motivates us every day, and our compass for decision-making.

OUR BEHAVIORS

CARE

illustrates our attentive approach to our teams, customers and passengers.

SHARE

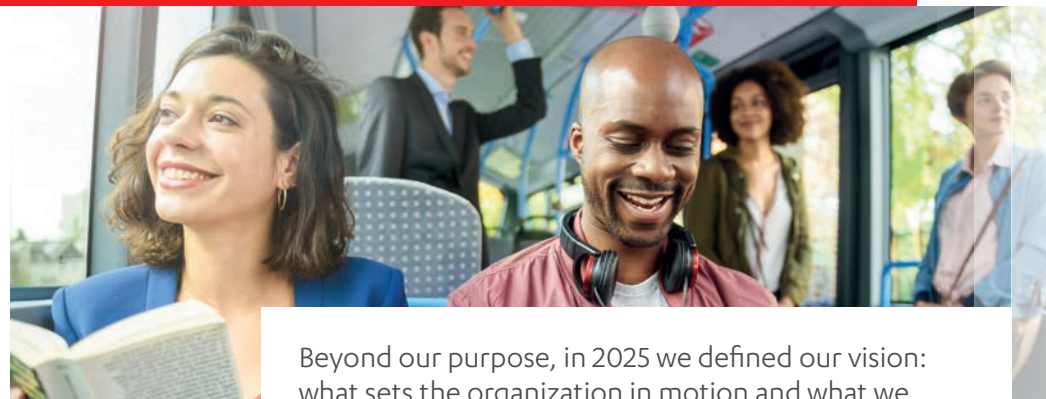
describes our goal to share best practices and collaborate with others.

DARE

demonstrates our ability to innovate to meet the challenges of climate change and our passengers' evolving lifestyles.

DELIVER

encapsulates our high performance, productivity and client-centered culture.



Beyond our purpose, in 2025 we defined our vision: what sets the organization in motion and what we want to be recognized for:

“We never stop driving forward to be chosen by clients, passengers and people”.

We are driven by dynamic and continuous progress. We want to be the obvious choice, the first choice, the one that makes the difference, for our teams and for potential candidates. The choice of clients and passengers who demand streamlined, more sustainable and more intelligent mobility solutions.



At Transdev, we're driving forward.

By bus, by train, by tram and even by ferry. We never stop driving forward, reinventing mobility.

We drive forward to make passengers' lives easier, by making their journeys simpler, more enjoyable, and more responsible.

We drive forward to better support regions' transformation by imagining innovative solutions for smoother, more inclusive and more sustainable mobility.

We drive forward to move with the times and to be ahead of our era.

We drive forward because we, the Transdev team, believe in mobility for all, meeting today's needs while anticipating tomorrow's.

If today we're the largest mobility operator in 19 countries, it's because we all share the same vision: **we never stop driving forward to be chosen by clients, passengers and people.**

Driven by a responsible business model



OUR STRENGTHS

MOVING YOU 2030, a strategy for serving communities

- **Client focus:** anticipating clients' needs
- **Operational excellence:** creating a high performance culture to deliver our service
- **Employer of choice:** strengthening our positioning as an employer of choice
- **Balanced portfolio:** ensuring that our portfolio of clients and businesses creates long term value

Committed teams throughout the world

- **105,000** team members
- **19** countries
- **+150** job categories and **370** in-house experts
- **26%** women in the teams

A business model which is respectful of resources

- **€806 M** in shareholders' equity and a shareholder base committed to the long term
- **16** modes of transportation
- **3,300** electric vehicles*
- **18.6%**** alternative fleet rate***

An ecosystem of partners

- **428 projects** supported by the Transdev Foundation since 2002
- **+50,000 suppliers** across the Group



OUR CONTRIBUTIONS

For our clients, local communities and partners



- **12.8 M passenger trips** every day in the world
- **10% of purchases** with inclusive suppliers (perimeter: France)
- **€68 M in taxes** paid in France
- **29,700 hires** within local communities

For the planet



- **-18%** greenhouse gases (GHG) (intensity-based measurement between 2018 and 2024, maritime activity excluded)
- **-47%** nitrogen oxides (NOx) between 2018 and 2024
- **44%** entities ISO 14001-certified

For our teams

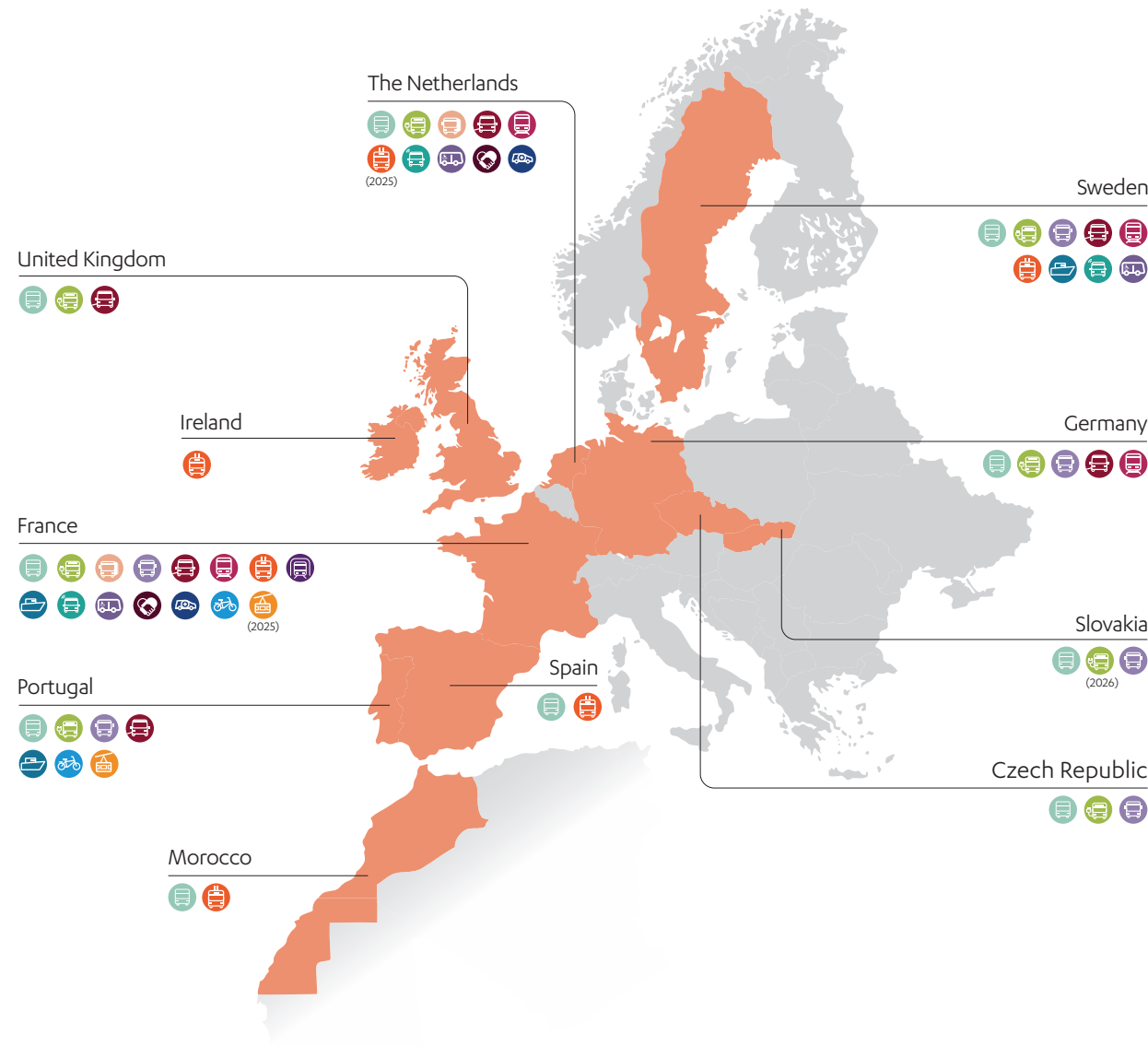


- **69%** of employees received training during the year
- **94%** of employees on permanent contracts
- **+5,000 managers** with Health and Safety certification

* Battery and hydrogen fuel cell electric buses, coaches, trolleybuses and taxis across the entire scope of operations
 ** Consolidated scope
 *** Non-diesel road fleet (compressed natural gas, biogas, electric, biofuel, hydrogen)



Our worldwide presence



Bus	Rail	Paratransit
Electric and hydrogen bus	Light Rail	Community bus
Bus Rapid Transit	Metro	Ambulance
Coach	Water borne transportation	Bicycle share-service
Transportation On-Demand	Autonomous vehicle	Cable car/Funicular



Corporate Social Responsibility: serving the common good



Transdev is committed to offering reliable, safe and innovative mobility for the common good, to meet environmental, social and economic challenges.

As a public transport operator, we see it as our responsibility to contribute to more sustainable, equitable and inclusive communities. Corporate Social Responsibility (CSR) is a key element of our long-term strategy, which aims to create value by promoting freedom of movement, today and for future generations.



KEYS TO SUCCESS

- Guaranteeing access to mobility for all
- Combating climate change and preserving ecosystems
- Meeting demographic challenges and talent shortages
- Supporting public transport policies

5 commitments for a sustainable future

Consistent with our identity and our way of working, our commitments give substance to our Corporate Social Responsibility: they are the driving force behind our collective, long-term performance, our transformation and our growth.

We have defined a transformation path to meet today's challenges and everyone's expectations: our shareholders, our economic partners, our public authorities, our customers, our employees, our industrial partners and the communities we serve.



Planet

Global carbon footprint

Contribute to the ecological transformation of local areas



Communities

Safety and security for all

Ensuring the safety and security of all in the communities we serve



Customers

Economic and social development of communities

Supporting communities' development through public transportation



Partners

Ethics and compliance

Making ethics and compliance a performance driver



Employees

Attract, retain and engage diverse talents

Strengthen the attractiveness of our business and develop our employees
Raise awareness on diversity, equity and inclusion through our actions internally and externally

OUR OBJECTIVES



-30%

carbon intensity of our fleet per 100 km by 2030

(base year: 2018)



-50%

NOx (nitrogen oxides) emissions by 2030

(base year: 2018)



35%

women among 650 top managers by 2030, to foster leadership diversity

Driving forward: key dates



- **ISO 9001 certification** for the Group's CSR management system.

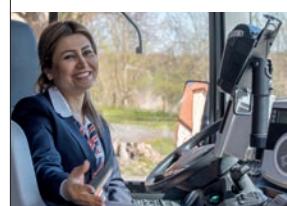
2017

- **Deployment of 100 electric buses**, the largest European zero emission fleet, in Amsterdam (Netherlands).



- **Implementation and operation of 20,000 long term rental bikes** with Île-de-France Mobilités (France).

2018



- **Creation of a driving school** facilitating the return to employment of Swedish citizens and the integration of immigrant populations (Sweden).

- **Launch of the first hydrogen bus line** in Lens (France).



2019

- **Acquisition of "3CSAD Group"**, making Transdev the fourth-largest bus operator in this market (Czech Republic).



- **Launch of Moovizy 2**, the most advanced "Mobility as a Service" solution (a mobile application to manage multimodal trips) in Europe in Saint-Étienne (France).

2020

- **Launch of the first solar powered electric bus** in Queensland (Australia).



- **Implementation of the Group's first carbon reduction trajectory.**

- **Start of construction of the first 100% electric Transdev ferry** (Portugal).



- **Conversion to Biogas and NGV** (Natural Gas for Vehicles) of 22 depots in Île-de-France (France).

2021

- **Deployment of the Group's Moving Green environmental strategy** in 8 countries.



- **Launch of the first Snälltåget night train**, connecting three European capitals: Stockholm, Copenhagen and Berlin (Sweden).

- **Gain of the first regional rail line** opened up to competition, **Marseille-Nice** (France).

- **Complete takeover of the operation of the ten train lines of the S-Bahn network** in Hannover (Germany).

- **Delivery of 406 electric buses in Bogota** and installation of a 40,000 m² depot, the largest electric depot in the world outside China (Colombia).



2022



- **Deployment of a Diversity, Equity & Inclusion manifesto and charter.**

- **Two metro wins:** in Toronto, the operation and maintenance of the new "Ontario Line", a fast, automatic metro line, for a 30-year period. In Quito, the capital's first metro line (Canada and Ecuador).

- **Contract win for the first urban cable car** in the Paris region (France).

- **With the acquisition of First Transit in the United States and Canada**, Transdev becomes the largest private operator of public transportation in North America.



- **The first metro in Quito opens**, with 19 trains and 15 stations, and a capacity of 400,000 passengers a day (Ecuador).

2023

- **Renewal until 2031 of the contract for the five metropolitan rail lines** in Wellington (New Zealand).

- **Presentation in Amboise of the first electric retrofitted bus** authorized to carry passengers and approved for mass production (France).



- **Launch of The Mobility Sphere** by Transdev, a European think tank that explores the future of mobility.

- **Transdev and John Holland win a 9-year contract for Yarra trams**, the world's largest light rail network, in Melbourne (Australia).



- **A Group-wide training and development platform, Empower, is launched**, facilitating internal mobility and access to training opportunities.

2024

- **The Utrecht urban transportation contract**, covering the bus and light rail network in and around the city center, is awarded to Transdev (Netherlands).



- **An extension to the tram network** operated by Transdev adds capacity for 24,000 extra daily passengers in Barcelona (Spain).

- **1,800 drivers from across Europe are mobilized** at the world's largest summer sporting event in Paris to transport spectators, journalists and officials (France).





MOVING

Deploy
low-carbon
and resilient
mobility

Propose
innovative and
sustainable
solutions

Deploy **low-carbon** and resilient mobility

Moving Green, commitments for the planet

Mobility is key in meeting the global climate challenge. To achieve carbon neutrality, it is essential to encourage the use of public transport, which combines freedom of movement with respect for the environment. Transdev is committed to developing sustainable, safe and inclusive mobility solutions, offering alternatives to the private car, adapted to local needs, and providing optimal coverage of our regions.

Each project favours an energy adapted to local constraints, including electric, biogas or biofuel.

The Group's climate and environment strategy, "Moving Green", is based on key objectives:



- Reduce the carbon intensity of the Group's fleet by 30% by 2030 (base year 2018);
- Reduce nitrogen oxide (NOx) emissions from the diesel road fleet by 50% by 2030, relative to 2018 levels.

KEYS TO SUCCESS

- Adapting to local needs, regulations and customer expectations
- Supporting customers and suppliers in low-carbon solutions with in-house experts and responsible financing
- Strengthening tools for measuring environmental impact, both in terms of the footprint per passenger and across the entire value chain



30%

reduction of the carbon
intensity of the
Group's fleet by 2030



AUSTRALIA

Yarra Trams: the world's largest tram network

Transdev and John Holland have won the contract for the world's largest tram network in Melbourne (Australia) for an initial period of nine years. With 24 lines on more than 250 km of double track, and over 500 trams, it carries more than 147 million passengers every year. Around a hundred new-generation trams with a capacity of 150 passengers per train will be added to the existing fleet from 2025, as part of the Next Generation Trams project.



18.6%

Alternative fleet*

*Non-diesel road fleet (compressed natural gas, biogas, electric, biofuel, hydrogen) across the consolidated scope.

INSIGHT



Liz Reddy

Chief Operating Officer (Deputy CEO) - Yarra Trams, Melbourne, Australia

Yarra Trams, operated by Yarra Journey Makers, is a joint venture between Transdev and John Holland.

Since December 2024, we have been operating the world's largest tram network in Melbourne.

I am proud to be the third generation of my family to work for Yarra Trams! I have always been fascinated by the commitment of the teams and their connection with the community. Today, I supervise more than 1,400 drivers and am responsible for ensuring the smooth running of the 5,000 daily tram services that transport millions of passengers.

In Melbourne, trams are part of the urban landscape and the visitor experience, particularly thanks to the Free Tram Zone in the city center. But managing such a network is a challenge: 74% of the tracks are shared with other vehicles, and we must provide a reliable service.

The future looks exciting! We will soon be welcoming the new G Class trams, which are more accessible and environmentally friendly. What's more, our network already runs entirely on renewable energy! We have nine years to continue improving reliability and the passenger experience, and we are ready to take on the challenge!



Supporting the green transition

Transport is one of the world's biggest sources of greenhouse gas emissions, so guiding and supporting local authorities and regions in their ecological transition is a priority for Transdev. As a leading low carbon mobility operator, every day we develop solutions for cleaner travel.

UNITED KINGDOM

A "green" depot in the suburbs of York and new electric buses for the emblematic line 36

Transdev has inaugurated a 'green' bus depot in Rawcliffe in the historic city of York, reducing carbon emissions by 28% thanks to technologies such as solar panels and heat pumps. Energy savings, biodiversity and staff well-being are at the heart of the project. Also in England, 19 new premium electric double-decker buses have been delivered for line 36, linking Harrogate to Leeds and Ripon.

CZECH REPUBLIC

12 new electric buses in Frýdek-Místek

100% electric vehicles replace 7 diesel and 5 CNG buses. The large-scale investment project is co-financed by the European Union and involves the construction of new infrastructure for charging the vehicles, which will have a range of 230 km on a single charge.



UNITED STATES

Transdev North America extends long-standing partnership with Foothill Transit

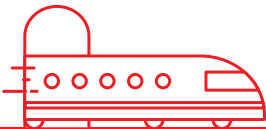
Since 2014, Transdev has operated express service between the San Gabriel Valley, downtown Los Angeles and Pasadena, as well as local routes in the San Gabriel Valley. The company is responsible for more than 500 employees and 209 vehicles, including Compressed Natural Gas (CNG), battery electric and, in the future, new hydrogen fuel cell vehicles.



Propose innovative and sustainable solutions

Cultivating innovation on a daily basis

As a key player in tomorrow's mobility, we design innovative and sustainable transport networks. Our aim? To make journeys easier, to bring distant communities closer together, to make transport ever more environmentally friendly, and to develop the solutions and services of the city of tomorrow, in line with the journeys and needs of each individual. We work every day to involve all the players in our ecosystem in the deployment of streamlined mobility adapted to today's world.



INSIGHT



Djoeke Vissia

Implementation manager, Utrecht urban network, the Netherlands

For more than six months now, I have been responsible for implementing the public transport concession in Utrecht, a city committed to sustainable mobility. Utrecht is one of the few large cities in The Netherlands which still operates with a tender system and it's a hugely popular contract, we're very proud to have won it. Our mission? To make transportation accessible and environmentally friendly, integrating buses, trams and bicycles.

NETHERLANDS

Transdev wins the urban transport contract for Utrecht

The Province of Utrecht has awarded Transdev a 10-year multimodal public transport concession, starting in December 2025, covering the network of 50 bus lines and 3 tram lines in the center of Utrecht and the surrounding area. All buses will be low carbon by 2028.



This 10-year concession covers 300 buses and 54 trams. Innovation has been at the heart of our strategy, pushing us to take measured risks to offer sustainable and efficient solutions. With 40 million passengers per year and 24 million vehicle-kilometers, it is a big challenge but one we are comfortable to take on, leveraging the shared knowledge and expertise from across the Group.

We are proud to work in partnership with the Province of Utrecht (PTA), Keolis (who has won the peripheral area of Utrecht) and other stakeholders to offer reliable public transport to our passengers, to maximize accessibility for all. This ambitious €1.7 billion project brings together international expertise and a close-knit team. I am proud to contribute to this transformation and to see our vision come to life.

GERMANY

BRB (Bayerische Regiobahn) launches hydrogen train

In December 2024, BRB, a subsidiary of Transdev Germany, began the first trial services with passengers on board the Mireo Plus H. This hydrogen train emits water vapour rather than CO₂. A green hydrogen refuelling station and training courses for workshop and driving staff have been set up.



FRANCE

Inauguration of the Nomad Car H2 coach in Normandy

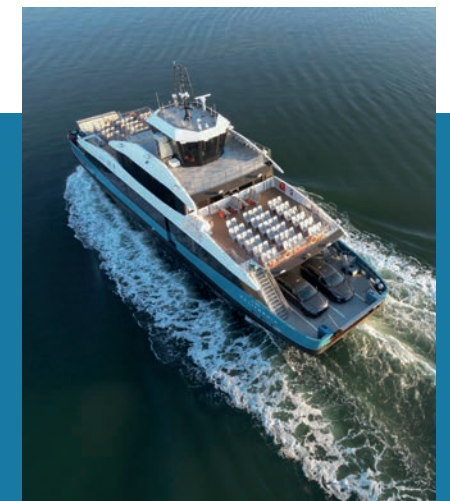
Inaugurated in 2024, the NOMAD Coach H2 (NCH2) is the world's first project of retrofitting a diesel-engined coach to transform it into a hydrogen-electric vehicle. The coach is now operational on the regular Rouen-Evreux Express service.




PORTUGAL AND SWEDEN

Smooth sailing with electric ferries

Transdev is operating the first 100% electric ferry in a Portuguese transport network, in Aveiro. The zero-emission ferry replaced a model that emitted 300 tons of CO₂, and also reduced energy consumption by around 30%. In Sweden, Transdev also operates three retrofitted ferries with hybrid engines running on biodiesel and electricity.




3,300
electric vehicles
worldwide



FRANCE

Créon - Bordeaux express coach: a super-fast shuttle service

Between Bordeaux and Créon, in the Nouvelle-Aquitaine region, everything has been designed to facilitate the use of public transport and relieve congestion in and around the city. A park-and-ride facility allows residents of the area around Créon to get to a bus stop and then take an express coach to Bordeaux. The difference with the car? Time, money and protection of the environment. More than 200,000 people benefit from this service throughout the year, and another such line also operates between Blaye and Bordeaux.

IN ACTION

Climate change: training and awareness-raising

In partnership with Axa Climate School, Transdev Group has developed Transdev Climate Ride, an online training course dedicated to the impact of climate change.

Different courses are offered depending on the employee's profile. Based on scientific and practical content, the training provides the keys to understanding the challenges of climate change, as well as identifying possible levers for action at the level of one's own profession.



PORTUGAL

Boosting active mobility

Shared scooters and bicycles now account for

25%
of vehicles nationwide.



FRANCE

New multimodal contract wins

Sustainable transport also means seamless multimodal services - using different modes of transport -, as close as possible to people's homes and workplaces, connecting suburbs to city centres and avoiding the need for private cars. In France in 2024, many contracts were won, designed to improve equity, efficiency and multimodality, notably in Mulhouse, La Rochelle, Grand Chambéry and Valence.



COLOMBIA

The Transmilenio, the Bus Rapid Transit revolutionizing the city

Bogotá is a city of 8 million inhabitants and the Transmilenio, the Bus Rapid Transit (BRT) system developed and operated by Transdev, is at the heart of the city's transport system. Each 27-metre-long double-decker bus can carry up to 250 passengers and run on dedicated lanes, making it an ideally suited high-capacity transport to relieve congestion in the city.





FORWARD

Contribute to local development



FRANCE

Marseille-Toulon-Nice: increased frequency with Transdev Rail Sud Inter-Métropoles

The Marseille - Toulon - Nice regional train line is the first one in France to be awarded to competition. Transdev won the contract in November 2021, and will start operating the line in June 2025. The train frequency will double, with 15 round-trips per day and extended hours - making the train an even more attractive alternative to private cars! The line is part of a larger environmental project, running with traction energy that will be 100% green and of French origin.

Mobility: the key to dynamic, attractive regions

Connecting communities and contributing to local development through public transport services tailored to each individual's needs, is a challenge in all regions.

Transdev's strategy contributes to the transformation of regions thanks to the complementary nature of the modes offered and the specific solutions for different geographies, creating a real alternative to the use of private cars and facilitating access to employment, education, health services, etc.

KEYS TO SUCCESS

- Better connecting centers to peripheries
- Deploying adapted, flexible solutions for rural and suburban areas
- Facilitating interconnections
- Providing appropriate multimodal solutions

Contribute to local development

Develop a collaborative model internationally

1M
KM+
traveled every day in France



INSIGHT



Gwendal Gicquel

Managing Director
Transdev Rail Sud Inter métropoles, France

The Marseille-Toulon-Nice line is the first in France to open up to competition, a major step forward initiated by the French South region. Inspired by European models, this transition redefines the relationship between an operator and its customer, with the aim of achieving transparent and constructive collaboration.

In just over three years, everything has been conceived and built: train design, creation of a maintenance site in Nice and an increase in the workforce from 2 to

220 employees. Recruiting, training and structuring: a challenge met with rigor to offer a more frequent, reliable and comfortable service, at no additional cost to the user.

With modern trains equipped with Wi-Fi, a catering area and improved accessibility, **this new service marks a substantial difference with the past and encourages a modal shift in a region still dominated by the car.**

It's an exceptional adventure! Being pioneers, building a team from scratch, shaking up the status quo and opening up a new market is a unique opportunity. Intellectually stimulating, daring and creating a new structure for the future of French railways, this project is being closely observed. **Our mission is clear: to prove that it works and to shape the rail transport of tomorrow in France!**



FRANCE

Grand Reims: a regional network, close to local people

Transdev is operating the public transport network in the Greater Reims Urban Community until 2030. This unified network covers the entire urban community and its 143 municipalities, providing access to a range of mobility services less than a kilometer from the places where people live and work. Since the start of the contract in 2023, Transdev has launched a new line, the Ligne Grand'R, the first to "leave" the perimeter usually served by the network and enter the extended region of Greater Reims. The buses are equipped with bicycle racks to enable and encourage multimodality.

FRANCE

Adapted, inclusive travel solutions with DK'Bus

In Dunkirk, on the DK'Bus network, digitalized Transport on demand (TOD) services are offered to senior citizens via the Etoile service and to people with reduced mobility via the Handibus service. Transport on demand (TOD) is a transport service adapted to areas where mobility demands are dispersed, and to populations with specific needs. Our transport-on-demand solutions are designed to promote social cohesion and open up local areas.

AUSTRALIA

A new light rail network in Parramatta

This 12 km line in Western Sydney has 16 stops and links key locations. The project has created thousands of jobs directly – a high proportion of which are occupied by women – and indirectly in the local community. It also provides employment opportunities for marginalized communities. The opening of this major infrastructure will support the quality of life and growth of Western Sydney for years to come.



FRANCE

Grand Est region: reopening of the Nancy-Contrexéville railway line

A consortium made up of NGE, Transdev and Banque des Territoires has been awarded the public service concession for the Nancy-Contrexéville rail line by the Grand Est region. This is the first rail contract awarded by the region since it opened up to competition, and the first contract in France to be operated according to a new model, enabling a single service provider to operate the rail service and manage the infrastructure. With this contract, Transdev is helping to revitalize suburban and rural areas, where mobility is a key issue. The service will start in 2027.

IRELAND

Celebrating Excellence and Inclusion

The 2024 Light Rail Global Operator of the Year award, recognising outstanding performance in light rail operations, safety, customer service, and crisis management was awarded to the Transdev Ireland team. Our Irish colleagues were also honoured to win the National Diversity and Inclusion Award for LGBTQIA+ inclusion efforts, reflecting their inclusive work environment. These awards highlight Transdev Ireland's contribution to Dublin's transportation network and commitment to diversity.



GERMANY

Bavarian rail contract renewed until 2032

The "Oberland 2027+" rail contract has once again been awarded to Transdev, who have been operating this network for 25 years. It is 120 km long on 3 lines, with an average annual passenger volume of 7.4 million, and 260 employees. This gain is part of a railway dynamic that is characteristic of Germany. Since regional rail services were opened up to competition, more than 900km of lines have been brought back into service, resulting in a 33% increase in service and 88% more passengers. Transdev has become the leading private rail operator in the country.



Develop a collaborative model internationally

Global expertise, for local efficiency

Working hand in hand with local actors across the world gives us a global vision of mobility. With operations in 19 countries, on 4 continents, and in contact with a wide variety of cultures and uses, we have developed expertise tailored to each local need. We operate 16 different modes of transport for local authorities, businesses and the general public. Our local roots enable us to develop unique, relevant offers tailored to the needs and realities of each city, region and population.

KEYS TO SUCCESS

- Understanding uses and populations
- Adapting to the reality of each community, town and region
- Meeting specific needs
- Creating sustainable synergies with local players



SWEDEN

Two new regional train lines

Transdev Sweden won an 8-year regional rail contract in the province of Östergötland. This regional express network links Norrköping to Tranås and Motala, and carries around 4 million passengers a year. In Mälartåg, the 1,060 km, 5-line regional express network carries around 12.5 million passengers a year. Transdev Sweden is thus strengthening its position around Stockholm, where it already operates train, ferry and bus networks. The contract also includes maintenance of the 62 electric trains, which serve 45 stations from Stockholm and link several cities.

FRANCE



The 2024 summer sports event: a one-of-a-kind operation

Transdev was involved in the historic summer 2024 event in Paris, the largest of its kind, working closely with the organizing committee and our client, Île-de-France Mobilités. Our mission: to provide transport for thousands of spectators, journalists and accredited guests. More than 3,000 team members were mobilized in a spirit of commitment, inclusion and excellence.

1,800

drivers from all over Europe mobilized for the Paris sporting event



SPAIN

Trambesòs line extension opens in Barcelona

On November 10 2024, the tramway from Glòries to Verdaguera, operating on the T4 Trambesòs line, started running. It covers around 2 km of the city center and connects several municipalities in the metropolitan area. The result: the capacity for 24,000 additional journeys per day and improved connectivity of the public transport network.





TOGETHER

Ensure passengers' well-being and safety

Bring communities together

Make our people our greatest asset

Ensure passengers' well-being and safety



NETHERLANDS

"Be in, be out": making payment easy!

Transdev Netherlands and its partner, startup Mobyyou have launched a "Be in, be out" payment solution deployed in nearly 250 buses in Eindhoven. No need for physical cards or tickets. Simply sitting on the bus or train with the Mobyyou application on your smartphone activates a "virtual ticket".

Transportation on demand, a simple and intuitive way to travel

Transportation on demand is adapted to areas where the demand for mobility is diffuse, such as business zones, suburban areas, rural communities or even night services. Transdev was among the first to digitalize these "dial-a-ride" services. For more than 10 years, our teams have been developing technological modules for a personalized, simple and intuitive passenger experience.

GROUP

Alternatives to on-board purchasing: simplifying your ride

Direct payment by bank card, or Open Payment, has been introduced on several Transdev networks: simply present your bank card and the ticket is issued in less than a second. The result: no waiting around, and no detours to ticket machines.

For simple and immediate mobile purchases, Transdev has also introduced SMS ticket purchasing on more than 15 networks. The passenger texts a key word and receives a ticket which is valid for one hour.



TRANSPORTATION ON DEMAND IN FIGURES

300+
operations worldwide

200
engineers working on our service

4
offer types which can be tailor made

Safety First: a daily commitment to safety and security

Guaranteeing safety and security is our priority, and the prerequisite for the satisfaction, well-being and trust of employees, passengers, customers and communities. It requires daily and collective mobilization. Transdev deploys a global approach to continuous improvement, disseminating a safety culture at all levels of the company. "Safety First" guides all operational decisions and implies strict compliance with safety procedures.

KEYS TO SUCCESS

- Deploy the Group's Health and Safety policy in all operations, without exception
- Comply with all health and safety governance and regulations
- Promote a positive and proactive health and safety culture

CHILE

"RBU Puntos" by Redbus Urbano Santiago: recognizing excellence

In Chile, Transdev rewards its drivers' good conduct through its "RBU puntos" program. Drivers are individually assessed on five criteria: attendance, punctuality, compliance with rules, incidents and development. Every quarter, five exemplary drivers are honored. To date, over 250 individuals have been recognized for outstanding performance.



Safe driving, a shared challenge

Our employees receive regular training on health and safety issues. Such is the case with the Safe Driving program: techniques and technological solutions to help adopt safer driving habits. These initiatives contribute directly to reducing the number of accidents. In addition, we offer online training on integrating safety into operational management. It aims to raise managers' awareness of these issues and provide them with the keys to managing and reporting safety incidents.

AUSTRALIA

Raising awareness for zero accidents

Transdev Light Rail held its annual Public Safety Forum in Sydney in 2024. This year, the focus was on the safe coexistence of cyclists and light rail.



UNITED STATES

Innovation for enhanced vision

Transdev has teamed up with Mobileye® to implement a vision sensor system that integrates warnings and alerts in real time. The sensor constantly monitors the road (pedestrians, cyclists, hazards, other vehicles), when a collision or danger is imminent, visual and audible alerts warn the driver.

FRANCE

Mayotte: increased security for school transport

In a particularly tense economic and social context in Mayotte in 2024, ensuring the safety of school transport was a top priority. Transdev implemented innovative measures to reinforce the safety of its vehicles, such as the installation of polycarbonate windows, a resistant material designed to protect drivers and passengers from incidents of aggression or vandalism.

FRANCE

Female passengers: a partnership for safer travel

Transdev has a partnership agreement with UMay, a leading mobile application for combating street harassment and sexual and gender-based violence in the public space. A series of actions have been put in place: training and awareness-raising for Transdev employees on how to support victims, the creation of labelled "Safe Places" within sales agencies, and the development of specific functionalities in the application adapted to public transport situations. This system has been deployed in a pilot network in Vitrolles, France.

5



Group Safety Principles, adapted to the specificities of each country through the "Golden Rules of Safety"

1 safety director in 100 % of Transdev's countries

Over 5,000 managers achieved Health and Safety certification



Bring communities together

Empowering freedom to move

Public transport authorities are faced with environmental, social and societal challenges.

Transdev supports our clients over the long term, providing solutions that make a tangible contribution to local development and facilitate access to places of work, study, shopping, leisure and social activities. By providing accessible public transport, we enable people with disabilities to participate fully in the life of their community, to work and access essential services.

KEYS TO SUCCESS

- Digital solutions and services
- Multimodal route planning
- Accessible and inclusive mobility
- Network planning according to local needs
- Transport on Demand offers

GROUP

Inclusive purchasing policy: objective +30%

Transdev is part of the French Business Collective for a More Inclusive Economy, which has set a target of increasing inclusive purchasing by 30% by 2025 (compared with 2022).



FRANCE

Transdev and ADN Kids: getting to school is child's play

Transdev transports 700,000 children to and from school every day in France alone. In 2023, the Group signed a partnership with ADN Kids, an association that teaches children to manage conflict, dare to speak out, defend themselves and help each other. The ADN Kids method and ideas have proved to be an invaluable tool for the Transdev school bus teams.

UNITED STATES

Connecting rural communities with the Modoc transportation agency

Transdev continues its partnership with the Modoc Transport Agency (MTA) and the operation and management of Sage Stage. Sage Stage provides more than 10,000 journeys a year, with a local transportation on demand service and a regional intercity service connecting rural towns in the area.



INSIGHT



Jamie Chambers

Senior Director, Performance - Dallas, United States

In just 60 days, we met the Dallas Area Rapid Transit (DART) challenge! This eight-year contract entrusts us with the management of paratransit and microtransit services for the community of Dallas, Texas.

With 249 vehicles, 286 employees and two facilities, we optimized everything: a new fleet with more wheelchair spaces, GPS tracking for improved punctuality and a reduction in the number of service providers for greater efficiency.



12.8 M

journeys on average every day

Residents can book their journeys in real time, making it easier for them to get to school, work or the shops. This partnership is a perfect illustration of the benefits of combining public funding and innovation for inclusive mobility. And to take things even further, for the first time we're sharing our updates directly with the customer, guaranteeing seamless coordination and a successful launch from day one.

This project demonstrates our expertise in agile management and our ability to adapt our solutions to the specific needs of a given town or community. A great shared success that lays a solid foundation for the future of mobility in Dallas!

FRANCE - LA RÉUNION

Towards inclusive mobility with Ezymob

Thanks to the technology developed by Ezymob, Transdev has deployed an innovative solution on the Car Jaune network for people with disabilities. It enables these users to gain greater autonomy and freedom in their day-to-day journeys. The application offers advanced functionalities such as door and seat detection, adapted itinerary calculators and precise guidance inside the vehicles.



UNITED STATES

Flexibility and freedom in Dallas

Transdev has won an eight-year contract, worth over US\$600 million, with the Dallas Area Rapid Transit (DART) agency in Texas. The contract covers the operation of paratransit and transportation-on-demand services, to promote social cohesion and open up the region.

Make our people our greatest asset

An employer of choice

At Transdev, we value the careers and ambitions of all our employees. To support each of them in their professional development, Transdev offers a large number of HR programs and policies, training courses and communities, both at Group and national level. Valuing our people means encouraging and building an inclusive culture every day, so our teams mirror the communities we serve.



Development and growth: mentoring and internal mobility

Our mentoring programs involve pairing up a “role model” (the mentor) who shares his or her experience with a team member who wants to progress in a particular field, develop his or her skills, or receive support in taking on a new position or a new managerial scope. They are deployed in several countries. A new internal mobility policy aims to offer greater visibility of open positions and better identify employees wishing to move internally or internationally.



GROUP

Empower: the new platform for employee development

From recruitment to development, from training to internal mobility, Empower, launched in 2024, offers all our people a wide range of development programs. The platform promotes internal mobility and provides a comprehensive training offer and a new way of collectively thinking about career paths, inviting each employee to steer his or her own career.



ECUADOR

The Quito metro, launched in 2023, has **41%** women among its operational staff.



INSIGHT



Miguel Mora

Head of contract coordination - Quito metro, Ecuador

The Quito metro, inaugurated in 2023, is transforming the city! With its 15 stations, it allows you to cross Quito in just approximately 34 minutes, offering residents a fast, sustainable, and efficient transportation system.

Its impact goes beyond mobility: it boosts the local economy, particularly in the “colonial downtown” and improves the quality of citizens’ lives. In one year, we have completed 61 million trips, and 57% of our passengers are women.

We are also an example of inclusion: 41% of our employees are women, 40% of whom

hold management positions. This model earned us an award from the Quito Chamber of Commerce due to our commitment to diversity. I am convinced that men must play a key role in breaking traditional patterns and paving the way for greater equality; our female colleagues can teach us, support us, and we can learn from their experiences.

Mobility is not just a question of transportation: it is a powerful lever for building a fairer and more inclusive society. I am proud to contribute to it daily and to see how, together, we are making a difference!

105,000
employees worldwide

CHILE

Training new female talent

Transdev Chile organized specific training courses for female drivers in 2024, resulting in a 4% increase in the ratio of female operational team members.



AUSTRALIA

Launch of the Reconciliation Action Plan

The Reconciliation Action Plan (RAP) for 2024-26, sets out a clear path for cultivating meaningful connections with Australia’s First Nations peoples on whose sacred lands and waters Transdev operates.





COLOMBIA

Bogota: training and well-being for drivers

The shortage of bus drivers has been a major challenge for Transdev in Bogotá. CIMA is an intensive 463-hour program to turn light vehicle drivers into qualified bus drivers. 500 drivers have already been certified, ready to meet any challenge! Once onboarded, bus drivers' well-being is key. 70% of their working time is spent on the road. The "El Triangulo" project offers them a quiet, comfortable space for resting, to alleviate the stress of the road.

29,700
hires in local communities in 2024

GERMANY

WeMoveHer: a female network

WeMoveHer is a network by female employees for female employees, bringing together women from different backgrounds and professions. It represents an opportunity to become active, exchange knowledge and experience and to promote female perspectives within Transdev Germany.



94%
of employees on permanent contracts

Great Place To Work®

CANADA

Transdev Canada A Great Place to Work®

Transdev Canada has renewed its Great Place to Work® certification for 2024-2025. A reflection of the shared commitment between Transdev Canada and its employees to create a positive, inclusive work environment focused on everyone's well-being. The certification process involves anonymous employee surveys and a thorough evaluation of the organizational culture. This evaluation is grounded in five core principles: credibility, respect, fairness, pride and camaraderie.



GROUP

Ride with pride

At Transdev, we celebrate diversity and inclusion every day, and Pride Month is a moment to share it more visibly. Across the Group, our teams took part in Pride parades, covered our buses with rainbow flags, and stated with pride that we are a welcoming company for LGBTQ+ passengers and team members.



Our objective: fostering leadership diversity with **35%** women among the 650 top managers in 2030

FRANCE

Hello Handicap: an inclusive recruitment program

Transdev has formed a partnership with Hello Handicap, France's leading recruitment agency for people with disabilities. This tool enables Transdev to advertise directly to an audience of 30,000 candidates with disabilities.





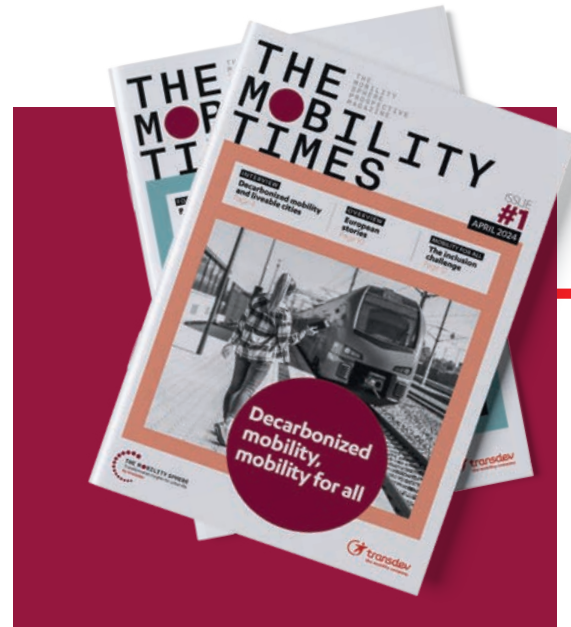
IN ACTION

The Mobility Sphere: exploring the future of mobility

Transdev firmly places mobility in the context of environmental, social, economic and regional transitions, and a transformation of shared urban spaces.

The Mobility Sphere is a think tank which provides a platform for reflection, perspectives and mobilization by bringing together issues, players and ideas about mobility on a European scale.

The aim is to assemble a community of high-level experts and public and private decision-makers at high-impact events - the Mobility Sphere Forums - in the main European cities affected by urban transitions. Three events have been organised, in Amsterdam, Brussels and Paris, focusing on the challenges of ecological transition, social cohesion and adaptation to climate change.



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