Employee First: Retention, attraction, diversity, GPTW

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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

<table>
<thead>
<tr>
<th>FIRST: KEY DIGITAL &amp; INDUSTRY SKILLS</th>
<th><strong>INDUSTRY SKILLS</strong></th>
<th><strong>ATOS UNIVERSITY</strong></th>
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<tbody>
<tr>
<td>Digital Certifications</td>
<td>![Targeted Recruitment]</td>
<td>Fully virtualized</td>
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<td>500k</td>
<td>![Certifications For All]</td>
<td>Delivered by internal experts</td>
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<td>vs. 170k today</td>
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<td>New specialized centers</td>
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| Key Certifications                   | ![SAP], ![Lock], ![x10] | **12k+** Virtual Atos Innovation Week |

**Virtual Atos Innovation Week**
12k+
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
- Offshore hiring vs 62% today: >80%
- Internal First vs 80% today: >90%
- Decarbonization to attract and retain digital natives: 95%
- Secure Industry talent, both internal & external
- New way of working

Atos
THIRD: DIVERSITY GREAT LEAP FORWARD

- **30%**
  - Women executives to match industry
  - vs. 13% in 2019

- **50%**
  - Gender diverse hiring
  - vs. 34% today

- **x2**
  - Key People Diversity
  - vs. 20% today

**Externally Recognized**

**Innovation driven Accessibility**

**Atos D&I Communities**

- Pride Network
- Millennials Network
- Together Network
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

“Raison d’être” or “Sense of purpose”

Employee shareholding

Atos as a worldwide top employer

Transforming how & where we work

- Trust Index vs. 59% today
- 70%
- 40%
- 20%
- x3
PEOPLE FIRST: KEY TAKEAWAYS
TALENTS AND SKILL BASE ARE FULLY MOBILIZED TO REACH THE GROUP MIDTERM TARGETS

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