

Welcome to your new company

Bringing together people, technology and business



Trusted partner for your Digital Journey

Atos

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Welcome from

Elie Girard, CEO

I would like to personally welcome you on behalf of the whole Atos family.

You've joined an organization which has achieved outstanding successes over the past 10 years, thanks to our passion to innovate and which is guided by a strong purpose.

At Atos, our mission is to help design the future of the information technology space. Our strong client-focus and our ability to think "out of the box" positions us as THE trusted partner for Digital Transformation and a leader in the Digital Industry. The foundation of this leadership is our strong business culture which is based on 4 main values: commitment, customer orientation, innovation and of course people care. Your commitment to these values is absolutely necessary for us to continue in our journey to success.

At Atos, we fully value the contribution made by our people as your drive, passion and commitment makes us stronger every day. We invest to develop your skills, competences and energy to help us reach our goals and we will do everything we can to help you reach yours.

We also promote our environmental and social values and we are the leader in Corporate Responsibility & Sustainability in our industry worldwide. In particular I would like to mention our "We are Atos" program, and encourage you to engage in its various initiatives, such as social value, environmental and diversity.

I am very proud and happy to have you on board as part of our team. I hope that you will share with us this sense of pride to be part of Atos. Atos is not just a company, it's so much more and the journey is only starting!

Our mission

This welcome book gathers all you need to know to help you get started...
Begin your journey with a global leader in digital services

Atos' sense of purpose

At Atos, our mission is to help design the future of the information technology space.

Our services and expertise, multiculturally delivered, support the advance of knowledge, education and science and contribute to the development of scientific and technological excellence.

Across the world, we enable our customers, employees and as many people as possible to live, work and develop sustainably and confidently in the information technology space.

As Business Technologists we are proud of our roots.

We draw upon our deep understanding of many sectors and strong engineering culture to help our customers find better solutions. Yet we are also pioneers. Our outlook is global and we seek practical innovations and business trends that make our customers more competitive and drive business transformation.

As Business Technologists we understand that successful change needs a human touch.

We listen carefully to customers to understand their challenges. Then we deliver unique holistic solutions with confidence orchestrating our vibrant partner ecosystem, skilled teams and industry expertise to define and deliver a blueprint that meets their customers' objectives.

Our strong business culture has been built-up over the past 30 years to become a leader in the field of IT Services through teamwork and collaboration.

Your commitment to these values is absolutely necessary for us to continue on our journey of success.



Our vision: digital disruption

As organizations work out their digital business strategies, new tensions and dilemmas are arising between the “art of the possible” and the “art of the permissible”.

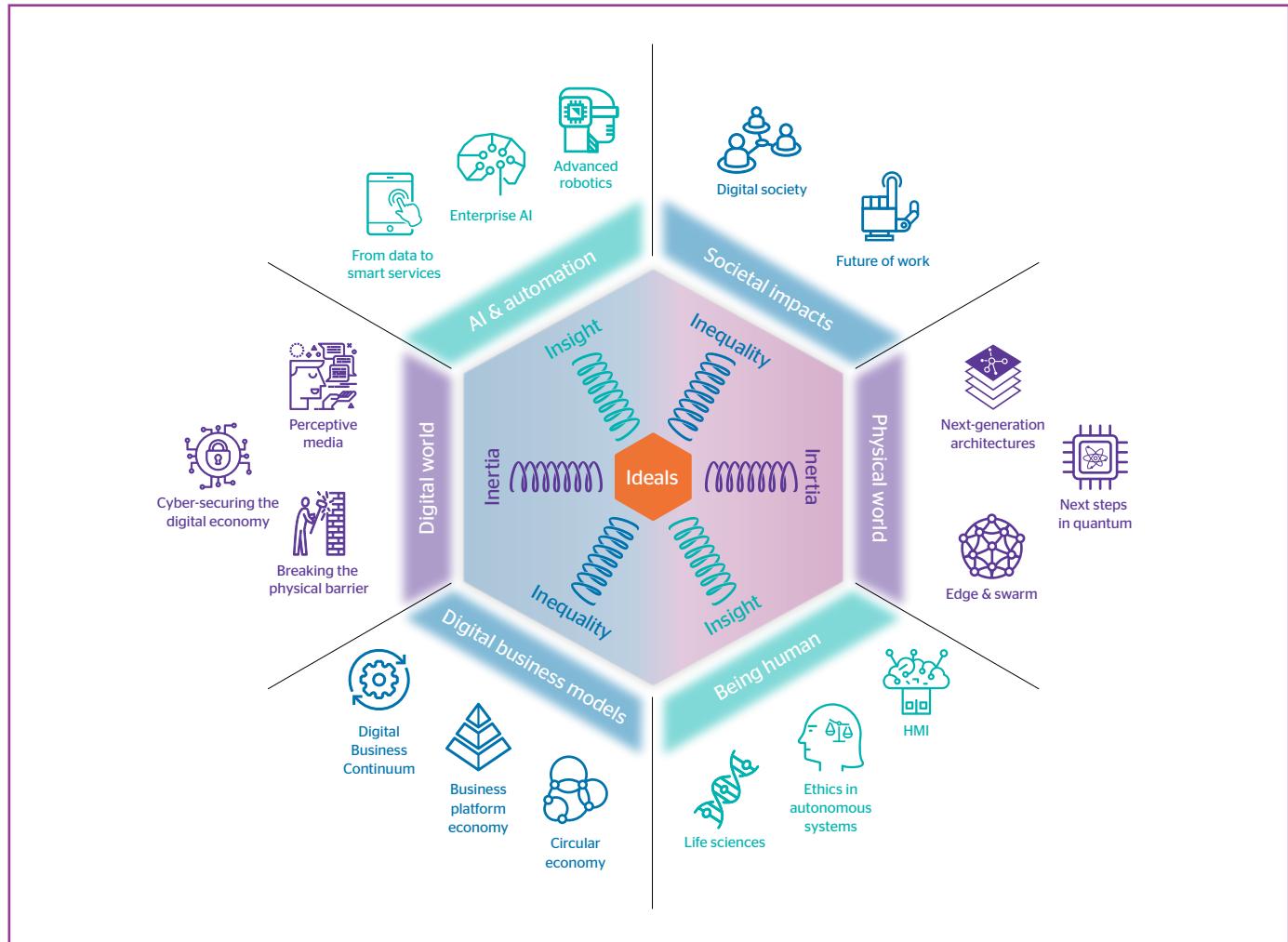
Tipping points are being reached in a number of technology areas, notably AI and Edge IoT.

As boundaries between physical and digital are progressively blurred, we must rethink our engagement with emerging technologies.

Successful business transformation will be less about pure technology capability and more about an appropriate balance with the impact on people and society.

Organizations that truly put humans at the heart of their digital strategies will be the ones that flourish on the journey to 2022 and beyond.

Find more information on our Insights & Thought Leadership program on atos.net/insights-and-innovation



Our General Management Committee

The role of the Atos General Management Committee (GMC) is to develop and execute the Group strategy and to ensure value is delivered to clients, shareholders, partners and employees. The General Management Committee, led by Elie Girard, CEO is in charge of the global Group management.

The members of the General Management Committee are:



Elie Girard
Chief Executive Officer

Elie Girard is a graduate of the École Centrale de Paris and of Harvard University. He began his career as auditor at Andersen, before joining the Ministry for the Economy, Finance and Industry in the Treasury department. Between 2004 and 2007, Elie Girard worked for the Office of Thierry Breton, the Minister for the Economy, Finance and Industry in France. He joined Orange in 2007 and was appointed Chief of Staff to the Chairman and Chief Executive Officer. Since September 2010, he was Senior Executive Vice-President in charge of Strategy & Development of the Orange group, member of the Group Executive Committee. In April 2014, Elie joined Atos as Deputy Chief Financial Officer of Atos Group. He has been appointed Group Chief Financial Officer in February 2015 and Group Senior Executive Vice President in February 2018. In March 2019, Elie has been appointed Group Deputy Chief Executive Officer. He became Chief Executive Officer of Atos in November of the same year.



Eric Grall
Head of Manufacturing and Chief Operating Officer



Adrian Gregory
Head of Financial Services & Insurance and Head of AtosSyntel
(supported by Rakesh Khanna, CEO AtosSyntel)



Pierre Barnabé
Head of Public Sector & Defense and Head of Big Data & Cybersecurity



Jean-Philippe Poirault
Head of Telecom, Media & Technology and Head of Southern Europe



Giuseppe Di Franco
Head of Resources & Services



Robert Vassoyan
Head of Healthcare & Life Sciences and Head of Unified Communications & Collaboration



Bryan Ireton
Head of North America



Ursula Morgenstern
Head of Central Europe



Peter 't Jong
Head of Northern Europe



Nourdine Bihmane
Head of Growing Markets and Head of Public & Regional



Jo Debecker
Head of Infrastructure & Data Management



Enguerrand de Pontevès
Head Head of Performance



Uwe Stelter
Chief Financial Officer



Philippe Mareine
Chief Digital & Transformation Officer and Head of CSR



Paul Peterson
Head of Human Resources



Sophie Proust
Chief Technology Officer



Alexandre Menais
General Secretary



Gilles Arditti
Head of Investor Relations and Internal Audit



Marc Meyer
Head of Executives and Head of Marketing & Communications

The Executive Committee listed [here](#) is supporting the General Management Committee. Its role is to develop and execute the Group strategy and merger plans to ensure value is delivered to our clients, shareholders and employees.

This streamlined governance structure allows us to drive our strategy forward throughout the organization, plan for opportunities and react swiftly to the latest developments.

Our organization

We are an organization which provides the business technology that powers progress for our clients, worldwide. Helping our clients to create their own firm of the future through innovative business IT.



Employee breakdown by region as of June 2019

The values at the heart of our trust

As a global company, our history combined with our strategy underpins where we are today and our values distinguish us from our competitors.

Everything we do is built around our values; they are at the heart of what makes our business a best place to work - both for new joiners and existing employees alike. By living by our values, we can also act as one to our customers and shareholders. Please take a moment to think about how you can apply these values in your everyday work.



Accountability

We are accountable for our actions and the impact they will have on the people and the environment around us.



Innovation

We have an entrepreneurial attitude, seeking to be at the forefront of technological advances.



Service to clients

We effectively respond to and anticipate client needs and expectations.



Excellence

We strive to be best-in-class, achieving external recognition and attracting and retaining the best people.



Operational competitiveness

We are pro-active, adding value everyday to clients and ourselves.



Social wellbeing

We aim to sustainably improve conditions for the wider community through the means of data.



These 6 values combine to give our core value: **trust**. It is the driving force behind all of our values. Trust for our clients, for our partners and for ourselves, it is what everyone looks for and it is what makes us stand out.

Our teams delivering client excellence

Our work environment is multi-cultural, multi-disciplined, where everyone is focused on helping our clients to succeed.

The clients we work with are large multinational groups and organizations, as well as small and medium-sized enterprises across all of our key markets. We place high emphasis on customer dedication, with a commitment to deliver on time, on budget and to the highest standards.

Our approach is always collaborative and we work as a team, together and with our clients.

Go to [atos.net/newsroom](#) to read our most recent press releases which include many of our latest wins and renewals and [atos.net/customer-stories](#) to review our latest customer case studies.





Our programs of excellence

Atos is running several global programs to reach excellence, both in its support functions and its operations.

The RACE Program: a powerful combination of digital performance levers and agile collaboration

Launched at the beginning of 2019, RACE (Road to Agile Competitiveness & Excellence) is Atos' Global productivity innovations & efficiencies program, designed to help the Group achieve our operating margin 3-year trajectory.

RACE approach is built on core values such as people-focused (promoting internal first and being more collaborative), enabling change, and fueling digital initiatives, to enhance and automate our delivery model, as well as Atos' standard levers like pyramid management, offshore, procurement rationalization and contract performance improvement. This translates into some driving forces, including:

Spreading automation - Many automation initiatives are being run within Atos, at every level, from small bots to help on the repetitive tasks, to full re-engineering of processes, both internally and externally. This is the natural step-up that our customers are expecting from us.

Enabling change bottom-up - Everyone's contribution matters. As a global company, diversity of our people is an invaluable asset we must leverage. Continuous learning and upskilling are a necessity that Atos fosters.

Fueling Digital Transformation - Beyond technological transformation, it's a change of mindset. We target not only to reduce costs but most importantly, to increase the well-being of our employees and customers satisfaction.

For further information, please see the partners section of our website at
[RACE SharePoint](#)

Quality

When it comes to **Quality and Customer Satisfaction** we know that our customers expect the best service from us day in day out. We also know that if we are to continue to grow profitable, we need to consistently deliver to a high quality so that our existing customers continue to invest with us.

We have four key areas to help us deliver excellent quality to clients through: [Quality road mapping](#) at the heart of everything, [Customer Satisfaction Surveys](#) to help us better understand what our customers think, [ISO certification](#) to prove our quality and finally a Quality Dashboard to measure and benchmark our operational excellence.



Our markets

Only through the many talented people in our organization are we able to deliver the technology expertise and industry knowledge needed to successfully work with clients across our seven market sectors:



Manufacturing

We have already connected 20 million industrial objects and are the top IT service provider in Europe. **Our 30,000 experts** and five global competence centers support next-generation R&D and manufacturing with our pioneering Industry 4.0 and MindSphere solutions while developing new digital products and services.



Healthcare & Life Sciences

We run and operate more than 1,000 hospitals and are one of the top IT service providers worldwide. Our more than 10,000 experts will continue to build real-time clinical delivery and Electronic Health Record (EHR) solutions, enable collaboration and telehealth and contribute to precision medicine with our Omics, point of care and e-health solutions, among others.



Resources & Services

We have four million smart grid endpoints and more than 200 customers worldwide. Our 9,000 experts are connecting generation facilities, enabling real-time grid management and smart customer journeys, smart metering, Supervisory Control and Data Acquisition (SCADA) and fraud detection products and solutions, among others.



Transport & Logistics

Our experts will deliver personalized **omni-channel experience** for customers and efficient operations through our various payment and tracking solutions while developing next-gen payment models.



Financial Services & Insurance

Our customers include **13 of the world's 20** largest banks and 15 of its 20 largest insurance companies. Our 21,000 experts support connected digital banking and insurance and operational excellence while mitigating cybersecurity and regulatory risk with our industry-leading products and solutions.



Public Sector & Defense

We manage 100 million identities across five continents and have migrated more than 190 players to the cloud. Our 10,000 experts will continue their work enhancing citizen experience, modernizing legacy systems and ensuring security, identity and trust through our innovative products and services, notably Evidian, BullSequana and Auxylum.



Telecommunications & Media

We have more than 150 telco clients. Our 13,000 experts enable omni-channel customer engagement, automating back-office processes and deploying network and media function virtualization through our Atos Tooling Framework, integrated telco play and intelligent automation products and solutions.



Retail, Hospitality & Major Events

Find more information on our markets on atos.net/industries.

Our business divisions

Our international scale, our demonstrative talent and expertise in understanding the customers' needs and our capacity for technological innovation are all key factors cited by many of our clients when awarding contracts to us.



Infrastructure & Data Management (IDM)

We create business benefits through intelligently managed IT and digital services.

We are a leading provider of managed IT services worldwide and we have in-depth expertise in workplace management, managed infrastructure, application operations, network and communications. Within our project service unit we deliver infrastructure consult, design and build capabilities to our customers. Our solutions provide value, consistency and agility, we embrace the power of Big Data, integrate Cloud delivery models and combine our advanced security capabilities of the new service line Big Data and Cybersecurity into our solutions.



Unified Communication & Collaboration (UCC)

Through Unify, we combine voice, data and video, to help our customers benefit from a unique collaboration experience.

The division Unify Software & Platforms regroups all the communication and collaboration software and products, R&D, the solutions, and associated support services. It includes a comprehensive set of Unified Communication & Collaboration platforms, applications, products and services, such as maintenance, to support them.



Business & Platform Solutions (B&PS)

At B&PS, we focus on understanding our clients' business, industry and technologies.

Platforms are a new business model which connects people and organizations in an interactive ecosystem enabling our customers to maintain agility and flexibility.

The B&PS organization focuses on globalizing delivery, managing of strategic accounts and offering development to achieve higher quality standards, improved customer satisfaction and to drive operational performance.

Additionally, AtosSyntel complement our services through an industry-focused global delivery model and strengths in Core and Digital services powered by Intelligent Automation.



Big Data & Cybersecurity (BDS)

We create competitive advantage for our clients from Big Data, and ensure data is delivered safely and securely to the right parties.

Through its Bull technologies, Atos develops the high performance computing platforms, security solutions, software appliances and services allowing its customers to monetize and protect their information assets. Big Data & Security brings together Atos global R&D activities expanding our Business Technologists' Intellectual Property capabilities and portfolio.

— Our brands

Our mission is to harness our power and share it with all of our stakeholders. Our Globe allows us to do this, it is a way of connecting all our products and solutions visually. In the competitive business world of today, brands like Atos understand that it is no longer just about messaging.

It is about how a brand can engage in conversations and contribute to society, and its sustainability, by connecting with people on a functional and emotional level. The Atos brand enables us to connect with our stakeholders in deeper and longer lasting ways.

[Discover](#) how to use our logo:



The brand passport explains in more detail how we use our vision to influence the way we are seen by the outside world, and how the Atos brand allows our clients to write their own story.

Atos

Atos is a corporate, commercial and employer brand which uses business, people and technology to lead an international digital revolution.

We are the trusted partner of many companies worldwide and provide them with innovative services and products for their digital transformation journeys.

Atos | Syntel

AtosSyntel delivers vital business transformation services by combining Core and Digital services, powered by Intelligent Automation to the clients.

AtosSyntel complements Atos' deep capabilities in Infrastructure and Data Management, Cybersecurity, High-Performance Computing, and Digital Workplace, thereby helping the clients achieve better business outcomes.

Our partners

Partnership with best-in-class technology providers is critical to success in the digital service industry. This is why Atos has built strong relationships with technological and industrial leaders. This powerful ecosystem is instrumental in delivering innovation to our customers.

Global Strategic Alliance

SIEMENS

The unique alliance ever between Atos, a global IT Provider & Siemens, a global Engineering Company, is focusing on both companies combined strengths to work, invest and develop solutions together to provide their clients with the agility they need to benefit from the Digital Revolution.

Worldline

The unique Global Alliance between Atos and Worldline will capitalize on the shared history of both companies by continuing the valuable collaboration and reinforcing the two companies' strong industrial and commercial relationship.

Global Enhanced Alliance

DELL Technologies

DELL EMC

vmware



Pivotal

RSA

Atos is forming the Enhanced Alliance with some of the world's most influential IT organizations. It is a seamless Business Technology Ecosystem that provides true business transformation through combining innovative technology with top quality services.

Global Partnership

SAP



Microsoft

These partnerships really strengthen our unique portfolio in the areas of consulting, solution and services. By leveraging complementary capabilities, they allow us to offer superior value by constantly both meeting and exceeding our clients' needs.

Google Cloud

Atos has entered into a global strategic agreement with Google Cloud to address the digital transformation needs of enterprise customers. This agreement covers the creation of secure solutions in areas including hybrid Cloud, SAP, data analytics, artificial intelligence & machine learning and digital workplace.

For further information, please see the partners section of our website at atos.net/partners

Our clients

Major enterprises and organizations from around the world entrust us with the strategic design, management and operations of their business technology services to optimize their business-critical activities and empower their digital journey.

Becoming truly digital requires a redefinition of corporate structures, bodies and roles and use of new technologies to make innovation happen through all our offerings.



Atos Canopy Orchestrated Hybrid Cloud

Ensure agile IT foundations

Philips

To succeed in an era of rapid digital change, companies are looking for ways to develop and deploy differentiating digital services rapidly, securely and cost-effectively.

Atos' implementation of the Cloud is at the heart of the evolution of Philips' IT infrastructure and its corporate transformation. The company's Hybrid Cloud environment is helping shorten the time-to-market for Philips' products and services and support innovation across the organization, all in complete security.

Atos is leveraging the resources and flexibility of the Hybrid Cloud to support Philips as it reinvents its business, helping Philips develop the digital solutions that will protect health and increase the quality of life for people around the world, today and tomorrow.



Atos Digital Workplace

Enable a connected workforce and foster collaboration

Johnson & Johnson

For organizations to be fully effective and profitable, business information needs to reach the right person and the right team at the right time.

Atos' expertise in Digital Workplace Services provides Johnson & Johnson with important enhancements to its remote support capabilities, improving the user experience and minimizing the mean time to resolve an incident. One example is the change from an English-only online chat via service desks to a real-time machine-translated chat service in 24 languages, which improved adoption and reduced costs significantly. Chat now accounts for over 50% of Johnson & Johnson's contacts.

Atos is also further transforming in partnership with Johnson & Johnson the Interactive Voice Response (IVR) system, moving away from a traditional approach to a cloud-based contact center solution.



Atos Cybersecurity

Offering a unique end-to-end security expertise

European Union

Atos is the leading European force in digital cybersecurity. With a portfolio of cutting-edge services and products, Atos manages the whole security process for its clients, all the way from consulting to operations.

Thanks to the expertise and experience of Atos and Airbus, European institutions will be able to implement a coordinated and upgraded cyber protection solution, including highly automated surveillance, warning, detection and response. They will also undertake studies to develop a cybersecurity roadmap to tackle future cyber threats.

The experts from the consortium will provide on-site threat analysis for the European authorities. They will develop response schemes to attacks, enabling them to respond effectively and rapidly to these risks. In addition, the consortium will be responsible for raising the awareness of all European institution employees to cyber threats and will provide cybersecurity training courses.



Atos Codex

Transform data into business outcomes

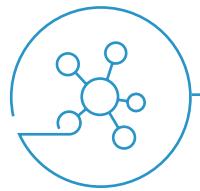
AXA

Atos applies Connected Intelligence to transform data into actionable insights and business outcomes.

Leading insurance provider AXA has chosen Atos to deliver its Pay-How-You-Drive (PHYD) car insurance scheme, along with an advanced fleet management solution.

Harnessing the technology provided by our Codex Connected Vehicle Platform, together with Continental's telematics unit, Atos has created for AXA a trusted intermediate platform that stores information collected by vehicle telematics, and then enriches it with environmental and contextual information.

The fleet owner has access to an advanced fleet management solution which allows them to control their fleet operations based on a rich set of data (including details for example of location, trip start and end, distance covered and fuel consumed).



Atos Business Accelerators

Enable real-time organization

Centrient Pharmaceuticals

To take the lead in the digital age, many enterprises and organizations are identifying the need to move beyond the legacy systems that have over time become a barrier to achieving the simplicity and agility they now need to succeed.

Atos has provided Centrient with a flexible solution that leverages our strong relationship with Microsoft - the Orchestrated Hybrid Cloud for SAP on Azure. We are enabling full-stack and secure SAP managed cloud services in order to deliver the automation and flexibility Centrient is looking for.

Atos is also managing the SAP systems on the Cloud for Centrient. The deployment of this cloud-based model means that Centrient now has a digital core that provides the business with visibility on information derived from fully integrated processes in the SAP infrastructure and adheres to safety and compliance throughout the entire product lifecycle.



Our digital empowerment for the Games



Turning the Olympic & Paralympic Games from a physical event into a fully connected global experience.

The Olympic & Paralympic Games: a time for celebrating those who achieve sporting excellence, but equally for celebrating the potential of our global community, and leaving an inspiring legacy, for each of us, all around the world. From the pre-teen football player to the three-time gold medalist, every athlete in the Games is striving for faster and better results. The Games represent the best possible sporting event on the planet - for now and in the years to come.

Just like with every aspiring athlete, a lot goes on behind the scenes at the Olympic Games to ensure everything falls into place on the day. Every two years, in a new territory, the Games unfold.

A 'company' with almost 200,000 employees, with over 4 billion TV viewers, operating in a 24/7 environment.

There are thousands of systems operating every second to make each Olympic Games the most connected, secure, and the smoothest in history. Preparation, dedication, and innovation are the key to this success. **Atos has been a key technology provider for the Olympic Movement since 1989 and Tokyo 2020, which have been postponed to 2021, will be the 10th Olympic Games.**

Taking IT to the next level, we have moved forward with the evolution of technology. The first PC was used for recording data at the Barcelona Olympic Games in 1992, but since then, there has been exponential growth in the use of digital technology. **Whereas previous generations gathered around the radio to hear who won the gold medal, today's audiences can stream live events**

on smartphones, while simultaneously checking what results are trending on Twitter. Content and data are not only available on television, but also online, on multiple devices - accessible almost instantaneously.

Real-time results are processed and transmitted to 8 billion multiple devices worldwide. Plus, with more information being freely available via the internet, the increase in IT security alerts is gradually more concerning.

But with Atos' services and systems in place, over 400 IT security events are handled per second in real-time and risks are avoided with no impact on the Games.

At its peak, the Games systems hold the most critical personal data in the world (300,000 accreditations). In an environment so heavily dominated by big data, cloud computing has also made it onto the Olympics squad: all IT services for the Olympic & Paralympic Games were hosted on Canopy, the Atos Cloud, for PyeongChang 2018, with Atos delivery partner Dell EMC.

For us, the Olympic & Paralympic Games are the perfect example of human potential, powered by technology. And the journey is not over yet - we will continue to move forward to exceed new expectations. As business technologists who have helped to make it all possible for the last two decades, we're thrilled to continue working with the IOC and the Olympic Organizing Committees, taking the Olympic & Paralympic movement to new heights.

Visit atos.net/olympic-games



Salt Lake 2002



Turin 2006



Vancouver 2010



Athens 2004



Beijing 2008



Sochi 2014



Pyeongchang 2018



London 2012



Rio 2016



Tokyo 2020



Our journey to social collaboration

Our journey to new ways of working

At Atos we strive to create the Firm of the Future by fully adopting the social collaborative way of working. We believe that this is the key to unlock our true potential – enabling us to share knowledge widely, find the right experts and work across diverse teams regardless of borders, cultures and functions, to drive innovation and foster creativity.

Collaboration principles

1. **Learn** to fully understand the Atos collaborative way of working
2. **Create** your own network and stay connected to your peers
3. **Share** your expertise freely with others
4. **Speed-up** collaboration by co-creating content
5. **Connect** together to deepen your business and interests understanding
6. **Lead** by example, contribute and react positively
7. **Listen** to the feedback of your community
8. **Rethink** the way you communicate and collaborate
9. **Build** dedicated client communities to unlock knowledge sharing to deliver our very best to our Clients
10. **Reduce** outgoing emails, by calling, using Circuit. We are moving towards a content driven network organization with the ambition to increase our business results, client satisfaction and wellbeing at work. In this continuity, let's build together a **more agile, fully networked Atos**.

Familiarize yourself and apply following collaboration principles unleashing significant winnings and business benefits, such as those described below:

Unleash business benefits

Create added value and more revenue

- Accelerate your sales time to market
- Improve your customer satisfaction
- Benefit from collective innovation and ideation

Increase your productivity

- Save 25% of your email checking time
- Increase your Social service desk team efficiency by 30%
- Access quickly experts and skills

Take advantage of a new connected team culture

- Decrease the number of your meetings, accelerate transversality and team synergies
- Empower your people, make them feel connected and valued
- Follow a more natural communication workflow with self-service content sharing
- Collaborative operations contributes to efficient team working and unlocks many others benefits especially for virtual, global teams.



Our internal Social Collaboration network

Share everything you want with your colleagues and learn from them. Discuss, comment, ask and find communities, from business to personal interest.

Atos News App

Download your Atos News App for all your Atos global and local news plus the latest events the App gives you...

- Instant access to multiple streams both internally and externally about what is happening across the Atos Group and in the GBUs.
- A Newsfeed to see all the latest internal news, press releases and social media.
- Events to stay up to date with key upcoming internal and external events.
- 'Congratulate' section - send a professional congratulations message to your colleague or team member for a job well done!



The team communication and collaboration platform

Circuit is everything our teams need to communicate in a single app. It's voice, video, screen share, chat, and file sharing. It's collaboration made simple.

The group intranet

Source is our Intranet with both Global and Local sections. Source acts as a hub, gathering key links to all Atos platforms, highlighting the latest Global and local news, enabling you to find major information about the company, functions, departments and important initiatives.

The global portal

Within **MyAtos** you can see the latest global news feed and access many essentials to help you in your everyday work-life such as: holiday requests, personal objectives, IT support, Learning center and timesheets.

The sales platform

For our sales communities, the **Sales Service Portal** is our gateway to the latest sales materials, marketing campaigns, bid support documents, sales webinars and customer case studies.

The visual brand platform

The **Atos Brand Portal** is accessible via registration enabling our Marketing, Communications, Sales and External Agencies to facilitate our brand values and visual identity.

Social Helpdesks

For near-immediate help with using our collaboration tools, go to the '**Ask Circuit**' community.

The knowledge management platform

To support teamwork, **SharePoint** has built-in features that allow teams to share calendars, secure data, track topics and issues.

Work smarter

For expert advice on how to make efficient use of our collaborations tools, how to improve your working practices and safeguard a healthy work-life balance, contact your **Head of Collaboration and Knowledge Sharing**.

Circuit Spaces:

- Your local GBUs/SL communities
- From learning to success
- MyFuture@Atos
- We are Atos
- Atos News community

We are Atos

'We are Atos' is our Employee Experience program dedicated to you. It is a key Group transformation program for the continuous improvement of our way of working all together.

The renewed program - building on the success of the Wellbeing@work program which was operational from 2010 - looks at a wider scope of employee experience, combining the existing initiatives on Wellbeing and Work life with an additional focus on Diversity & Inclusion and Social Value. It accounts for the constantly changing expectations of current and future employees and aligns to our client priorities and mutual objectives, improving customer experience at the same time.

If you are interested in sharing your ideas about how our working practices should develop in the future, take a look at our [We are Atos community](#) in [Circuit Spaces](#).

- The program is driven by a network of people from all parts of the organization with local leaders covering all parts of the organizational matrix.
- This network approach supports local priorities, local context and shares best practices from all parts of our company.
- A special group in this network is the We are Atos council. This is the think tank of We are Atos.

The 'We are Atos' program is built on 5 essentials:



To bring technology and innovation to society by educating and helping to better integrate disadvantaged and under represented people into the digital world.



To be the most diverse company in our market place, leveraging our diversity to connect to society and our customers.



To innovate on the way we work together in order to make our employees feel challenged and supported in their individual development, their career and their contribution to achievement of our business goals.



To share employee experience knowledge, expertise and best practice with our customers to strengthen customer relationships and help improve customer satisfaction.



To be a company/community where we take care of ourselves and our colleagues, and continuously improve our collaboration and way of working all together.



Career Development and Internal Mobility: Grow your Future!

Working to match personal aspiration with the need of the business and supporting people to drive their own career are the two important pillars for Careers and Mobility.

At Atos, we offer you the possibility to embrace your career, giving you the opportunity to broaden your skillsets and take a different career path or work in other countries.

The MyAtos global portal is the place where you will be able to manage your career and training goals.

Within MyAtos you can access:

MyCareer (MyAtos > Administration > Career) which is our global tool for managing your career progression through performance management.

The performance management cycle within MyCareer starts with objective setting followed by a mid-year review and concludes with an annual appraisal. In MyCareer, you will also be able to set up an individual development plan to help you identify and share your long term goals and development steps.



My Professional Profile (MyAtos > Administration > MyProfile) captures all of your competences and experiences in one place in order to provide Workforce Management, Operational Resource Management and Bid Support teams with the right level of information on everyone's skills.

MyFuture@Atos

To help you in this journey, join "[MyFuture@Atos](#)" Community where you will find our worldwide job opportunities and all information you may need to take control of your career! Welcome on board!

— My development

Throughout your career we want to give you the broadest possible range of development opportunities for business-critical skills.

"Key to success lies in enabling our people to grow their digital competencies, focusing on sales and delivery digital trainings, developing 'internal first' and driving our performance management process improvements throughout the business.

The emphasis on our business-critical behaviors and on innovation will help strengthen our position as the business technologists of choice for clients."



Paul Peterson

Global Mandatory Training

Key to the success of our business in becoming a Tier One IT company is our commitment to deliver excellence in all our operations. To help us all achieve excellence and compliance in our day-to-day assignments and to fulfil our customer commitments it's important that we all work together consistently in following our compliance policies. Therefore a suite of e-learning training offerings has been set up to provide you with all you need to know to comply with company policies that govern Code of Ethics, Customer Experience Awareness, Data Protection incl. GDPR, and Security & Safety.

MyLearning Portal

Across all of our territories, skills training can be accessed through the [MyLearning portal](#) (MyAtos >Training > Access Training System). This learning management system provides you with direct access to learning opportunities for which you can register and gain management approval, and manage your individual development plan. Offerings include various e-learning modules, webinars, classroom based sessions and many more to discover, which provides you the broadest possible range of development opportunities for business-critical skills. Check out [here](#) the Online Help.

Imagine your future, invest today

The aim of leadership development is to enable managers to make Atos a great place to work by developing and deploying supportive communications, programs and training.

The Leadership Academy is aimed at equipping employees with the skills, behaviors and mindset required for the new economy in line with Atos' transformation process. It aims to not only to develop people's skills, but also broaden their experience.

Examples of various learning opportunities are: Harvard Programs with On-demand Leadership development, Harvard-Spark all accessible through MyLearning and many more. Check out [here](#).

Harvard ManageMentor

Through our partnership with Harvard Business School Publishing, you now have access to [Harvard ManageMentor®](#), the most trusted on-demand leadership development resource through MyLearning.

Harvard ManageMentor covers 40 essential business topics ranging from Diversity, Global Collaboration, Innovation, Creativity, Strategic Planning and Execution and many more skills to develop when and where you need them.

Enhance your skills through Certification

As we are combining our pioneering expertise in digital applications, digital infrastructures, transactions, cognitive and security technologies into a coherent digital transformation, we need to apply our expertise across all of our Divisions through this. This will lead to increased customer satisfaction and also help keep more of our employees ready for immediate assignment to client work.

Next to that it will allow you to maintain your career on-track and help position yourself to take advantage of future opportunities when they arise. Check out [here](#).

Individual Development Plan (IDP)

It is a performance enhancement and career planning tool, integrated within the Performance Management process. An Individual Development Plan helps identify the employee's short term and long term development over a 3-year period, and the strategies for achieving them. The IDP can be created in the MyCareer tool available via the MyAtos portal or through the connection with MyLearning.

Join the [From Learning to Success](#) on [Circuit Spaces](#) community where you can find all you need to know about the tools, portals and your learning and development opportunities.

My talent

As a people-focused company, at Atos we believe that our people can make a difference through continuous performance and outstanding contribution. From engineering to sales, our talent programs provide the greatest opportunities for personal and leadership development, helping our talents move forward, supporting them through their Atos journey, from those early on in their working career to executive leaders.

Our growth ambition requires high performance and continuous people development to support our customers in their digital transformation journey.

Our programs

At Atos we do more than manage our talent. It's our top priority to engage, inspire and develop our talent to maximise their potential with our forward looking, global programs in place with worldwide leading institutes, our commitment is to offer our talents the best leadership development opportunities.

Atos' commitment is to give our talents more visibility in terms of career path by proposing them the right opportunity at the right time.

Click [here](#) to discover more and contact your manager or your local HR representative with any questions.

VALUE for Executive Leaders

"The Atos VALUE programme provides insights into corporate strategy development and how companies with different organisational cultures respond to the challenges in their markets. It has been fascinating to work with colleagues from across the global organisation, to understand their views of the Atos strategy and culture and those of other companies in our market. From this we are evolving a view of how we can work together to support Atos management to drive corporate and cultural change to ensure that we can respond successfully to the digital disruption in our market. This programme is another great example of Atos investing in its management resources, maximising the value of the individuals to the company and of the company to the individuals."



FUEL for Emerging Leaders

"Fuel group is a gamut of multi-cultural people across the globe. The FUEL for Emerging Leaders program has given me global business insights, collaboration with Global Executives, opportunities to learn from leadership speakers and sample a variety of cuisine to wherever our meetings take us. It's a great program of learning opportunities ranging from project activity, internal initiatives designed by members to learn from each other and to step outside your comfort zone by participating in one of the internal function roles. The program has facilitated dialogue with our present and future leaders of the organization hearing their personal insights and experiences. FUEL inspires its members and the Atos worldwide community."



Balamurugan GS
Finance Manager Team - Global B&PS

GOLD for Technology Leaders

"The GFE program was very insightful with applicable takeaways. This program did a great job of providing actionable concepts in a way that encouraged instant application. It gave me the opportunity to learn about technology and market trends, the Atos brand and vision, and various techniques like road-mapping, exploring values, etc. It is more than an expert programme, it is a life-long journey with great content and reflective conversations. I am thankful for having the opportunity to attend this program."



Aditi Som
GIT- Applications Specialist

Innovation is in our DNA

In today's fast-changing world, bringing innovation to our clients is at the heart of our strategy

Atos experts - members of the Atos Scientific Community or Expert Community, R&D Labs and Business Technology and Innovation Centers (BTICs) - apply their expertise right across the globe to help our clients reinvent their businesses. Together with active partners, start-ups, universities and research institutes, clients and partners, we enhance our expertise and accelerate our innovation activities.

Thanks to this ecosystem, we are continuously investing in new offerings and innovations for our clients. As an example, the strategic Alliance with Siemens. Building on joint R&D investments with Siemens on IoT Cloud and Data Analytics, Atos drives five game-changing topic domains to support the 4th Digital Revolution, from Industrial IoT, Next Generation Data Analytics to IT/OT Security, Machine Intelligence and Service Enhancing Technologies.

Anticipate upcoming business and technology challenges

The Atos Scientific Community led by Elie Girard, Chief Executive Officer, brings together more than 150 of the best business technologists from all Atos geographies and businesses. With their rich mix of skills and backgrounds, community members work together to anticipate upcoming technology disruptions and craft Atos' vision of the future business challenges our clients will face. Meet our Scientific Community [here](#). At Atos, we do more than accompany our clients on their digital journey, we actively

4,500 active patents

235M€ R&D expenditures

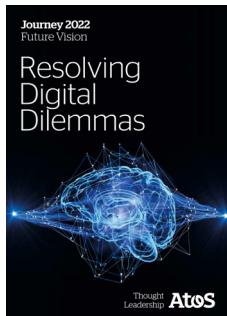
14 R&D centers

help them to stay one step ahead. Through our Atos Thought Leadership initiatives, we share our vision and innovative thinking on the emerging trends and technologies that will shape business in the future. For further information on Atos vision, you can download our most recent publications, and read, share, comment on the latest blog posts from our thought leaders [here](#).

[atos.net/blog](#)

Journey 2022

Scientific Community predictions: evolution of technology through to 2022.



Look Out 2020+

Biennial analysis of market & tech trends, business needs that will drive innovation.



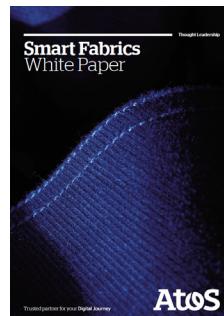
Ascent Magazine

Future insights from business leaders, academia and our experts.



White Papers

Expert insights, practical tips on emerging technologies.



Atos Blog

Daily forward-looking, inspirational blog posts on business & technology.





Sophie Proust
Chief Technology Officer

Clients are at the heart of our strategy as well as innovation. At Atos we have a combination of great assets with our people working in an ecosystem of universities, partners and start-ups bringing great value to customers. Thanks to the mix of our own product design and partner solutions which enable us to be positioned as a leader providing end to end services for our clients' digital transformation.

Getting ready for the Quantum Revolution

Since November 2016, we have been proud to count on the support of an **Atos Quantum Scientific Council** enriched with the immense knowledge and visionary power of its members, all highly renowned researchers. It was set up to give direction and guidance to the research teams.

Its aim is to anticipate the future of quantum computing and to be prepared for the opportunities and also the risks that come with it: opportunities such as superfast algorithms for database search, artificial intelligence or discovery of new pharmaceutical molecules - and risks such as collapse of asymmetric cryptography.

Bringing innovation to the heart of our customers' business

Our **Atos Business Technology & Innovation Centers (BTICs)** are where new ideas can take root, and where thoughts turn into actions. It is a space in which we will invite our customers to challenge us during an Innovation Workshop, in order to find tangible solutions for their operational needs. They can meet us at one of our BTICs around the world: Bezons (close to Paris), Dallas, Munich, London, Madrid, Vienna, Amstelveen (close to Amsterdam) and Pune (India).

Innovation Labs

Atos' new technologies are being born in the various **Innovation Labs** that span our business units. Our emerging research covers the most innovative topics and includes Data Intelligence, Internet of Things, Cyber Security, High Performance Computing along with numerous other technology topics.

Atos Expert Community

Atos is willing to develop its scientific and technical expertise to the highest level to gain a competitive advantage and to think one step ahead with our customers. To serve this ambition, Atos has set up a Group Expert Policy to formally identify, develop, integrate and recognize our Experts. In 2016 Atos launched the Atos Expert Community in order to boost technological innovation, further improve Atos R&D and develop our key People. Our 2,100+ Experts from all Atos entities now work in **13 domains of expertise** - divided into more than 80 technological fields. Learn more about the activities of the Atos Expert Community on their [dedicated network page](#).

Atos IT Challenge - an annual competition for students all around the world

Since 2012, this competition has encouraged students to achieve their personal best. Its objective is to promote and encourage innovation in an open environment amongst best-in-class Universities and students, as well as support young innovators in taking their ideas forward.

Latest themes:

- 2019: Machine Learning for Sustainability
- 2018: Chatbots & AI
- 2017: Blockchain
- 2016: The Right To Be Forgotten
- 2015: Connected Living

atoschallenge.net

atos.net/insights-and-innovation



Corporate Social Responsibility

At Atos, we aspire to play a leadership role globally in using digital technology to create lasting value for our clients and a more sustainable society.

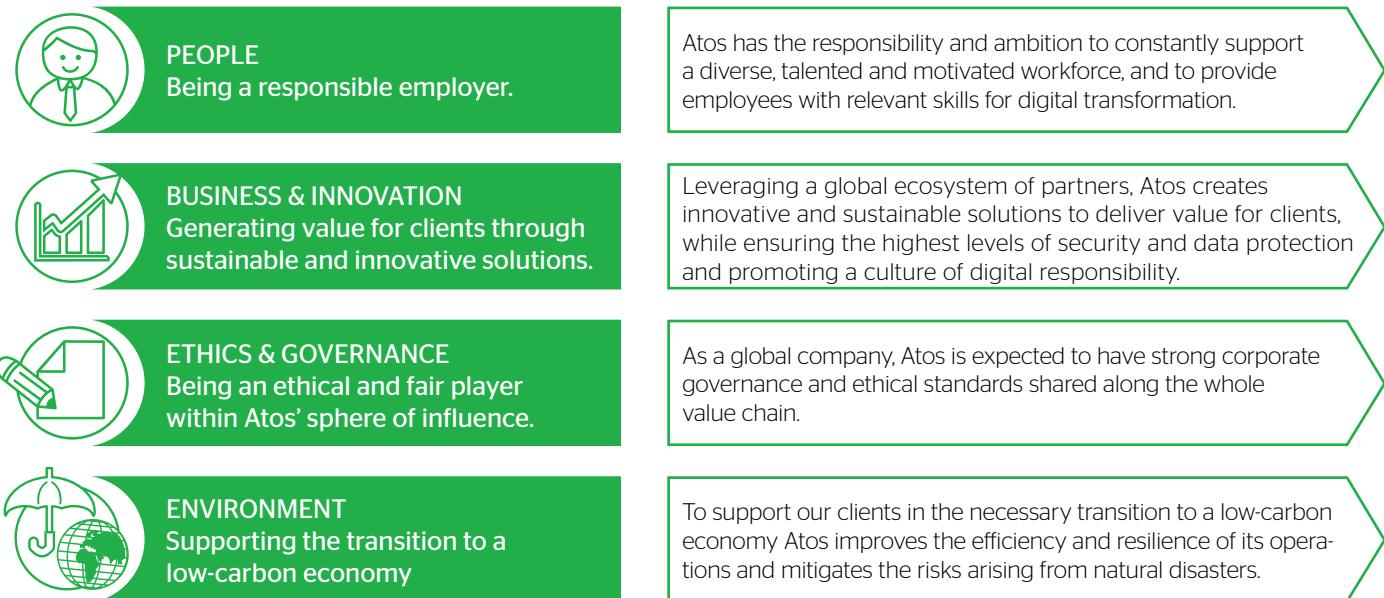
Fostering responsible and sustainable growth

Rethinking the way we live and work. Together, we believe we can take care of each other and the planet through making positive changes in business and society. The most advanced technologies are enablers of a more ethical and environmentally-friendly future. That's why, at Atos, we have an integrated approach to measure our financial and extra-financial performance. In everything we do, we try to create shared value.

Our world-class performance in CSR has been recognized by several awards and high rankings from a variety of leading organizations such as the Global Reporting Initiative (GRI), the Dow Jones Sustainability Index (DJSI), EcoVadis, and CDP.



Reviewed by the top management of the company, monitored through Key Performance Indicators every year, our Corporate Social Responsibility (CSR) program underlines four challenges that guide our international approach, initiatives and improvements across the company worldwide:



A photograph of a white wind turbine with three blades, positioned on the left side of the frame. It stands in a field of vibrant green grass. The background is a clear blue sky with a few wispy white clouds. The perspective is from a low angle, looking up at the turbine.

“We have a key role to play in supporting all our stakeholders in their digital transformation and ensure a sustainable, responsible and prosperous future, where corporate social responsibility principles are an integral part of their growth strategies.”

Philippe Mareine,
Chief Digital & Transformation Officer and Head of CSR



Stay connected & engage online

Social media has revolutionized the way we communicate. It deeply impacts the way we work and do business every day. Atos encourages the use of social networks in order to perform business activities, promote Atos, its services, its products and its working environment.

Here are 3 reasons why social media is part of Atos' daily life:

1. That's where our customers & prospects are

75% of the B2B buyers use social networks in their purchase process. So whether they're looking for some information about cloud, big data or systems integration, we'd rather have them read what we are saying!

2. It's a great way to stay up-to-date

With 400+ million LinkedIn members and 320 million Twitter users, you are guaranteed to discover some useful insights, in less than 10 minutes. It's also an easy way to follow Atos news and colleagues.

3. It's a safe way to protect your e-reputation

Sharing relevant content helps building your online reputation by giving it a professional & expert twist to whoever might be "googling" you: friends, colleagues, clients... It is now a major component of online life.

Join Atos on social media right from your day one!



@Atos



linkedin.com/company/atos



youtube.com/atos



@atosglobal



facebook.com/atos



SOCIAL MEDIA ACADEMY
You share We shine

About Atos

Atos is a global leader in digital transformation with over 110,000 employees in 73 countries and annual revenue of over € 11 billion.

European number one in Cloud, Cybersecurity and High-Performance Computing, the Group provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions. The group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos|Syntel, and Unify. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

The purpose of Atos is to help design the future of the information technology space. Its expertise and services support the development of knowledge, education as well as multicultural and pluralistic approaches to research that contribute to scientific and technological excellence. Across the world, the group enables its customers, employees and collaborators, and members of societies at large to live, work and develop sustainably and confidently in the information technology space.

Find out more about us

atos.net

atos.net/career

Let's start a discussion together

