

# 2019 Investor Day

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**Atos**

# People Strategy 2021

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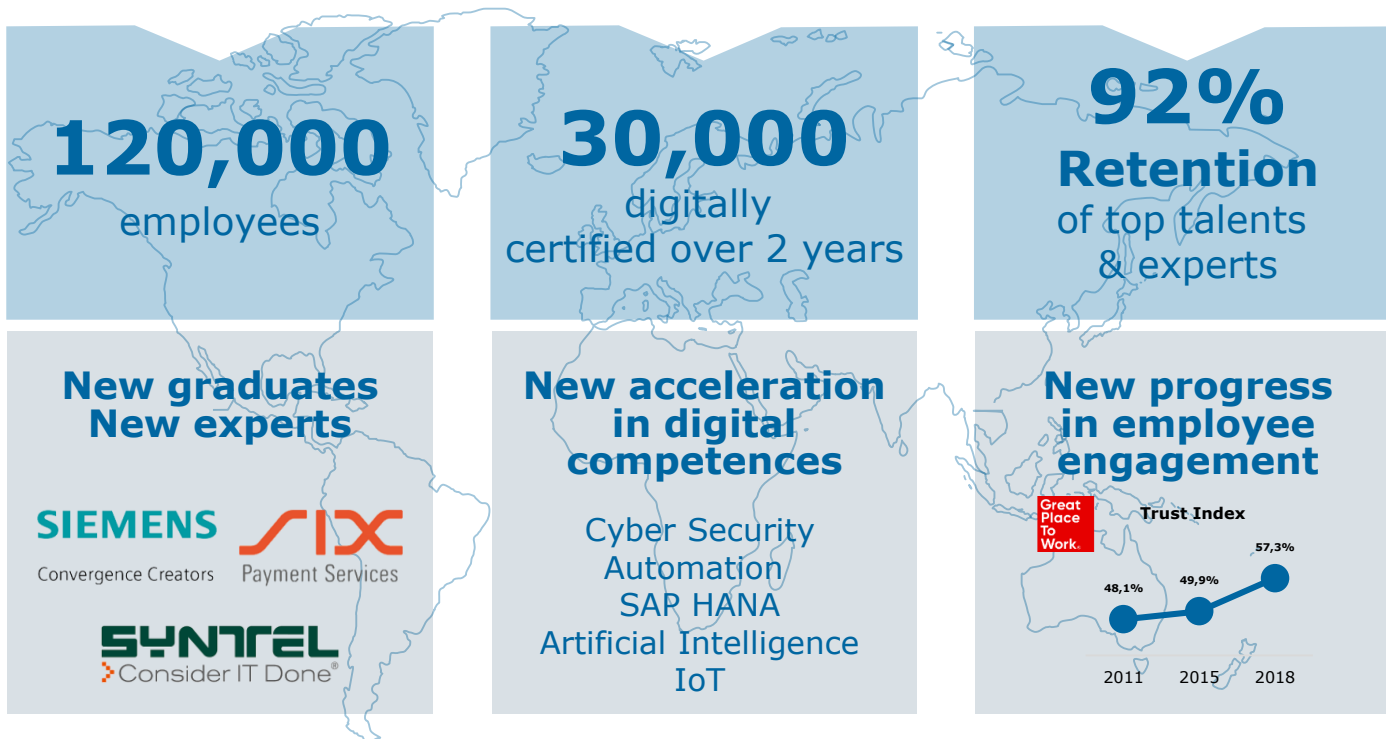
**Philippe Mareine**

Head of Group Human Resources

2019 Investor Day |

**Atos**

# The new face of Atos as of today



# Since 2016, we have continued to build a Tier1 people organization

## BUSINESS VALUE

High quality profiles

5000+ active international patents

Digital business high growth

Anticipation of efficiency gains

Enhanced motivation & engagement

Demand & Supply

Talent & Expert Experience

Skills development & performance

Career path

Wellbeing @Work

## DELIVERY PEOPLE STRATEGY

+ 25,000 new engineers

+2,500 best university graduates

1 million recruitment portal visits 2018

2,000+ members in Scientific & International Expert community

End to End Talent programs

100,000 certifications in 2 years

80% Internal 1<sup>st</sup>

Record high results in 2018 GPTW survey

# People levers to support ADVANCE 2021



# Next-level people strategy 2021

**M**obilize and develop people skills and key talents

## Entrepreneurship

*Gig economy & co-working environments*

## MyFuture

*Attract and develop key talents with high career fluidity*



## Value sharing

*Further engage employees to the Company success*

## MyExperience

*"We are Atos" program*

## BeDigital!

*...to support our customers digital transformation*

# Skills@the heart of Atos ADVANCE 2021

Digital skills and knowledge

Accelerate training to support Atos strategy

Expansion of Atos Corporate University

Strong focus on vertical industry knowledge

2021

All employees digitally equipped by 2021



Management  
Sales  
Delivery



E2E certification program  
Adaptive upskilling  
Coaching/mentoring

Atos University



Virtualization of trainings  
using innovative technologies

Enhancing customer intimacy



Vertical knowledge  
community



Dedicated training portfolio  
to vertical market

Effective, continuous leadership development for digital transformation



# ADVANCE 2021

## From Employee Experience to Customer Experience

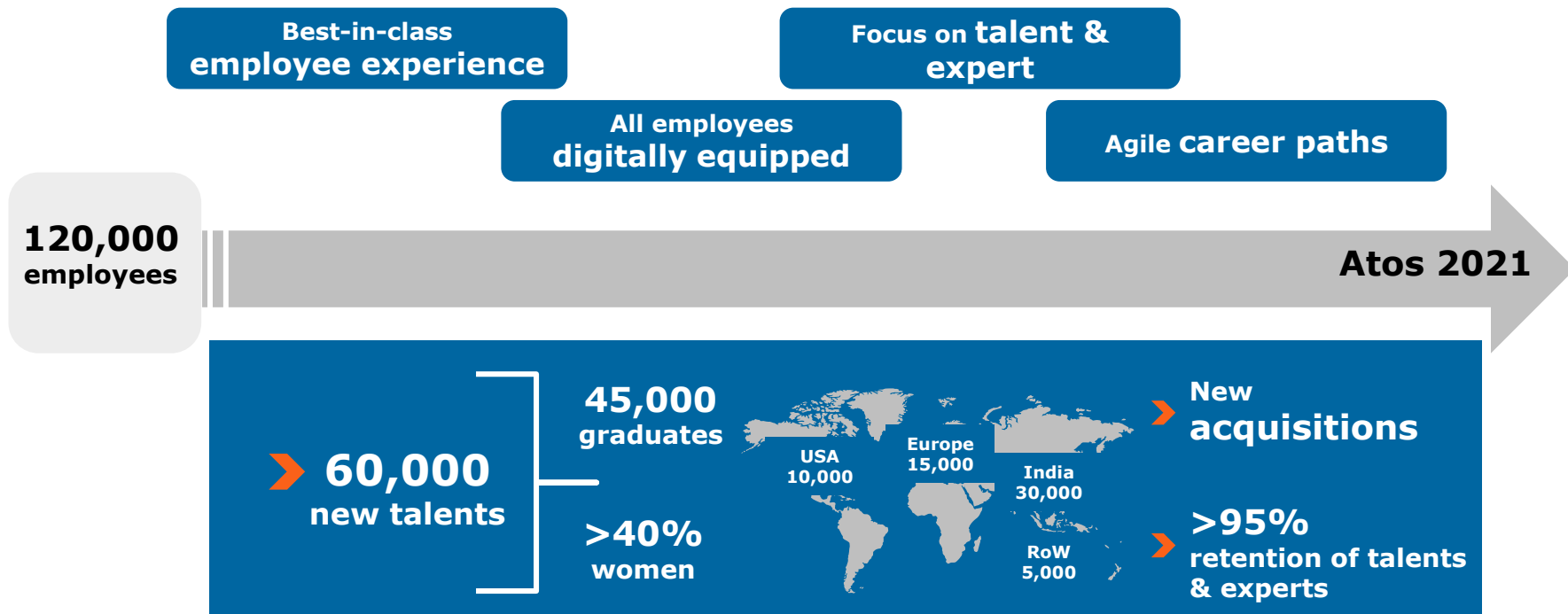
### Launch of **"We are Atos"** program





# Designing the 2021 face of Atos

Building best-in-class employee experience to support growth, innovation, collaboration



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**Atos**

The image features the word "AtoS" in a bold, white, sans-serif font, centered horizontally. The background is a dark blue gradient with a complex network of glowing blue lines and nodes, resembling a digital or data network. The nodes are small circles of varying sizes, some of which are larger and more prominent, creating a sense of depth and connectivity. The overall aesthetic is modern and technological.

**AtoS**