



Press release from the ALTEN group following the decision by the *Autorité de la Concurrence* (French competition Authority)

Press Release
Paris, June 20, 2025

On 11 June 2025, the *Autorité de la concurrence* (French competition Authority) announced that it had fined four companies operating in the engineering, technology consulting and IT services sectors for two alleged 'bilateral agreements' between these companies alone on human resources issues.

With regard to ALTEN, the decision sanctions an alleged 'gentlemen's agreement' with Ausy, which, according to former Ausy executives, was intended to prohibit each other from poaching 'business managers' (sales staff).

Such allegations are simply incompatible with ALTEN's model, which consists of recruiting young engineers trained as 'business managers' at the ALTEN university, rather than recruiting business managers employed by competitors.

For information, this decision, which we consider unfounded, covers the period from November 2007 to September 2016 and bases the penalty on the total payroll of business managers in France, which is disconnected from the reality of the alleged facts and totally disproportionate.

ALTEN contests the *Autorité de la concurrence's* (French competition Authority) decision in fact and in law and has decided to appeal to the Paris Court of Appeal to have it overturned.

About ALTEN

Created in 1988, ALTEN supports its customers' development strategies in the areas of innovation, R&D and technological information systems.

ALTEN works with key actors in the 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 sectors.

The Group has a workforce of more than 57,000 employees operating in 30+ countries, 88% of whom are engineers. Its 2024 turnover was €4.14 billion.

For more information, visit www.alten.com



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