

Diversity details by people Joining/Leaving the Company for year 2024 and Distribution of Employees by Professional Category at year-end 2024

Number and rate of people joining the Company per gender and age in 2024

	Female	% of Total Employees Female	Male	% of Total Employees Male	Total	% of Total Employees
<=30	2,562	63,68%	2,823	53,47%	5,385	57,88%
30><=50	1,270	31,57%	2,075	39,30%	3,345	35,96%
>50	191	4,75%	382	7,23%	573	6,16%
Total	4,023	100,00%	5,280	100,00%	9,303	100%

Number and rate of people leaving the Company per gender and age in 2024

	Female	% of Total Employees Female	Male	% of Total Employees Male	Total	% of Total Employees
<=30	2,482	47.14%	3,900	35.43%	6,419	39.08%
30><=50	2,197	41.73%	5,331	48.43%	7,632	46.46%
>50	586	11.13%	1,777	16.14%	2,376	14.46%
Total	5,265	100,00%	11,008	100,00%	16,427	100%

Diversity by Professional Category in 2024

Professional Category	Definition	Employees	Nationalities	% Female ¹	% Male
Entire Organization	All Employees	77,932	137	32.3%	67.7%
Composed of :					
Top Management (excl support functions)	GCM 7+	5,108	57	15.7%	84.3%
Top Management (support functions)	GCM 7+	1,809	60	30%	70%
Junior Management	GCM 5/6	21,923	106	25.9%	74.1%
Technical staff (excl support functions)	GCM 0 to 4	40,007	129	38%	62%
Other (support functions)	GCM 0 to 4	2,409	67	61.4%	38.6%
TOTAL		71,256			
Composed of Function:					
Direct		71,089	137	30.8%	69.2%
Indirect		6,843	85	47.6%	52.4%

1. Germany and new acquisitions are excluded in GCM level relevant categories
2. The percentage of gender within Atos excludes Cloudreach employees due to the lack of gender information from this acquired company
3. Atos defines management according to its Global Capability Model (GCM)