

Sopra Steria announces more than 8,500 hires worldwide in 2026

- In 2026, Sopra Steria plans more 8,500 hires worldwide.
 - Almost 90% of hires will take place in Europe.
 - This recruitment plan reflects a clear ambition: to strengthen the Group's position as a leading European player in critical transformations and as a key partner in the industrialisation of artificial intelligence in sensitive environments.
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Paris, February 13, 2026 – Against a backdrop of accelerating technological change, geopolitical tensions and growing demands for digital sovereignty, Sopra Steria announces more than 8,500 hires worldwide in 2026, including 3,400 in France.

This plan reflects a deliberate strategic choice: to invest heavily in the skills that underpin Europe's long-term competitiveness. Artificial intelligence, cybersecurity, cloud, systems engineering and the modernisation of major digital platforms form the core of the expertise that Sopra Steria will strengthen this year.

Louis-Maxime Nègre, Group Chief Human Resources Officer, Sopra Steria, commented:

"Recruiting more than 8,500 employees in 2026 is a strategic choice. In a rapidly reshaping technological environment, we must master the industrialisation of artificial intelligence and its deployment in critical and regulated environments. This is an essential condition for sustainably supporting our clients."

Beyond volume, the objective is clear: to embed artificial intelligence sustainably at the heart of clients' critical operations at scale. Sopra Steria is strengthening its capabilities to secure and transform systems that affect sovereignty, the continuity of essential services and industrial performance.

Sopra Steria internationally

International recruitment driven by key technology markets

Internationally, Sopra Steria's recruitment strategy reflects the Group's development priorities across its main technology and industrial markets.

- 3,400 people in France
- 750 in Spain, particularly to support banking, aeronautics, public sector, retail and insurance sectors

- 700 in Norway and more than 200 in Sweden, with strong demand for cybersecurity, cloud engineering and application development profiles
- 600 in the United Kingdom, mainly in cybersecurity, networks and infrastructure, artificial intelligence, as well as cloud, Salesforce and ServiceNow expertise
- 400 in Belgium and Luxembourg, focusing on cloud engineers and architects, DevOps and automation specialists, techno-functional business analysts, IT project managers and cybersecurity and compliance experts
- 350 in Germany, with strong demand in SAP, Data & AI, cloud engineering and cybersecurity
- 250 in the Netherlands, mainly in development, cloud and DevOps engineering, data science and security expertise
- 200 in Poland, with needs in development, DevOps, network engineering and database administration
- 100 in Italy, for technological and functional profiles aligned with the Group's European expertise
- 30 in Switzerland, mainly tech profiles, experienced project managers and IT business analysts with sector expertise
- 30 in Bulgaria, including roles in financial crime prevention, software development, software quality and a SAP graduate programme
- 1,250 in India to support its technology expertise centre, primarily in SAP, engineering, cloud, cybersecurity and SaaS platforms, including around 250 graduates

_Sopra Steria in France

More than 3,400 hires in France to support key strategic sectors

In France, Sopra Steria plans more than 3,400 permanent hires this year, complemented by 500 internships and 500 apprenticeship contracts. This recruitment momentum supports the Group's investments in major French and European strategic sectors, namely defence, security and space, financial services, aeronautics, transport, energy and telecommunications, and public services.

Specialised entities will contribute to this momentum, including more than 350 hires planned at CS (a subsidiary specialising in critical systems), 200 at CIMPA (a specialist in product lifecycle management for industry), 110 at Sopra HR Software and 45 at Sopra Real Estate Software, supplemented by targeted recruitment in other Group entities.

Numerous opportunities at the heart of regional dynamics

While the Île-de-France region will account for more than 1,200 hires, the majority of opportunities will be located in the regions, reflecting the Group's regional roots and its commitment to supporting economic and industrial transformation close to local ecosystems:

- The South-West, with offices in Bordeaux, Toulouse and Montpellier among others, will represent more than 800 hires, driven in particular by the dynamism of the aeronautics and space sectors and growing needs in associated critical technologies.
- The Centre-West, whose main locations include Rennes, Nantes, Brest, Le Mans and Orléans, will exceed 500 hires amid accelerating cybersecurity challenges and public service modernisation.

- The Northern, North-Eastern and Eastern regions will total more than 300 hires, linked to the transformation of industry, infrastructure and major strategic systems, mainly across the Lille and Strasbourg sites.
- The South-East and the Auvergne-Rhône-Alpes region will each represent more than 250 hires, supported by dense industrial, technological and transport ecosystems, notably in Aix-en-Provence, Toulon, Sophia Antipolis and Marseille.

Recruitment driven by technology, consulting and critical systems roles

In 2026, nearly half of hires will involve technical profiles, particularly developers and architects, while the other half will comprise consulting roles, functional profiles and project management positions. Some recruitment will also concern roles related to infrastructure and IT production environments.

The most sought-after technological skills remain centred on SAP environments, data, cloud, cybersecurity and, of course, AI, which will continue to strengthen the Group's offerings.

In this context, CS, a Sopra Steria subsidiary specialising in critical systems, will continue recruitment aligned with the needs of major industrial, space, energy and defence programmes. Hiring will notably target systems engineers, systems and software architects, developers, project managers and directors, and technical leads.

Hervé Forestier, CEO of Sopra Steria's France division, comments: "Through this recruitment, we pursue a clear ambition: to maintain Sopra Steria's status as a leading partner in critical transformations in France. We operate at the heart of sectors affecting sovereignty and the continuity of essential services. I am convinced that our ability to attract and develop the best talent, close to regional ecosystems, is decisive in addressing these challenges with rigour, technological mastery and lasting impact."

About Sopra Steria

Sopra Steria, a major Tech player in Europe with 50,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. In 2024, the Group generated revenues of €5.8 billion.

The world is how we shape it

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809 For more information, visit us at www.soprasteria.com

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