

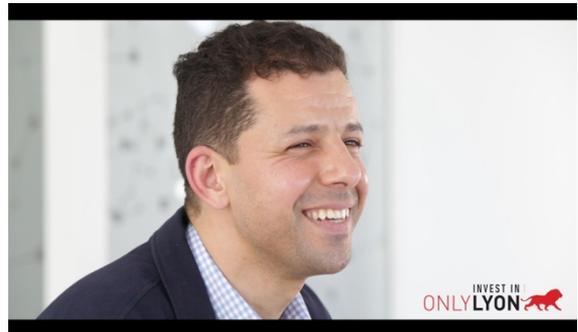
## SYMBIO

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- **Business:** Design, production, and marketing of hydrogen systems for light and commercial vehicles
- **Project:** Establishing a hydrogen system production plant in Saint-Fons
- **Impacts:** Production and environment
- **Source of capital:** France
- **Jobs within 3 years:** 300

### Rachid Lamchacht, Human Resources Director

 Hello, I am Rachid Lamchacht, the Human Resources Director of Symbio, a company whose ambition is to become the world leader in hydrogen mobility. We design, produce and market hydrogen systems for light and commercial vehicles such as buses and trucks.



We have a unique expertise that today equips more than 300 vehicles and have covered 3 million kilometers. We have been working for more than 10 years on hydrogen technology and its integration in vehicles. This project is the largest hydrogen system production plant in Europe, which will be based in St Fons.

It will have a production capacity of 200,000 units per year in line with the company's ambitions. We will also find the Symbio Hydrogen Academy, whose objective is to work in anticipation on the transformation of knowledge and new expertise related to hydrogen. The hydrogen vector is considered as a serious alternative or complementary solution to the battery. The rise of renewable energies in the electricity mix, the variability of electricity prices and the flexibility offered by hydrogen make it a very promising solution.

Today, the industry is experiencing an acceleration of its innovation and therefore an acceleration of its development. In our various development projects, we work closely with the region. ADERLY supports us in our day-to-day work on recruitment and training projects. In the context of sustainable mobility, thanks to ADERLY, we have access to the right people and the right system, with a real understanding of our needs.

For example, the employment and training working group was organized by ADERLY and brought together all the local and regional players in the field of employment and training. We have recruited more than 200 people for 2020.

In 2021, the trend has been maintained in terms of training, and we are already working to prepare the future for all the professions surrounding hydrogen through the creation of the Symbio Hydrogen Academy. We have developed a program to prepare our operators of tomorrow, coupled with an objective of reintegration into employment. We are also working on the preparation of our future engineers via a Graduate program lasting 18 months and finally we are investing in training in our expertise