

Atos

2015 Analyst Day

Building skills and expertise in digital transformation

Philippe Mareine

EVP Human Resources

Leveraging on Atos global footprint



9,950
UK & Ireland

7,700 (+96%)
North America

16,600 (+26%)
France

6,200 (+14%)
Iberia

4,100 (+35%)
Latin America

7,700
Benelux & The Nordics

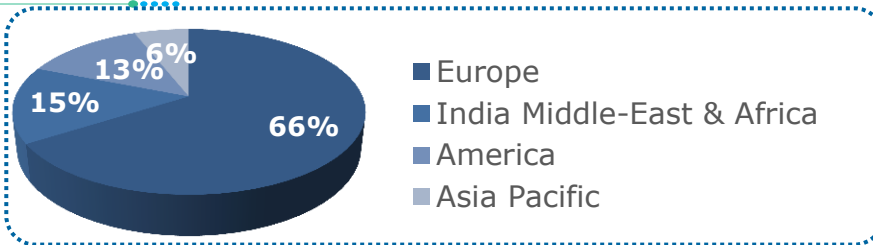
10,700 (+29%)
Central & Eastern Europe

9,900
Germany

14,500 (+47%)
India, Middle East & Africa

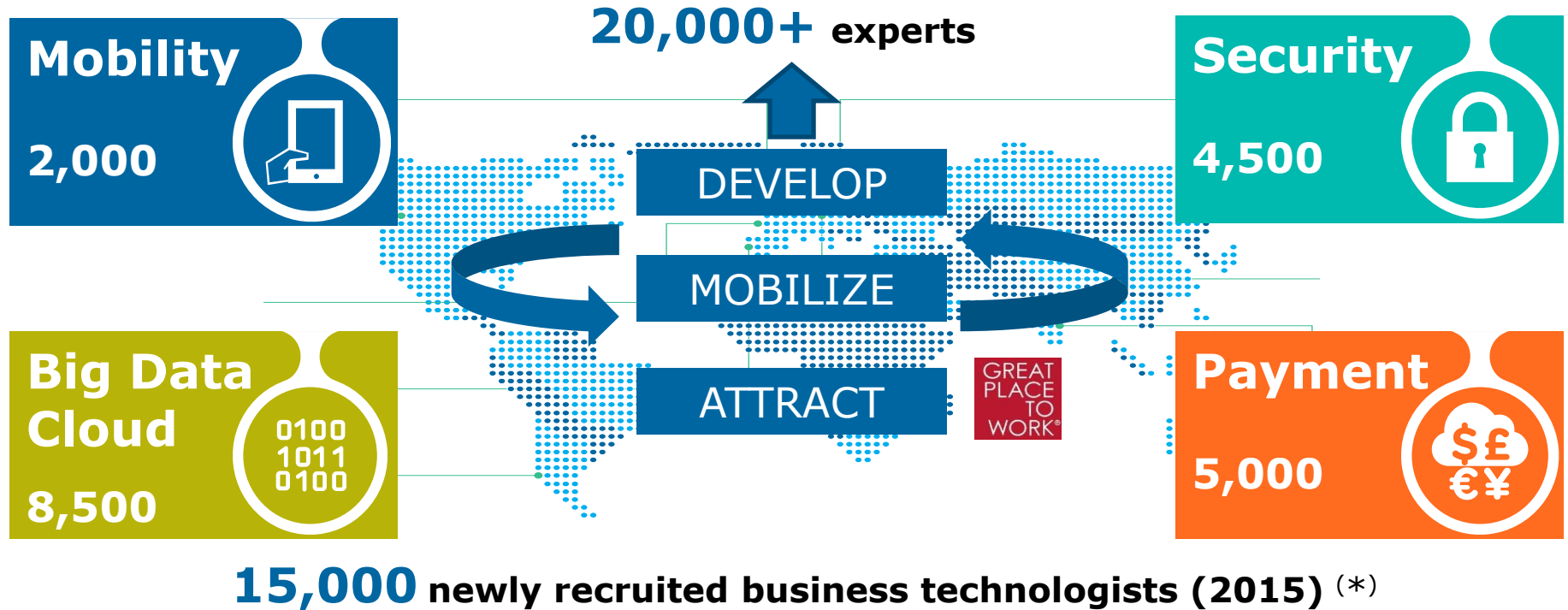
5,350 (+28%)
Asia Pacific

92,700 (+21.5%)
Business Technologists working
in over **72** countries



% vs. end 2013

To build the competences to support our customers' digital transformation



TALENTS RECRUITMENT

Fresh out graduates hiring

Partnership with first class
universities/ business schools

Interns/ apprentices worldwide
program



COMPETENCES DEVELOPMENT

Extensive training portfolio

Global certification program



EXPERTS SELECTION

Identification of **key technology experts**

R&D partnerships

Gold for Experts program



IT Challenge for students

Focus on 14 first class universities worldwide to recruit the best technology graduates



UNIVERSITY OF AMSTERDAM



90 Tier-One universities & Business Schools partners of Atos
12,000 Young Talents to be recruited in 2015*
3,000 interns & apprentices in 2015



* Excluding Xerox ITO

Equipping our engineers with the critical competences to support the digitization transformation

From Service Lines/divisions 3 years' strategic plans **to** competence development & yearly certification targets



- ▶ **10,000 training modules**,
 - end user satisfaction: **4,5** over 5
- ▶ Over **€10m additional investment** in 2015 on a dedicated **skilling/competence** program on new **technologies** (Cloud, Big Data and Security), and critical Service Management skills
- ▶ **+ 5,000 certified experts** in 2015
- ▶ **> 75%** of our Talent population with a 18 month **Individual Development Plan** discussed & signed-off by their managers

- ▶ Atos Scientific Community
 - 100 best Atos scientists
- ▶ **Gold for Experts program**
 - with **120** Senior Experts, x2 in 2017
- ▶ **R&D partnership:** Paderborn & Pasau Universtäte, UPMC...



IT Challenge
300 students competing
34 universities, **10** countries



- ▶ 2014 +**9,500** employees
- ▶ **700** R&D experts in Big Data, Extreme Computing, Critical Systems, Cybersecurity
- ▶ **1,900** patents











ITO business

- ▶ 2015 +**9,700** employees
- ▶ **125** Client industry experts
- ▶ **4,000** Client service experts



Status on Atos journey to become a Great Place to Work

2010	2011	2012	2013	2014	2015
Internal survey 7 countries 3,000 employees 50% response rate 	8 countries  32,000 employees 57% response rate 46% satisfaction <i>(Trust index GPTW)</i>	24 countries 58,000 employees 73% response rate 49% satisfaction <i>(Trust index GPTW)</i> 	30 countries 65,000 employees 70% response rate 50% satisfaction <i>(Trust index GPTW)</i>   	45 entities 68,300 employees 71% response rate 51% satisfaction <i>(Trust index GPTW)</i> 16 entities > 60% 5 entities > 70%	55+ entities 75,000+ employees Poland awarded for the 4th year & AddIT Austria awarded for the 3rd year Additional entities participating - ex-Bull entities - Xerox ITO entities  

Since 2011, Great Place to Work surveys have shown continuous improvement of Atos employees satisfaction

ATOS IS THE MOST ADVANCED IT COMPANY IN SOCIAL COLLABORATION

SOCIAL COLLABORATION: Gartner's note "**Zero Email™**" *Atos initiative experiences and achievements provide a wealth of valuable information on the practices, **investments and results** associated with a big change effort to improve **employee engagement** through social collaboration*

zeroemail

5,700+ communities delivering business benefits
Every day: **4,000+** collaborative contributions viewed by
11,500 business technologists

FORRESTER
groundswell



SMART CAMPUS: safe, sustainable and welcoming work space based upon talented early professionals council recommendations

40 Atos smart Campus across the globe



bluekiwi
An Atos Company



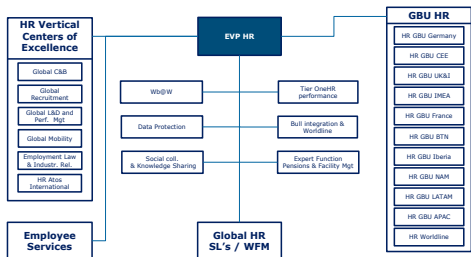
MyMobility:

One single access for employees to find Atos best worldwide job opportunities

30,000 views
per month

Building a Tier 1 Human Resources organization

A HR organization designed to support Atos ambition 2016 with **vertical expertise** and **employee services centers**



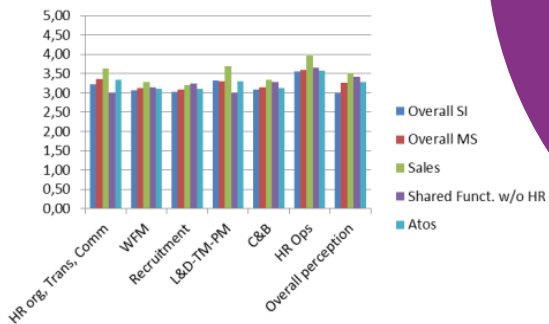
A fully globalized HR organization

Certified HR processes

Full certification process underway:
ISO 9001, ISO 20000, ISO27001



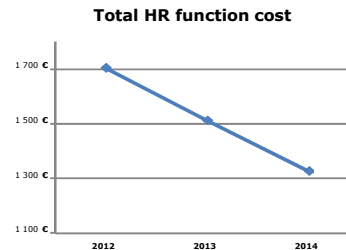
HR users **survey run every year**



Enhancing quality of services

Gaining efficiency

Efficiency gain year after year



Atos

2015 Analyst Day