

Trait d'union

AXA Group Operations

YOUR ELECTED UDPA REPRESENTATIVES INFORM YOU

The entire UDPA team hopes that you and your loved ones are all well.
Did you all have a good vacation?
Is your return to work going well? (we can no longer really use the expression "back to the office")

In any case, your UDPA elected representatives are loyal to the position, super motivated to keep you up to date with AXA GO news, decipher it and defend you on all social issues.

During the summer, the UDPA's WEB site has been enriched, do not hesitate to consult it regularly, you will also have access to certain news in other AXA entities where the UDPA is represented, such as AXA France, AXA XL, etc...

<https://www.udpa-axa.org/>

In brief

- The reorganization of AXA GO
- Return instructions on site
- Some deadlines at the end of the year



REMAIN CAUTIOUS, KEEP YOUR GESTURES IN CHECK.

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THE 2020-2021 REORGANIZATION PLAN

Following a long process of information/consultation of the elected representatives and by relying on the expertise carried out as the SYNDEX firm mandated by the Trade Unions of AXA GO, the UDPA chose to issue a favorable opinion on the project of reorganization of AXA GO which was presented by the management.

If in the past your elected UDPA representatives have repeatedly pointed out the vacuity of the strategic orientations presented in CSE, it turns out that the changes announced for the year 2021 will have a limited social impact that is completely acceptable.

The lack of visibility beyond 2021 is obvious, but considering the crisis we are experiencing, any three-year projection would lack credibility. We have therefore asked management to consult employee representatives again in 2021 in order to validate the changes in the organization for 2022 and 2023.

The few highlights that emerge from the expertise on this reorganization :

The reorganization planned for AXA GO initially aims to align the company's organization with the target operating model sketched out during the presentation of the strategic orientations

- This first phase of reorganization includes changes to the organization chart and a review of the contours of the departments / divisions / services, **with no major impact on the overall level of employment**, if not mainly on Group IT services.
- A second phase of reorganization will take place from the beginning of 2022, without it being possible to presume its contours at this stage.



- While the strategic orientations presented at the CSE suggested an increasingly globalized organization, the proportion of **the workforce located in France will decline, but only moderately between now and the end of 2021**, due to a lack of choice in the location of highly specialized activities and the retention of existing centers of expertise.
- Group CIO sees its workforce grow over the period with the strengthening of divisions considered strategic, namely Global Programs and Cyber Defense.

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- **Group IT Services appears to be the most impacted department** from a social point of view, given the absence of vacancies to be abolished and the elimination of positions currently occupied, nearly half of which in a logic of reduction of the managerial staff
- The reorganization also marks **the disappearance of the chapters**, whose staff has been reallocated between the market and product departments.
 - Workforce projections by division highlight the effects on employment of the migration of applications and servers to the Cloud, with **a significant drop in employment at Mainframe & Distributed Products in France** and worldwide, which has not been offset in terms of headcount volumes by the planned recruitments at Cloud Products.
 - In terms of business location, the majority of the decline in the global IT Services workforce is taking place in France.
- The support and corporate functions are in this first phase rather concerned by the elimination of vacancies, even if in 2021, **some positions should be eliminated in Group Procurement & Sourcing and Group SPM & Go Strategic Dvpt & Finance**.
- As regards the HR support system, the plethora of tools to support the repositioning of employees will have to include a significant proportion of "tailor-made" support for the most affected employees, who would find it more difficult to find their place in the target organization. Let's bet that these tools will be put to good use...

RETURN INSTRUCTIONS ON SITE

Considering the evolution of the sanitary conditions, **the principle of volunteering**, for the return to the ENJOY-JAVA campus, **is maintained until further notice**.

To the best of our knowledge, we are the only elected employee representatives to have been able to obtain the continuation of the volunteer program, since all other AXA entities require colleagues to return to the site according to various rules (blue/red teams, mandatory half-time, etc.).

AXA GO's Health, Safety and Working Conditions Committee continues to work actively with management to define the optimal system to protect employees from contagious risks while maintaining our operational capacity. Any changes in national health regulations are subject to consultation to ensure that they are adapted and implemented as quickly as possible.

Under these conditions, we would like to alert you to the risks inherent to isolation on our low occupancy sites: **don't isolate yourself** if you don't feel fit, show your presence and **be attentive to others**.

A leaflet summarizing all the rules of life in the ENJOY building during this period is available on [this link](#).

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SOME DEADLINES AT THE END OF THE YEAR

Certain deadlines are approaching, whether recurring or exceptional.

Job Application & Candidate Selection process

This is the closest deadline: the opening of positions in the new organization, the submission of applications and the selection of candidates.

Well, it's hard to believe in the full transparency of this initiative...

This process starts as soon as the vacations return and ends on **September 15!**

It's hard to believe that the company really gives itself the means to identify the best candidates and to take care to receive all those who would be interested. Does this mean that the game is already played?

We are extremely interested in talking to our colleagues who would apply for these positions and who would not be retained at the end of the process.

Please do not hesitate to contact us.



TRADE UNION FINANCING VOUCHERS



This year's process will be compulsorily reviewed to take into account health constraints.

Ideally, management should send the vouchers to all AXA GO employees at home, including a pre-stamped envelope in the same letter to enable you to send your Union Savings Bond to the **UDPA**.

If this financing is not very important for the historical and aging trade union organizations because they benefit from the budgetary males paid by the state, for the **UDPA**, it is the only financing we have with our members' subscriptions.

Transmitting your voucher to the UDPA will help the elected officials to give them the means to defend you always more and always better.

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SOME DEADLINES AT THE END OF THE YEAR

The end-of-year review

The process in effect this year has not yet been presented to us by management. If you have any suggestions or wishes, do not hesitate to let us know either on our UDPA mailbox: udpa-axa-go@axa.com, or by contacting directly the elected members of the UDPA.

We must all collectively be vigilant to ensure that the management has the right instructions to consider in a **uniform and fair** manner the very special working conditions of this year.

AXA GO employees, with incredible commitment, have enabled the entire AXA Group to benefit from extremely high-performance remote working conditions. All AXA entities have unanimously recognized the results obtained and the efforts made, **and A. STANGE has just confirmed this in its message.**

Your elected UDPA representatives have asked management to make 2020 a year considered a success by all AXA GO employees, and therefore **to give 100% credit to all of them.** This demand will be reminded to the management shortly.

Above all, don't stay alone in the face of difficulties, contact us if you feel that your end-of-year interview is not going as you imagined.

An example to be avoided but which, we are sure, would not displease some people...



A vos côtés, chaque jour



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THE NEW UDPA WEBSITE IS ONLINE!

The UDPA has renovated its WEB site for your greatest pleasure.

Find us on the only union website 100% dedicated to social life of the AXA Group in France. :

<https://www.udpa-axa.org>



From now on, you can regularly find news concerning AXA GO but also the other AXA entities in which the UDPA is represented: AXA France, AXA XL, SOGAREP, AXA Banque, etc...

A members' area allows those who have cleverly subscribed to the UDPA to have access to many useful documents:

- ✓ All of our company agreements (RSG, AXA GO)
- ✓ The agreements of the Bank - Insurance branch
- ✓ The latest leaflets distributed by your favorite elected officials
- ✓ Practical information sheets on many themes to be discovered,
- ✓ And lots of nice and useful things to come



I join UDPA



Contact us: udpa-axa-go@axa.com

In addition, we will continue to publish regular information on **the UDPA's Yammer site**: [UDPA-UNSA AXA Group Operations](#)

YOUR ELECTED OFFICIALS ARE THERE FOR ANY QUESTIONS



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