

February 1, 2021 - 1 PM Central
February 2, 2021 - 8 AM Central



Welcome

Trusted partner for your **Digital Journey**

Atos

Agenda

- ▶ About Atos
- ▶ People Excellence at Atos
- ▶ Employee Experience at Atos
- ▶ Q&A



Introduction



Mike Thomas
Senior VP, North America, Head of HLS
Atos, Healthcare and Life Sciences



Matt Leipsner
Client Executive Partner
Atos, Healthcare and Life Sciences



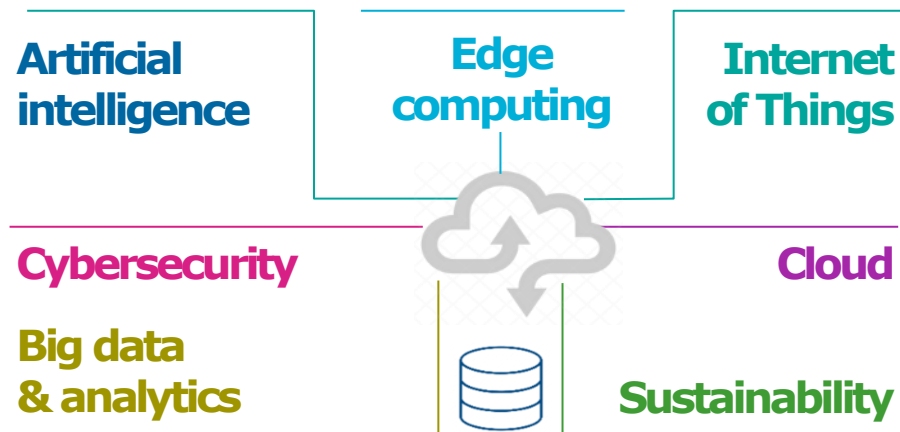
Pablo Campos
Client Delivery Executive
Atos, Healthcare and Life Sciences

Atos is a trusted partner for digital transformations. We relentlessly focus on delivering business outcomes, better experiences for customers and employees and a more secure and sustainable way of working now and into the future.

... Working toward being a global leader in **secure** and **decarbonized** digital



Our Purpose - Helping design the future of the information space



... shaping the future of the information space with our clients is exciting.

Atos's strategic intentions are underpinned by its sense of purpose.



Where you can find us

110,000 employees working in **73** countries



United Kingdom & Ireland

9,500 employees

Germany

9,500 employees

Benelux & The Nordics

5,500 employees

Central & Eastern Europe

5,000 employees

France

13,000 employees

Iberia

5,500 employees

North America

11,000 employees

Asia Pacific

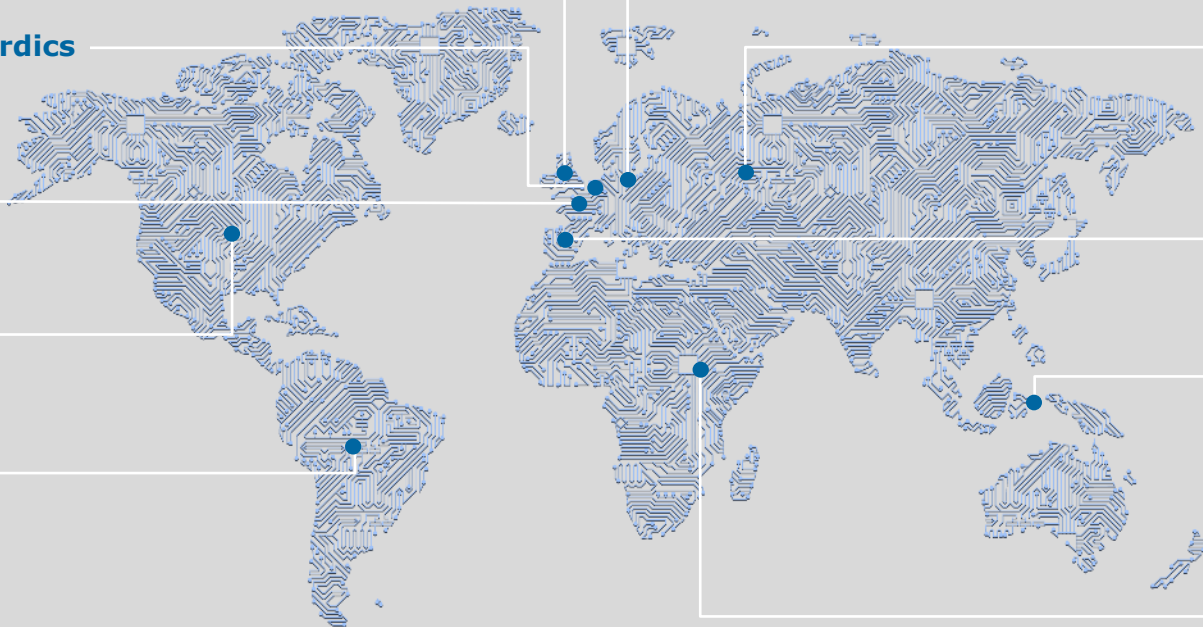
45,500 employees

South America

3,000 employees

Middle East & Africa

2,500 employees



In a nutshell



\$14.1 bn revenue &
\$1.4 bn operating margin



Worldwide IT Partner
of the Olympic and Paralympic
Games



Global Leader
in **Cloud & Digital Workplace**



52,000 new digital
certifications



c.\$285 m R&D
c.4,500 patents
per annum



20.97tCO₂/m\$ revenue
industry best in class

Augmenting our Capabilities



A recognized industry leader



Global leader in **cloud** & **digital workplace**



#1 in **managed security services** in Europe and #3 worldwide



Global leader in **Private cloud**



Pioneer in **edge server** technology



Best in class **computing power**



Leader in **accessibility solutions**



Global market leader in **identity governance & administration**



Pioneering **quantum technology** with the Atos Quantum Learning machine

Our Partners & Alliances

Pursuing global technological trusted partnerships with big players



Increasingly with industry specific players

Healthcare & Life Sciences



Financial services & Insurance



Public sector & Defense



Telecom, Media & Technology



Resources & Services



Manufacturing



Healthcare & Life Sciences

Global context

The affordability challenge



+2 Bn

people will be added to the world population by 2050



12%

of population is over 60 years & those aged >80 will triple by 2030



5 Years

should be added to life expectancy in the next 10 years



22 %

of OECD GDP may be dedicated to Healthcare in 2020

Meeting the challenge by reducing healthcare costs and preventing people from being ill



\$1 Tn

cost savings could be generated by digital health



+1 Bn

wearable devices worldwide



+400 k

health apps are available on app stores, growing by 20% per year



>65%

















Healthcare facilities are already accessible by mobile in 2019

Covid-19 is **accelerating** digital transformation in healthcare – telehealth; remote monitoring; diagnostics; chatbots; triage; wearables. And in life sciences – research, clinical trial and manufacturing.

Healthcare & Life Sciences

Atos' global reach, deep insights and leading innovations



Atos Core Value Proposition	Health Providers	Build real-time operations and delivery	Enable collaboration & tele-health	Precision Medicine
	Health Payers	Healthcare Digital Enterprise Foundation	Improved Digital Customer Experience	Business reinvention
	Life Sciences	Accelerate Pre-Clinical research	E2E TMF and CDM for regulatory compliance on Clinical Trials	Transform Manufacturing through Digital and IoT
Unique Expertise	<div> 10+ thousands business technologists </div> <div> 4 Top EHR Platforms </div> <div> 8 Core & Care Systems </div> <div> <ul style="list-style-type: none"> Major Contender-Healthcare IT services (Everest 2019) Innovator in Healthcare Digital Services (Avasant 2019/20) </div>			
Solutions/ IP	<div>  Edge & HPC </div> <div>  E2E Electronic Health Record solutions </div> <div>  Evidian </div> <div> Identity and Access Management </div> <div> OMICS solutions </div> <div>  Security & Quantum Solutions </div> <div>  SyntBots </div> <div> Pre-Integrated IoT solutions </div> <div>  UNIFY </div> <div> Point of Care solutions </div> <div>  E-health solutions </div>			
Experience	<div> 1000+ major hospitals in Europe and North America </div> <div>  McLaren Health Care </div> <div>  NHS Scotland </div> <div>  UCH NHS </div> <div>  Region Hovedstaden </div> <div>  HCA Healthcare </div> <div>  Humana </div> <div>  Jag </div> <div>  Scripps </div> <div>  Roche </div> <div> #4 Healthcare IT Services (Gartner 2020) </div>			

- ▶ Our company culture is created every day by all the self-motivated, committed professionals who work here.
- ▶ Our core values are important to us and expressed in the way we work with each other and with our clients.
- ▶ Our clients know they can count on us not only to be versatile and inventive, but also to work continually to create a deeper understanding of their business.



Our Commitment to You

- ▶ **Healthcare is our PRIMARY focus through the delivery of IT services**
- ▶ We are listening and working with Baylor, Scott & White Health to provide answers and information about the transition
- ▶ Deliver timely information about compensation and employee benefits based on your transition date
- ▶ Provide a seamless transition of your job role to Atos
- ▶ Provide ongoing professional development opportunities
- ▶ Provide opportunities to focus on questions for the HR team



Atos Mission and Values in support of Baylor Scott & White Health



Atos' Mission is delivering excellence in customer service with a secure, dependable and innovative technology experience



Atos Values:

Honesty – open, honest and collaborative interactions

Teamwork – we are in this together

Accountability – we own it and take responsibility to see it through

Excellence – never settle, we bring our best every day

Fun – have fun winning together and making a customer for life

We serve faithfully

We treat members, providers and each other with compassion and care.

We act honestly

We approach everything with integrity, creating an environment of respect and trust where we always do the right thing. Even when no one is looking.

We never settle

We bring our best, every day. We push ourselves with a drive to be the #1 rated private health insurer in Texas.

We are in it together

We work together, sharing and seeking out different perspectives for the greater good.

People Excellence is in our DNA

Atos

Our Values



Sustainability



Learning &
Development



WellBeing@Work



Benefits

Investing in Employees' Digital Talent

2155 Digital Training Certificates Issued

Best graduates, employees, experts



Attract

Retain

Competition for digital talents everywhere

AtoS

65,728 Employee Training
Sessions Completed

More than 15,000 courses available
to all employees

A Commitment to Diversity
(+40% women)

59% of positions filled internally through our
Internal First Program

Annual Talent Reviews performed across the
entire geography

Scientific & Expert communities plus 4 unique
Talent Programs offering career progression

Atos Four Pillars: People Excellence is in our DNA



Engage

Engaging our employees by several initiatives, like Smart People integration, Smart campus and the group Diversity program. Ensuring sustainability is at the heart of our strategy. Acting as a good corporate citizen and making a difference through social engagements.

Developing new ways of learning, building career paths and proposing career development opportunities through international mobility. Exploring new ways of working using innovative solutions to improve efficiency, ensure better knowledge sharing and encourage collaboration.



Develop



Recognize & reward

Addressing individual recognition through the Accolades program and rewarding project teams through the yearly Success Story Awards. Recognizing the voice of our employees in the yearly Great Place to Work Survey

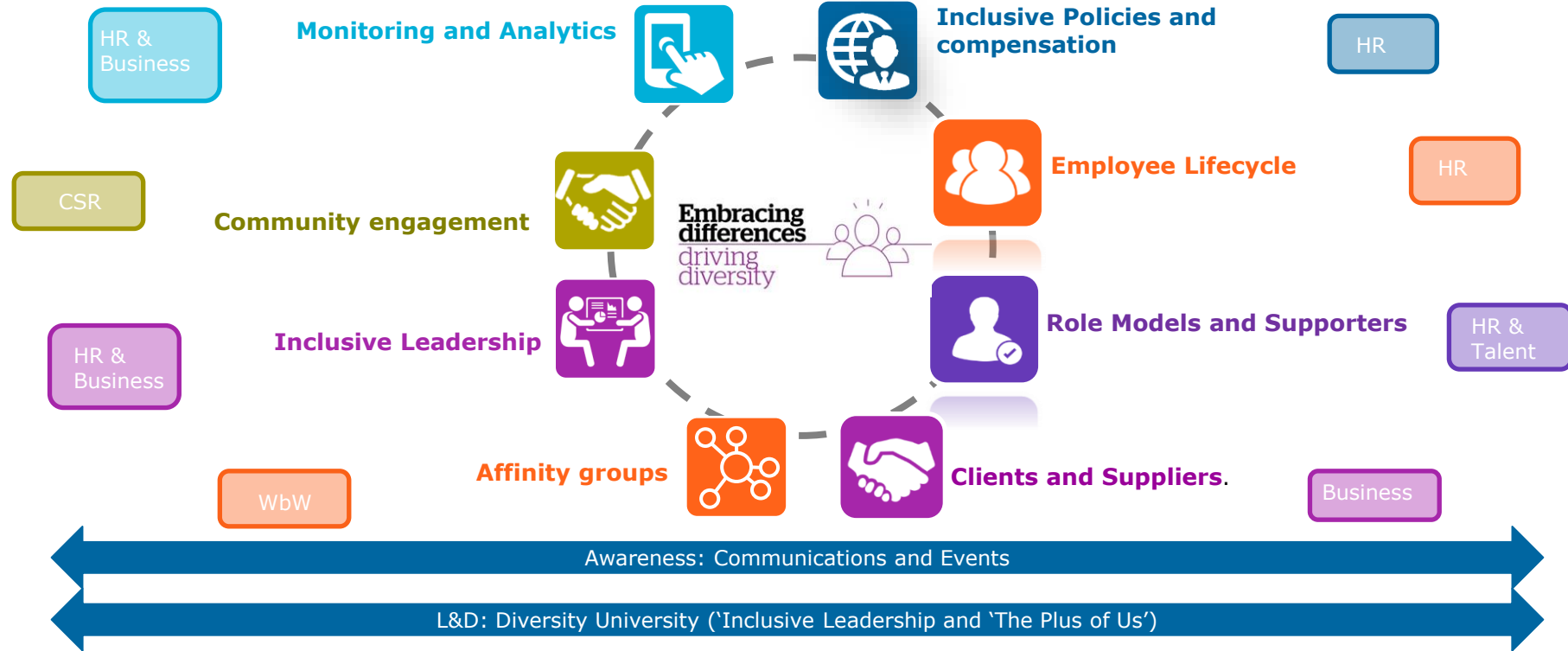
Individual care for everyone via IDP's and management attention. Individual care for our Experts and Talents in dedicated programs. Individual care for our employees in the Health@work initiatives like "Revitalized" the Atos app for Health@work and Flexibility@work.



Care

The program is driven by a network of people from all parts of the organization with Global business leaders, Division leaders, Function leaders and Initiative leaders.

Atos Diversity Program Initiatives



Career Development & Accolades

Atos

What are Career Management & Internal Mobility?

Career Management is a process for enabling employees to better understand and develop their skills and interests and to use them most effectively within the company.

This is a lifelong process in your career journey.

Internal Mobility is a dynamic internal process that consists in moving to a position/rank (GCM) and/or localization.

Internal mobility can be Vertical, Horizontal, and/or Geographical.

VERTICAL:
change in GCM with
more responsibilities
and recognition



GEOGRAPHICAL:
movement from one location to
another - inside or across GBU's
or global entities

HORIZONTAL:
a similar or different job in a
Division or cross Division

Internal First
goal is 80% of all
GCM 4+ positions
filled internally

Employees eligible
after 12 months in
current role

**Atos Career
Development and
Internal Mobility
Charter**
commitment
for new horizons

Purpose

2021 marks an important milestone and the beginning of Atos' strategic plan for 2021-2025. Our vision is to become a global leader in digital transformation, enabling our customers to thrive in a digital world. To achieve this, we need to develop our talent and capabilities, and to ensure that our employees are equipped with the skills and knowledge to thrive in a digital world.

In order to ensure our global talent development and internal mobility are successful, we need to develop a charter that outlines our commitment to these goals.

Enrich careers and enabling mobility

Every career is unique, whether it is a traditional career path or a non-linear one. Atos is committed to providing our employees with the opportunities and resources they need to develop their careers and to move into new roles and responsibilities. We will provide our employees with the support and resources they need to develop their careers and to move into new roles and responsibilities. We will provide our employees with the support and resources they need to develop their careers and to move into new roles and responsibilities.



Global Initiatives Supporting Career Development & Mobility

MyMobility Community

Internal First Program

Hands Up Program

Hot Jobs & All Jobs

Breaking News

Division/GBU in the spotlight

Job-Fairs and Webinars

Key Position promotions

MyMobility Video Channel

GLOBAL HANDS UP PROGRAM

READY TO ADVANCE YOUR CAREER?
RAISE YOUR HAND TODAY!

JOB FAIR

Join Big Data & Security

internal first
advance your career

Mobility is close to you - This month we highlight the internal mobility opportunities within Worldline: Build your career and grow with us!

Dear Members,

We wish you a Happy New Year!

Atos considers internal mobility of its employees as key to its business strategy. Many opportunities to acquire new skills and to develop careers are available due to the wide range of practices within the Group. New positions open every day all around the world and we make them available to you before anyone else thanks to the Internal First Program.

'My Mobility Community' supports you in your mobility projects by giving you the ability to apply to open positions online, express your interest in mobility, and find all the information you need in order to take control of your career.

worldline

Each month we highlight a country or a Division to show that mobility is easier than you might think. During the past we highlighted UK, IT, Finance and Compliance. This month we're taking a closer look at Worldline and its new

About this note
Daria Akhmetova
Global Head of Career and Mob.
OCTOBER

Hi Water Cooler, Hi Human Resources REE,
Hi Move UK&I, Hi MyMobility and Hi Move'n France

On January 3, 2017 at 7:20 pm
On January 5, 2017 at 5:20 pm

Manage smart lists

List of folders containing this post:

1/1
Manage folders

Your rating 5/5
★★★★★ (10 votes)

3300 Views 1614 Readers



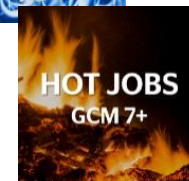
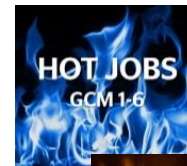
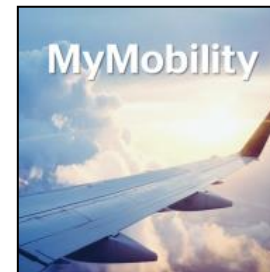
New Joiners:
Welcome to your future
Learn about C&M



Juan talks about his
work and life as an
expatriate in France



Francois tells you about
BDS Mission Critical
Systems at Atos



Breaking News: GBU MEA is looking for its Country Manager based in South Africa (GCM 8)



Available Courses & Certifications

Over 10,000 e-learning courses as well as numerous external certifications

Group Learning Programs.



Atos University Academies



Atos Accolade Award Program



- ▶ The Accolade Award Program is an award program which enables all employees to nominate their teams or colleagues for exceptional performance or contribution.
- ▶ Accolades should be awarded to individuals or teams who:
 - Achieve outstanding results outside of their expected work duties and objectives
 - Consistently demonstrates our Atos values
- ▶ Program guidelines located on: Intranet > My Performance & Career > Recognition Programs

Award Level	Award Amount	Guidelines
Thank You Certificate	No Cash Award	Appreciation for a job well done, e.g., providing assistance on a project.
Champagne Award	\$25	Results have an impact on the department or workgroup.
Bronze Award	\$100	Results impact multiple departments or workgroups.
Silver Award	\$250	Results have a measurable impact on business performance.
Gold Award	\$1,000	Results contribute significantly to outcomes that are celebrated and valued at Atos (i.e., Innovation)

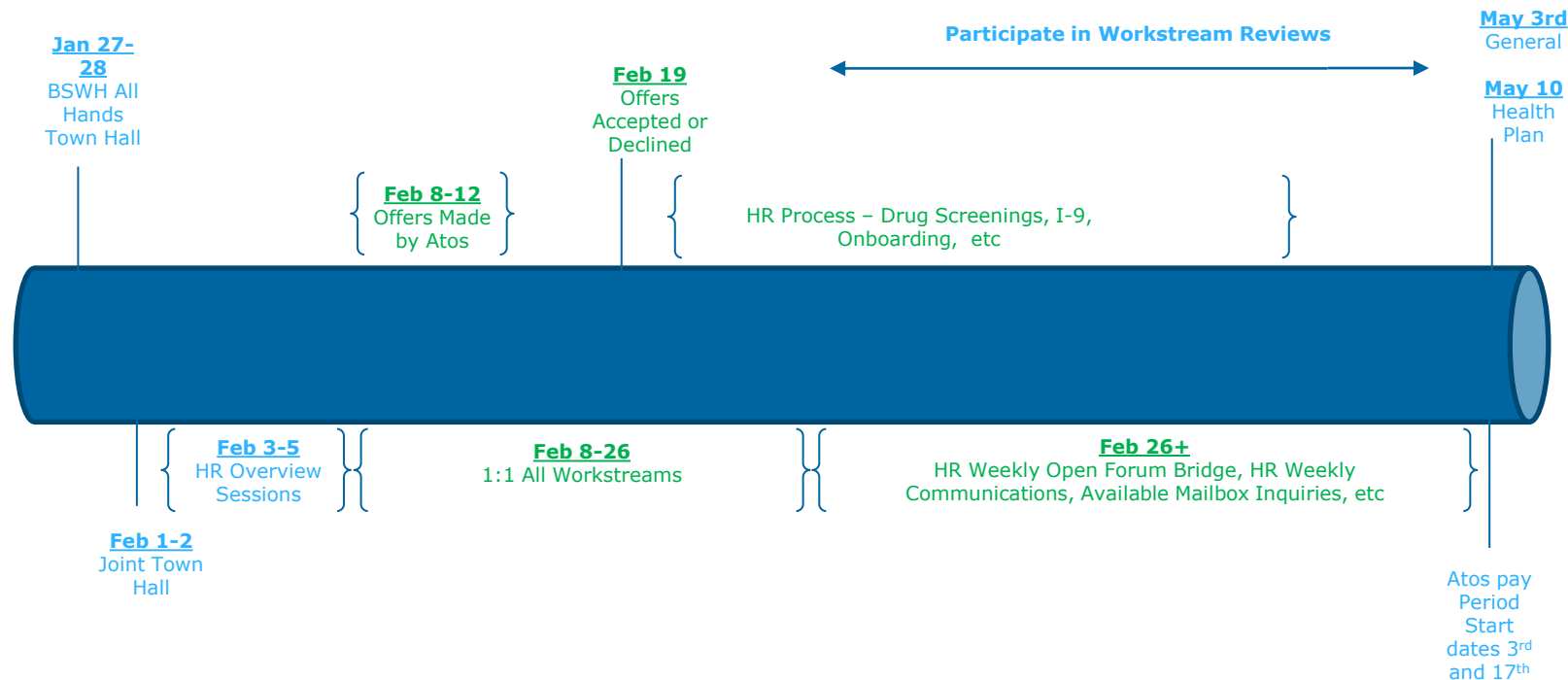
Human Resources - Benefits Highlights

Atos - A Great Place to Work



- **Compensation** - All transitioned employees will receive a base rate of pay comparable to the base rate of pay earned while employed by BSWH as of the Effective Hire date.
- **Benefits** - Atos has a full suite of employee benefits, including, but not limited to: Medical, Vision & Dental.
- **401(k)** - 50% match on your first 6%. Eligible to begin saving through the 401(k) plan with Atos. You may also "roll-over" your existing 401(k) to our plan managed by Voya.
- **PTO Plan** - Annual PTO/Vacation time is granted based on each employee's combined Atos and BSWH years of service, and Atos' policies.
- **Learning & Development / Tuition Reimbursement** - We offer over 10,000 eLearning courses online through Atos University, as well as tuition reimbursement up to the IRS max of \$5,250.00 with managers approval.
- **Opportunities for Career Growth** - Our number one focus during the transition of service and employees from BSWH to Atos is continuity and ensuring we continue to delight BSWH's end customers. However, we are a **growing** Global IT Company, not just an IT department. Internal First Program provides career opportunities in North America & around the globe.

As of February 1, 2021:



Our Personal Experience

Pablo Campos

Client Delivery Executive



- ▶ “Do unto others as you would have them do unto you”
- ▶ Live: North of Detroit Michigan
- ▶ Married with 3 children
- ▶ Active in my local church, board member, involved with local and international humanitarian missions
- ▶ Military Veteran
- ▶ Hobbies: Avid Guitar player

Matt Leipsner

Client Executive Partner



- ▶ “The strength of the team is each individual member. The strength of each member is the team”
- ▶ Live: Austin, Texas. Dallas resident for 17 years
- ▶ Pets, music and sports fanatic
- ▶ Activities: Golf, motorcycling, running
- ▶ Supporter of Local Philanthropies, including Center for Child Protection and Lake Travis Education Foundation

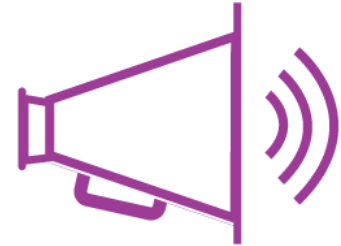
Together We Can Do This



Stay Focused



Work together



Watch for updates

Atos Q&A Panel



Mike Thomas
VP, NA Head of HLS



Steve Duncan
Client Executive



Pablo Campos
Client Delivery Executive



Colleen Martin
Global HR Transition Manager



Hady Mirza
Director, T&T Program Manager



Matt Leipsner
Client Executive Partner



Gagan Singh
VP, NA Head of Operations HLS



Thank you