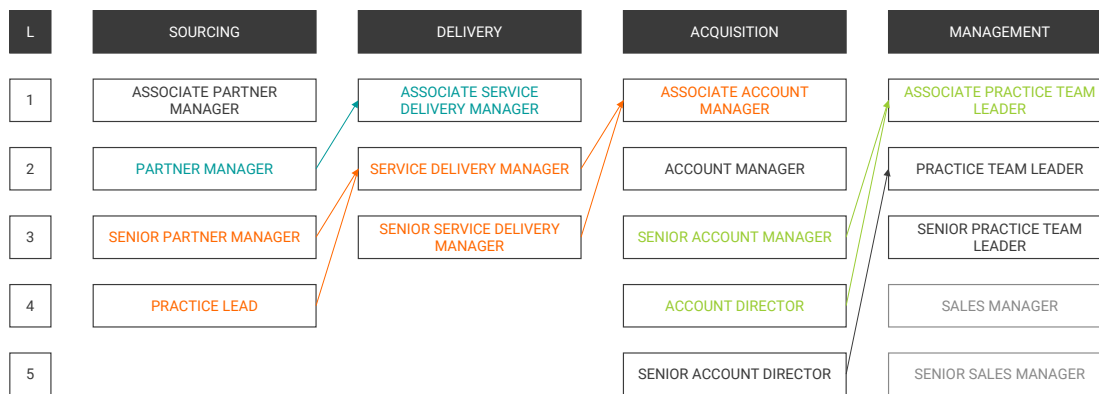


# Your future as an emagineer is in your hands

## The most simple and transparent career path model

At emagine, we aim to provide our employees with what they need to build and develop their career.

- We aim to attract talent by showing the perspectives emagine offers to its employees.
- We aim to provide a transparent criteria with clear goals and how emagine assist with the development of its staff.
- We aim to show perspectives and opportunities for everyone to develop competences, increase employability and build their career.
- We intend to give everyone the opportunity to decide what career they want.



### How do we do it?

Each manager will complete an annual review with their team to assess their level of achievement vs. the qualification criteria for the next career step, and will also discuss individual expectations and aspirations.

We consider the following criteria:



#### 01. THE ROLE

Tasks and key responsibilities of the job role to be executed



#### 02. HARD KPIs MILESTONES

Measurable KPIs to be achieved in order to become eligible to the next level



#### 03. SKILLS, COMPETENCIES AND ATTRIBUTES

Key Skills and Competencies to fulfil the job role and demonstrate application of Corporate Values throughout



#### 04. HORIZON FOR PROMOTION

Expected timeframe to be eligible for promotion

Choose the kind of emagineer you want to be and ... **MAKE IT HAPPEN!**

### emagine BY THE NUMBERS

**20** months average promotion time

**90%** internal promotion

**1000+** emagineers worldwide

### emagine's 5Cs - OUR CORE VALUES

**C**aring  
ommitted  
ourageous  
ollaborative  
reative

### JOIN THE CLUB!

|| *Becoming an emagineer means that, as an employee, you will embark on a journey of both individual and corporate successes. At emagine, we strive to provide first-class solutions and experts to our clients – this is done by encouraging our ambitious teams to harness their desire to learn, develop, and excel in projects. In a nutshell, emagine provides its employees with the keys to boost their employability and the concrete to build themselves a solid career. Join the club!*

Jean-François Bodin,  
CEO emagine Group