

People

Increasing our focus on digital skills



“Our ambition at Atos is to be seen as the innovative, inclusive and ethical employer of choice in the technology sector.”

Philippe Mareine*

Chief Digital & Transformation Officer and Head of CSR, Atos

*Head of Human Resources in 2019

As a multinational technology company with a workforce of close to 110,000 people, Atos is responsible for helping its employees develop the digital skills they need to advance in today's data-driven economy.

Our people strategy for 2019-2021 strongly contributes to the UN Sustainable Development Goals 3 (good health and wellbeing), 4 (quality education) and 5 (gender equality).

In a fast-changing industry, Atos is investing in building the digital skills and competences of its people. In 2019, the total number of digital certifications achieved by our employees increased by more than 25% to 51,700, well above our target for the year.

As well as training our people in new technological skills, we are proposing digital business frameworks to help us meet the challenges of the digital era. In 2020, the Atos University in Bangalore will roll out new

courses in topics such as design thinking and agile methodology to develop the capabilities of our engineers.

As automation and robotization increase, our investment in training aims to establish a learning culture at Atos to help every employee to succeed in the data economy.

In this respect, our new employee experience program, We Are Atos, extends the success of Wellbeing@work to develop an engaged and diverse workforce.

We have placed a specific focus on helping talented women build rewarding careers and steadily rebalancing the gender ratio of the company through diversity initiatives

such as Women Who Succeed, talent management programs and succession planning for key management and expert positions.

At Atos, we believe that diversity drives performance. Our diverse, engaged and talented workforce is a clear source of competitive advantage for Atos, helping us to prepare employees, customers and society in general for the challenges and opportunities of the future.

 **TO KNOW MORE**
2019 Universal Registration Document
> Section D - Corporate responsibility

Ambitions for the future

Increase the Atos Great Place to Work® Trust Index© score to the top **10%** industry benchmark by 2021

Increase the number of women in Executive roles to **30%** by 2021

Decrease the gender compensation gap by **3%** by 2021