

G42



**REINVENTING
HUMAN
CAPITAL FOR
AN AI-NATIVE
ENTERPRISE**



EXECUTIVE SUMMARY

The next era of enterprise leadership will not be defined by scale or legacy. It will be defined by intelligence. At G42, we believe that AI-native organizations will win not because they adopt technology, but because they embed intelligence across every layer of human potential.

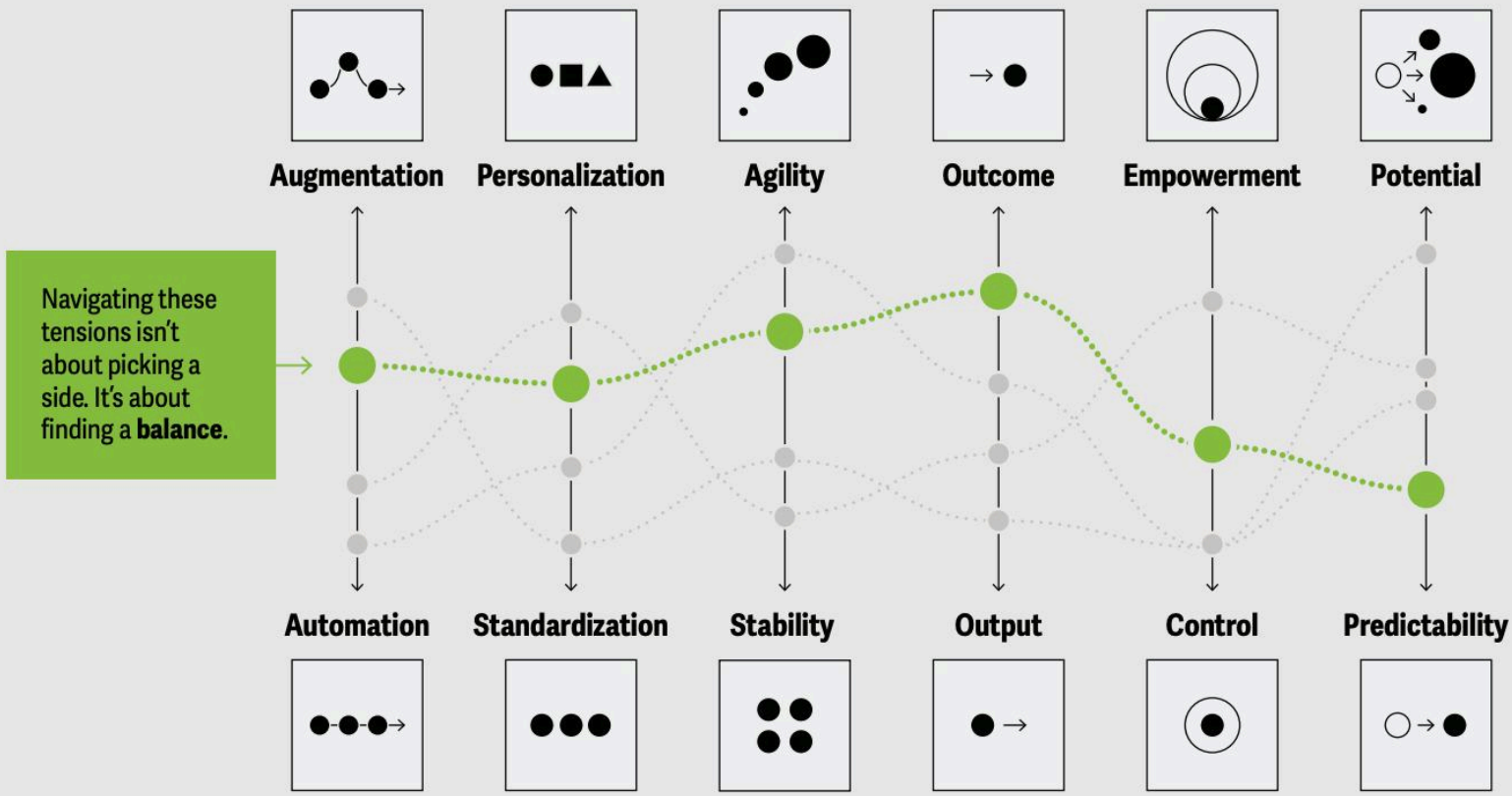
In 2024, we redefined Human Capital from a support service to a strategic engine, activating systems that learn, adapt, and scale human ingenuity.

Our transformation is grounded in a singular belief: future-ready organizations are built by design, not default. We have moved beyond process improvements to orchestrate an interconnected system where talent, data, and intelligence converge. This enables the enterprise to think, learn, and scale at the speed of change.

While the global dialogue wrestles with tensions—human vs. machine, personalization vs. standardization, agility vs. stability—we chose to design beyond these trade-offs. We are building the infrastructure for the future of work: intelligent, inclusive, and integrated.

Figure 1

Navigating the tensions



Source: Deloitte analysis.

OUR EVP

BUILD A FUTURE TO BELIEVE IN.



At G42, our work sits at the crossroads of AI, health, energy, climate, and more. Every line of code, experiment, or idea we push forward helps tackle problems that truly shape the world.

Here everyone is a co-pilot of what comes next. We drive breakthroughs that people can believe in, see, and feel. The future we're building is bigger than any one of us, and it needs your ingenuity to take flight.

HUMAN CAPITAL REWIRED: A YEAR OF ACCELERATION

2024 marked a defining moment. G42 Human Capital evolved from enabling execution to engineering capability. Our efforts were not cosmetic, they were systemic. This year, we:

- **2500 hires** in future-critical roles, aligned to emerging business priorities.
- **1500+ employees onboarded into Zaphod**, our proprietary AI-literacy and fluency platform.
- **86% of employees** vouched for G42 as an employer of choice.
- **Expanded to 25,000+ employees** across integrated platforms, operating companies, and geographies.

We laid the foundation for an enterprise that thinks, learns, and evolves.

These weren't HR outcomes, they were enterprise inflection points.

STRATEGIC LEVERS FOR 2025 AND BEYOND



1 AI-ENABLED HUMAN CAPITAL PLATFORMS

We are moving from dashboards to decision engines. By leveraging AI-enabled platforms and integrated data systems, our people intelligence has become predictive, enabling more agile decisions in workforce planning, skills adjacency, and talent flow.



2 GROWTH-CENTRIC LEARNING ECOSYSTEM

G42's Growth Academy positions learning as a dynamic, enterprise-wide capability accelerator. The academy integrates:

- **Leadership Center:** Cultivates enterprise leadership through executive coaching, mentoring programs and innovation sprints that build adaptive, future-ready leaders.
- **AI Learning Center:** Scales AI fluency across the workforce through targeted, role-specific upskilling.
- **Human Potential Center:** Enables internal mobility and performance growth through curated learning pathways, well-being and strategic mobility infrastructure.

▶▶▶ 3 CULTURE AT SCALE

Culture is built through design, embedded in systems, and activated every day. It is encoded into the systems, platforms, and rituals of work. It manifests in how we recognize success, approach learning, and shape opportunity.

- Our operating values:
- Shape Opportunity: Stay open, move fast, build what is next.
 - Embrace AI: Use technology as an extension of human capability.
 - Pursue Growth: Stay curious, simplify, lead with purpose.
 - Collaborate for Excellence: Work across boundaries – with people and with machines.

▶▶▶ 5 TALENT INTELLIGENCE AS ENTERPRISE STRATEGY

Our approach to talent is systemic and forward-facing. Talent acquisition functions as a strategic sensing mechanism, mapping emerging skills, global dynamics, and internal mobility to build resilient workforces. As we evolve, we are cultivating deeper partnerships with leading academic institutions, unlocking access to frontier research, co-creating innovation pathways, and shaping the pipeline of next-generation tech talent.

▶▶▶ 7 EXPERIENCE ENGINEERED FOR PERFORMANCE

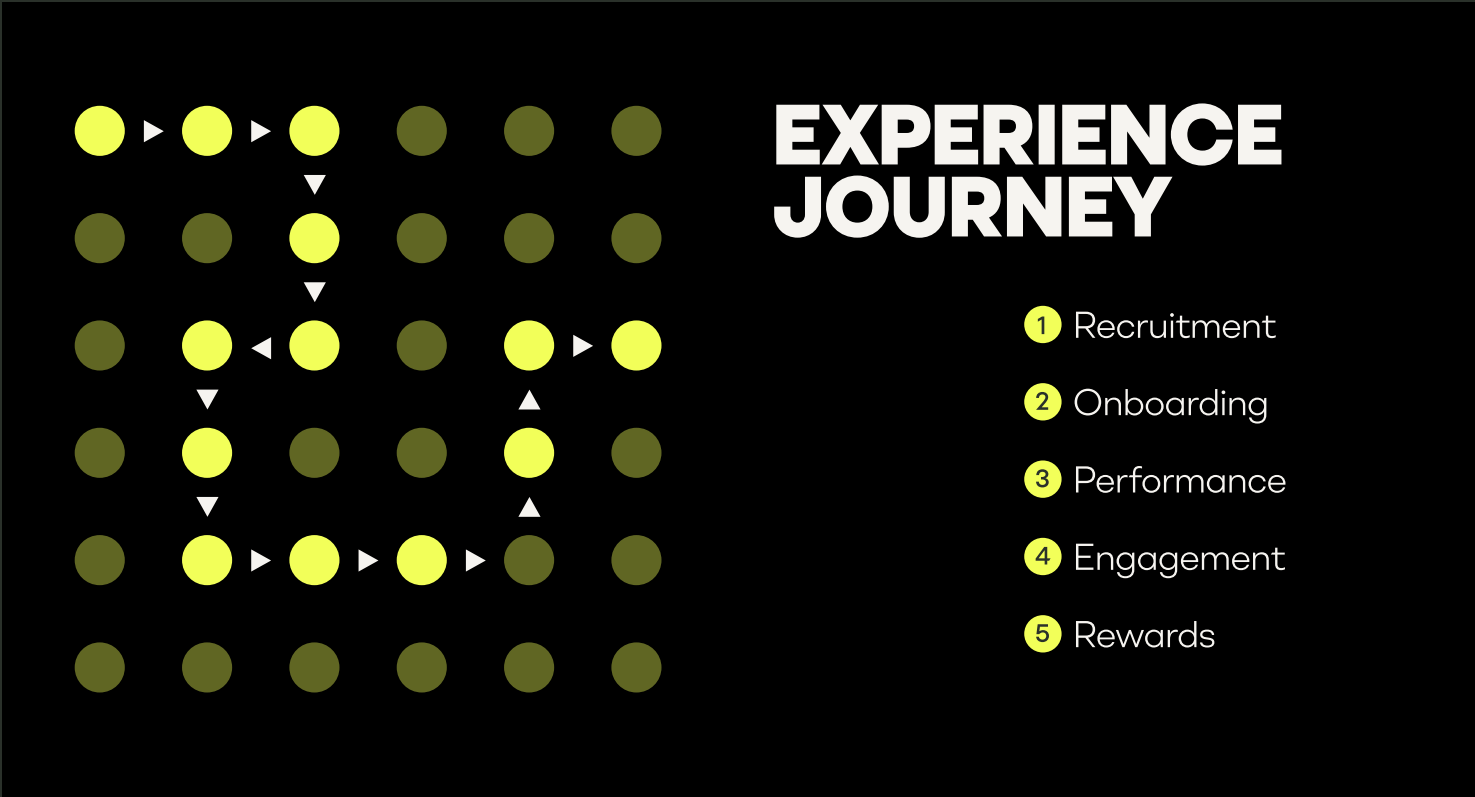
Employee experience is a designed system-embedded in how people join, grow, and lead. From onboarding to recognition, from well-being to mobility, our experience architecture amplifies meaning, connection, and performance. We engineered a living EVP: Build a Future to Believe In, anchored in trust, transparency, and transformation.

▶▶▶ 4 A SYSTEM OF INTELLIGENCE: THE HC TECH STACK

- We have architected an intelligence stack that translates operational flows into enterprise foresight:
- Experience Layer: Powers how people engage, grow, and connect.
 - Insight Layer: Converts data into insight, enabling leaders to act with precision.
 - Infrastructure Layer: Supports scale, consistency and governance across the enterprise.

▶▶▶ 6 LEADERSHIP FOR COMPLEXITY

We develop leaders not just for scale, but for sense-making in complexity. Our leadership architecture cultivates cognitive agility, cross-boundary collaboration, and responsible experimentation.



▶▶▶ BELIEFS & BEHAVIOURS

What we look for and nature in our people.

We believe that shaping opportunities drives progress.

- You actively create what's next by being open-minded, forward-moving, and never complacent.
- You will:
- Work at pace.
 - Act decisively .
 - Turn ambiguity into advantage.
 - Stay open-minded

We believe that our edge is the relentless pursuit of growth.

- You lead the way - always curious and in pursuit of growth.
- You will:
- Push the boundaries of AI expertise.
 - Lead with curiosity and recision
 - Simplify

We believe that innovation pushes us further.

- You take pride in embracing AI to explore and unlock uncharted territories.
- You will:
- Embrace AI as an extension of our capabilities
 - Stay hungry
 - Experiment boldly.
 - Challenge assumptions.

We believe that collaboration powers excellence.

- You always build and collaborate with others - with people, with AI, and across teams.
- You will:
- Leverage collective intelligence. Think twice, act once.
 - Work with intention and discipline.
 - Speak up with honesty.

LOOKING AHEAD

HUMAN CAPITAL AS A STRATEGIC INFRASTRUCTURE - A FORCE MULTIPLIER FOR GROWTH, TRUST AND TRANSFORMATION

Human Capital at G42 is no longer a function. It is the infrastructure upon which performance, culture, and growth are built.

We're building a foundation where:

- Human systems and intelligent systems co-exist and operate in synergy.
- Leadership evolves through insight, not instinct – driven by continuous design, iteration, and feedback loops.

Every career moment is intentional, inclusive, and future-facing with memorable experiences powered by algorithmic foresight.

CONCLUSION

DESIGNING THE FUTURE OF WORK TODAY

G42 is shaping the future- with intentional systems, bold leadership, and human capital designed for intelligence at scale. More than anticipating what's next, we are building a future of work worth believing in.

The future belongs to those who are curious, continuously learning, and capable of building strong human connections- coexisting and collaborating with intelligent systems, not competing against them.



**LIMITLESS
POSSIBILITIES**

**WORK THAT
MATTERS**

G42