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Milan, 16th of June 2016

To:

Philippe Mareine (Head of Group Human Resources, EVP Global Siemens Alliance),
Ursula Morgenstern (Global Head of Consulting and System Integration)
Marie Lopez (VP HR)

Reference: Atos SE Council/20160616-1/

Subject: Opinion of the Atos SE Council on Global C&SI New organization

Documentation:

- *Global C&SI strategy 11th of November*
- *Global C&SI 19th of November 2016*
- *Global C&SI 14th January 2016*
- *Global C&SI 16th June 2016*

Meetings

- *Ordinary meeting 19th of November 2015*
- *Extraordinary Meeting 14th of January 2015*
- *Ordinary meeting 15-17 of June 2016*

Opinion

The level of information does not allow the SEC to give a fully positive opinion on the transformation of GC&SI as the impact at a local level is not known at this stage.

The SEC appreciates the need to transform, however there is concern about how it will work at the local level, both for employees and for those clients who are not of interest to the Global organization i.e. local small to medium sized businesses on which countries depend.

The SEC asks that European employees are developed and receive employment protection guarantees during and after this transformation programme (for at least 2 years), particularly those who will be required to move business units and/or companies. An understanding of the impact locally, country by country, must be reported to the SEC in a transparent manner on a regular basis.



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The SEC also needs to understand the mobility and training requirements expected of the European workers involved to ensure their full employability during and after the transformation.

In addition the SEC needs to understand how strategic client revenue will be recognized as a result of the changes. Countries need to be able to protect their revenue earning potential in order to guarantee jobs for their people.

The SEC suggests that a process of information and consultation is started in the countries which are impacted. The Global transformation plan should be presented to local work councils and local management together to ensure that there are no misinterpretations by either party and to help promote collaborative working to mutual benefit.

The authority of local management should not be undermined by global management. The view of the SEC is that direct global leadership reporting lines should not be implemented without approval from the local councils and local management in order to ensure that country laws and regulations are honored. In some countries, cross border management can cause conflict and has to be considered sensitively within the proposed changes.

It must be noted that there is a legal requirement in some countries which states that consultation with works councils must happen before transformations can be implemented. The proposed implementation timeline is challenging and the SEC is concerned that there is insufficient time for full consultation at the local level. Therefore the SEC requires a follow up during H2 consultation on the impact of this transformation and a view of the project's ROI.

Marie-Christine Lebert,

Chairwoman of Atos SE Council Employee Representation

This opinion was voted unanimously by the Atos SE Council during ordinary meeting of 16th of June 2016