

France

Egis announces excellent results and achieves its 2026 targets two years ahead of plan

This momentum is powered by the Group's international expansion, innovation, and eco-design, and places the Group firmly on track to meet its strategic goal of breaking into the top ten global construction engineering firms.

Paris (FR), 9 April 2025 – Egis today announced record results for 2024, with turnover of **€2.164 bn (+14%)**, **EBITDA of €282 m (15% margin over net revenue)** and **net profit of €77 m (+75%)**. Through this performance, the Group has met the targets of its strategic plan "Impact the Future" two years ahead of schedule.

Also with a backlog standing at an all-time high of **€4.0 bn**, Egis has reinforced its international footprint (conducting **72% of its business outside France**) and accelerated its development in innovation, the ecological and energy transition, and eco-design. Its climate trajectory has furthermore been endorsed by the SBTi.

Key figures for 2024 – Egis Group

20,100 employees in more than 100 countries

5 new acquisitions in 2024 – 37 since 2020

Order intake for Architecture, Consulting and Engineering: €2.001 bn (+17% vs. 2023)

Group backlog : € 4.0 bn, equaling to 22 months of turnover

Turnover: €2.164 bn (+14% vs. 2023)

85% Architecture, Consulting and Engineering – 15% Operations & Mobility Services

Proportion of business **outside France: 72%** (70% in 2023)

EBITDA: €282 m, EBITDA margin over net revenue: 15%

Net profit, Group share: €77 m (+75% vs. 2023)

DSO: 89 days (-2 days vs. 2023)

Free Cash Flow : €128 m

Net debt: €606 m; leverage ratio: 2.2x (vs. 2.3x at end of 2023)

Laurent Germain, CEO of Egis, commented: *"2024 was an exceptional year in many respects. Thanks to the dedication of all our teams deployed worldwide, we have reached a major milestone by meeting the goals of our strategic plan Impact the Future two years ahead of schedule. Our record order book provides us with significant visibility for the years to come and reinforces our role in the global ecological and energy transition, in a view to breaking into the Top 10 global construction engineering companies."*

2024, A PIVOTAL YEAR: PERFORMANCE, TRANSFORMATION AND FUNDAMENTAL PROJECTS

2024 was a watershed year for Egis, with solid growth and major strategic advances. Turnover reached €2.164 billion (+14%), EBITDA rose to €282 million (15% margin over net revenue) and the Group share of net profit climbed to €77 million (+75%), meeting the targets set for 2026 two years ahead of schedule.

This performance owes much to the growing importance of the architecture, engineering, consultancy and operations activities, and the increasing contribution of flagship projects: the Thessaloniki metro in Greece, Grand Paris Express, Penly EPR in France and low-carbon energy projects. At the same time, organisational transformation – with the deployment of a matrix organisation and the structuring of sales teams – has strengthened post-acquisition integration and responsiveness to market expectations. The increasing amount of digitalisation in its offering and the rise of eco-design both position Egis as an agile operator committed to designing sustainable, resilient and future-ready infrastructure.

Olivier Gourirand, chief financial and strategy officer, said: *"Reinforcing our project win and execution processes has helped us break new ground in terms of operational performance, with an increasing EBITDA margin in 2024. Similarly, our teams' mobilisation on the invoicing and collection cycle has resulted in a 2-day improvement of our DSO. 2024 also saw the reinforcement of our banking pool through our €830 million credit facility and the issuance of our first €124 million private placement, which illustrates the continued confidence of our financial partners and provides the Group with the means to execute its external growth strategy."*

A GROWING HEADCOUNT

As of 31 December 2024, the Egis Group employs nearly 20,100 people, of which 15,000 outside France. 81% of the workforce belong to the Architecture, Consulting and Engineering segment, and the remaining 19% to the Operations and Mobility Services segment. In 2024, 5,500 new employees joined the Group.

100% OF ECO-DESIGN BY 2030

In 2024, the Egis Group took another key step forward in its low carbon trajectory with the adoption of highly ambitious greenhouse gas emissions reduction targets, which were approved by, and in line with, the Corporate Net-Zero framework published by the **Science Based Targets initiative** (SBTi). This international recognition endorses the Group's ambition to mobilise its entire value chain. Egis published a new Group environment policy and extended its **ISO 14001 certification** coverage (51% of business at end of 2024) with a noteworthy impetus in the UK, Australia and New Zealand for activities in the Architecture, Consulting and Engineering segment.

Eco-design, the pillar of the Group's technical signature, is deployed through the **Act4Ecodesign** framework and an extensive training programme¹. Consistent with its strategy, Egis selects its projects and acquisitions according to their contribution to the transition: 45% of 2024 turnover contributes to the ecological and energy transition, with the aim of attaining 60% "contributory turnover" between now and 2029². The signature of the Syntec's **Climate and biodiversity charter** and the goal of **eco-designing 100% of its projects by 2030** bear testament to the Group's intention of playing a key role in a sustainable and resilient engineering profession that adapts to climate challenges. Furthermore, in 2024 Egis devoted 40% of its investment – i.e. €26.9 million – to climate and biodiversity topics (compared with 36% in 2023).

INTERNATIONAL EXPANSION: THE OPPORTUNITY OF A CENTURY

With **72 % of its business** conducted outside France, Egis has further confirmed its worldwide presence. The **United States** (turnover up by 21%) and **Canada** (turnover up by 96%) are major strategic zones, with the aim of generating \$1.1 bn by 2028 and a \$800-million investment programme planned in the region. The Group also reinforced its footprint in the **Middle East** (breaking into the region's top 5) and in **Australia**. Group-wide, this expansion is supported by a record order book of €2.6 bn in the Architecture, Consulting and Engineering segment, equating to 17 months of turnover, thereby guaranteeing high visibility. The Operations and Mobility Services segment maintains a very healthy outlook with its €1.4-bn order book, which represents 53 months of activity.

Buoyed by this momentum, Egis has thus raised its ambitions and now aims to generate €4 billion in turnover between now and 2029. With the dedication of its teams, its innovation capabilities and its ESG focus, the Group intends to accompany its clients over the long term in the major transitions that await and play a key role in building the sustainable communities of the future.

INNOVATION, A STRATEGIC LEVER AT THE HEART OF THE GROUP'S TRANSFORMATION

In 2024, Egis reaffirmed its ambition to be a leader in innovation in the engineering professions, by structuring an ecosystem dedicated to the creation of lasting value. In this respect, the launch of the **Innovation Hub**, a collaborative platform involving more than 2,000 employees, is a key step to bring to light, accelerate and deploy high impact solutions. In parallel, **The LAB**, the Group's internal incubator, supported eight innovative projects, among which **CenosIA**, deployed at the 2024 Paris Games venues to measure environmental externalities.

Putting its weight behind open innovation, Egis conducted collaborative programmes with industrial and academic partners around fundamental topics: resource preservation, infrastructure of the future, sustainable cities, etc. The worldwide innovation challenge "**Connect. Create. Impact.**" extended the Group's ecosystem by attracting start-ups, researchers and students. With a **global network of innovation correspondents**, €74 million invested in R&D, 19 active patents and 34 awards received, Egis positions innovation as a transformation catalyst to support the Group's growth on a worldwide scale in **strategic regions**: France, the Middle East & South Asia, Latin America, the United Kingdom, Ireland, North America and Australia.

¹ In 2024, more than 3,300 people, equating to 74% of the Group's target population, followed the course. Egis has set the target to have trained at least 90% of the target population in all the regions of the world by the end of 2025.

² The "[Flagship Projects – Our ESG answers](#)" book published in 2024 shines a light on the projects and tangible solutions implemented for more sustainable physical assets and communities.

About Egis

IMAGINE. CREATE. ACHIEVE.
a sustainable future

Egis is a leading global architectural, consulting, construction engineering, operations and mobility services firm. We create and operate intelligent infrastructure and buildings that both respond to the climate emergency and contribute to balanced, sustainable and resilient development.

Our 20,500 employees operate across over 100 countries, deploying their expertise to develop and deliver cutting-edge innovations and solutions for clients. Through the wide range of our activities, we are central to the collective organisation of society and the living environment of citizens all over the world.

[Linkedin: Egis](#) | [Instagram: @egisgroup](#) | X (Twitter): @egis | [Facebook: @egisgroup](#)

Contacts

Isabelle Mayrand

Chief Public Affairs and Corporate Communication Officer

Tel.: +33 6 17 10 29 70

isabelle.mayrand@egis-group.com

Juliette Poisson

Press Relations Officer

Tel.: +33 6 72 10 13 06

juliette.poisson@egis-group.com

www.egis-group.com

