

WHY
NOT
TODAY?

Teleworking at AG

When strategy meets culture

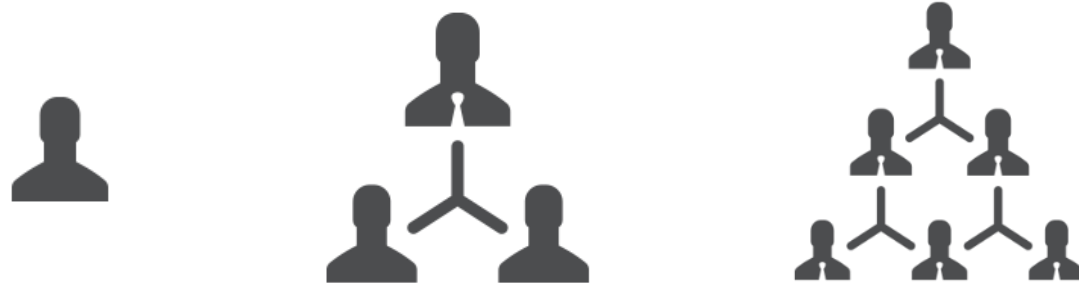
Davy Van Swael
Employer Branding & Employee Communication



SUPPORTER OF YOUR LIFE



► AG in a nutshell | Our company



► AG in a nutshell | Our organisation

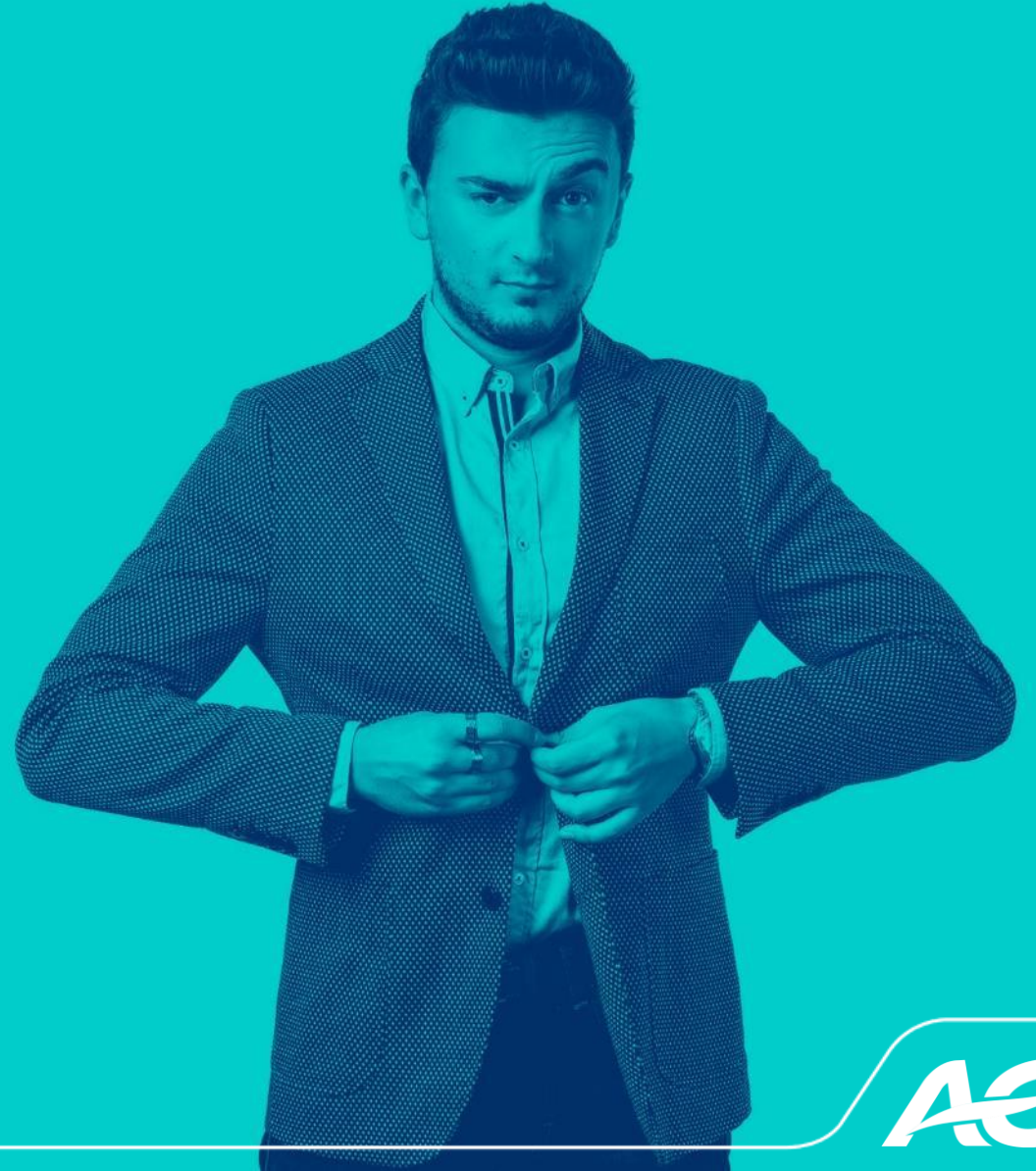
Experts in insurance products & services

- Life insurance
- Non-Life Insurance
- Employee Benefits & Health Care

Experts in support services

- HR
- Communication
- Asset Management
- IT
- Audit
- Risk
- Facility
- ...

→ **4,400** employees



► AG in a nutshell | Our organisation



Don't wait for another life.
Live your life to the fullest.



SUPPORTER OF YOUR LIFE



Our corporate strategy

Connect AG



CARE
DARE
DELIVER
SHARE



Our corporate strategy

Future-proof organisation



Continue to build an **entrepreneurial organisation**



Have **engaged and flexible employees** that will help to **prepare for tomorrow while delivering for today**



Develop **people's talents and bring in new skills and competences** where needed



Connect within AG and Ageas worldwide to share, exchange and collaborate to build our future together

E²VP | Our HR fundamentals

At AG, we give you the confidence to live life to the fullest.
Whether you're a customer or an employee.

As a company, we keep things moving forward and continuously strive to outdo ourselves.
We set ambitious objectives and achieve results we can be proud of.

And when necessary, we're open to stepping outside our comfort zone.
The general guidelines have been set. It's now up to you to put your personal twist
on the details.

As a professional, you'll have countless opportunity to show us what you're made of.
Take your career into your own hands. Dare to go the extra mile for our customers
and colleagues. And become the master of your own professional destiny.

The greatest accomplishments are the result of teamwork, not solo acts.
With us, you'll have the chance to showcase and further develop your talents,
all while knowing that you can count on your co-workers' contributions.

On top of a multi-faceted job complete with opportunities for advancement
and a competitive salary, we offer a warm and inspiring work environment.
This is how you get the most out of your career and your life.

Because happy employees make happy customers.



HR Business plan 2019-2020

Turning strategy into achievement



Launch new values
Launch of an internal social network
Adapt leadership tracks

Culture



Evolving compensation & benefits package
(e.g. cafeteria plan)

**Working
conditions**



Recruiting in the War for Talent
Companywide Fly & Try campaign
Learning & Innovation Center

**Future-proof
workforce**



Revisiting 'Flexiwork'
The Vibe
Active re-integration

**Work/life
balance**

► Flexiwork at AG

An evolution, no revolution



► Flexiwork in 2012

The groundwork

1. Renewed working environment
2. Telework





Flexiwork in 2012

Renewed working environment

1 size fits all



Custom

- Desks
- Meeting rooms

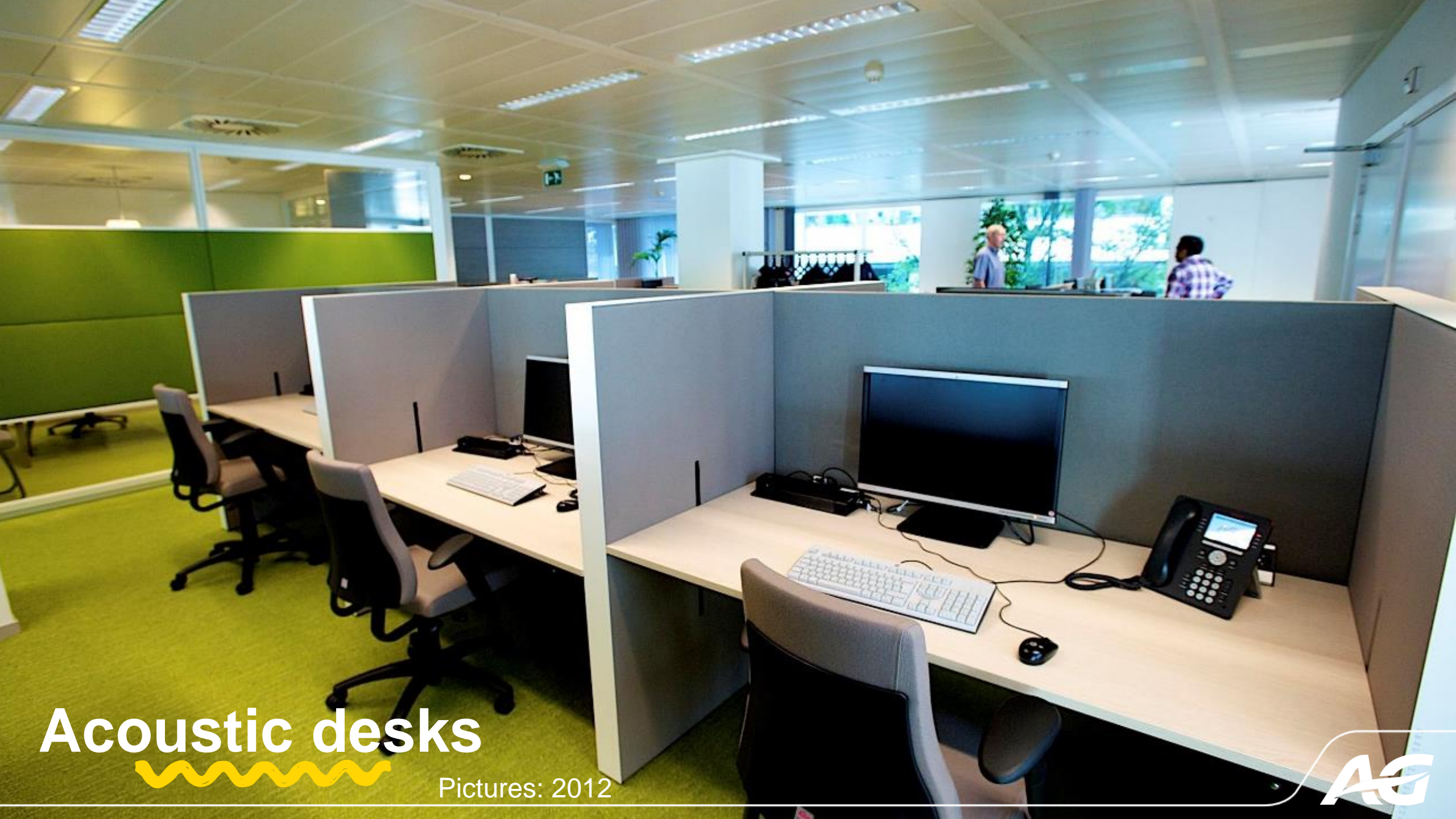
- Open desks
- Acoustic desks
- Interactive tables
- Offices
- Bubbles
- Meeting rooms
- Coffee corners



Open desks

Pictures: 2012

AG



Acoustic desks



Pictures: 2012





Interactive tables



Pictures: 2012



Offices & bubbles



Pictures: 2012



Telework

Empowerment & business performance

BPs & teams



► Telework

Corporate policy

1. No right, no obligation
2. Possibility of remote working?
3. Functional autonomy?
4. Fruitful annual assessment?
5. IT tools for remote work & collaboration
6. Working hours
7. Departmental flexibility

Flexiwork in 2019

Boosting flexibility

2nd telework day
for operations



► Flexiwork in 2019

KPIs

Productivity & quality

- ✓ By departments

Engagement

- ✓ Absenteeism
- ✓ Engagement
 - Team spirit
 - Ambassadorship
 - Empowerment
 - Feedback

Attractivity

- ✓ War for talent

Time

- ✓ Impact on overtime

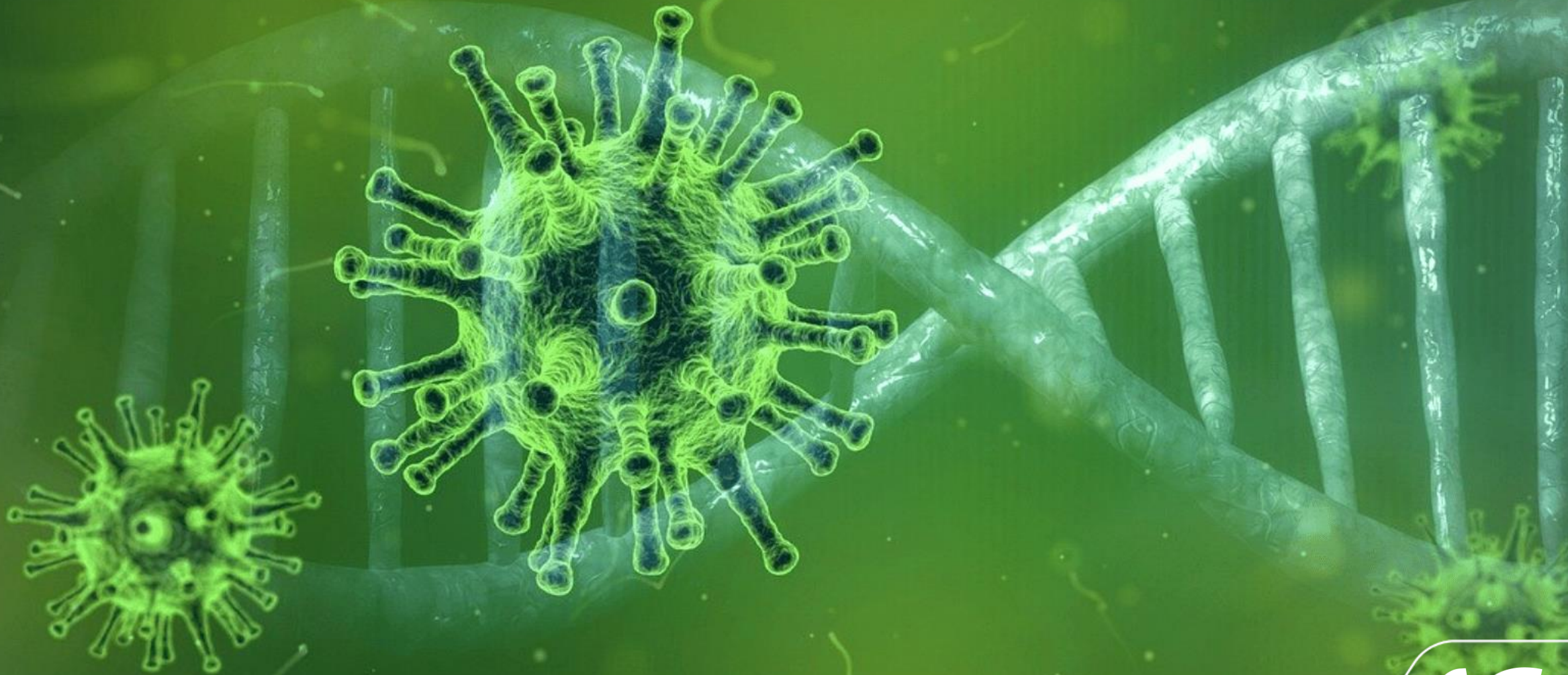
CSR

- ✓ Ecological footprint

Capacity utilisation

- ✓ Impact on buildings & facilities

► Corona crisis



► Flexiwork in 2021?

New deal

- ✓ Time consciousness
- ✓ Added value
- ✓ Growth



Thank you!

