

Employee First: Retention, attraction, diversity, GPTW

Paul Peterson,
Head of Human Resources

Ozlem Yavuz,
Human Resources, Director for Central Europe



THE CORE OF ATOS = EMPLOYEE FIRST

Atos employees power growth and success



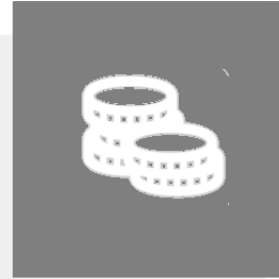
KEY DIGITAL
& INDUSTRY
SKILLS



TALENT
ACQUISITION
& RETENTION



DIVERSE
WORKFORCE
& INCLUSIVE
LEADERSHIP



GROWTH
FOCUSED
REWARD



NEW EMPLOYEE
ENVIRONMENT
AT WORK

PEOPLE FIRST: KEY DIGITAL & INDUSTRY SKILLS ENSURING EXPERTISE IN GROWING REVENUE STREAMS



FIRST:
KEY DIGITAL &
INDUSTRY SKILLS

Digital
Certifications



500k

vs. 170k today

INDUSTRY SKILLS



TARGETED
RECRUITMENT



CERTIFICATIONS
FOR ALL

ATOS
UNIVERSITY

- | Fully virtualized
- | Delivered by internal experts
- | New specialized centers
- | Open to all

Key
Certifications



x10

12k⁺

Virtual Atos Innovation Week

PEOPLE FIRST: TALENT ACQUISITION & RETENTION

ENSURE TALENTS JOIN, STAY, AND GROW CAREERS IN ATOS



SECOND: TALENT ACQUISITION & RETENTION

Bring right skills to foster development, passion & innovation

>80%

Offshore hiring
vs 62% today

Decarbonization to attract and retain digital natives



95%

Key People retention

>90%

Internal First
vs 80% today

Secure **Industry talent**, both internal & external



New way of working

PEOPLE FIRST: DIVERSITY & INCLUSION BECOME THE DIVERSITY LEADER IN IT SERVICES



THIRD: DIVERSITY GREAT LEAP FORWARD

Becoming
tomorrow's
industry leader in
diversity

30%

Women
executives to match
industry

vs. 13%
in 2019



Gender diverse hiring

50%

vs. 34% today

Key People Diversity

x2

vs. 20% today

Externally Recognized



Innovation driven
Accessibility

Atos D&I
Communities

Pride
Network



Millennials
Network



Together
Network
UK&I



PEOPLE FIRST: COMPENSATION FOR GROWTH

EVOLVING COMPENSATION STRATEGY TO GENERATE TOPLINE GROWTH



FOURTH: GROWTH FOCUSED REWARD

Growth,
Decarbonization, &
Skill driven

Incentive
schemes
leading with
**topline
growth**



Decarbonization
integrated in all
equity schemes &
incentive plans



**Industry &
Digital Skills**
as the main
compensation
accelerator



PEOPLE FIRST: EMPLOYEE ENGAGEMENT

EVOLVING EMPLOYEE'S RELATIONSHIP WITH WORK



FIFTH: WORKING ENVIRONMENT

From 14 to 30
countries certified
GPTW

**Great
Place
To
Work®**

"Raison d'être" or "Sense of purpose"



Employee shareholding

x3



70%

Trust Index
vs. 59% today

Atos as a
worldwide top
employer



Transforming
how & where we
work

20%



40%



PEOPLE FIRST: KEY TAKEAWAYS

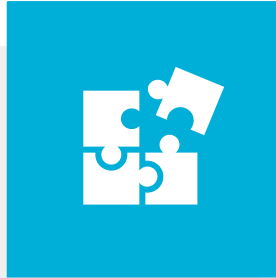
TALENTS AND SKILL BASE ARE FULLY MOBILIZED TO REACH THE GROUP MIDTERM TARGETS



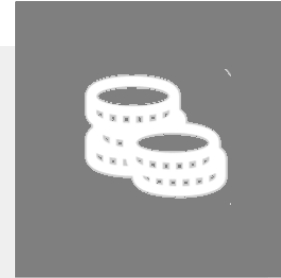
SKILLS



TALENT



DIVERSITY



REWARD



ENVIRONMENT

Evolving into an industry lead organization dramatically changes the profile and focus of our employees

Q&A



Trusted partner for your Digital Journey

Atos

Thank YOU



Trusted partner for your Digital Journey

Atos