

Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

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GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

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GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Nano le applicable

OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION REASON	EXPLANATION
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GRI 3: Material Topics 2021	3-3 Management of material topics	p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 - Atos materiality matrix			
		p. 180 - 5.1.3> Alcos Indicatally India. p. 182 - 5.2.1 Alcos Environmental Program summary p. 184 - 5.2.2 Environmental governance			
		p. 184 - 5.2.2 Environmental governance p. 188 - 5.2.3 Risks and opportunities related to environment p. 204 - 5.2.8 Environmental non-financial performance indicators			
		p. 317 - 5.6.1.3 Alianment with GRI Sustainability Reporting Standards and	1	1	



Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION REASON	EXPLANATION
	GRI 302-4_A_c1 Estimated Energy savings in Datacenters - dedicated activities only (in MWh)	Universal Registration document p. 205 - 5.2.8> Estimated Energy savings in Datacenters - dedicated activities only (in MWh)	OMITTED		
GRI 302-4 Energy Saving Initiatives	GRI 302-4_A_c5 Estimated Energy savings in Offices - dedicated activities only (in MWh)	Universal Registration document p. 205-528> Estimated Energy savings in Offices - dedicated activities only (in MWh)			
	GRI 302-4_A_cI4 Cost savings due to energy savings in Offices and Datacenters (in € thousand)	Universal Registration document p. 205 - 5.28> Cost savings due to energy savings in Offices and Datacenters (in € thousand)			
A14: EMS & Number	A14_c5 Number of Offices and Datacenters ISO14001 certified	Universal Registration document p. 207 - 5.2.8 → Number of Offices and Datacenters iSO14001 certified			
of sites certified ISO 14001	A14_c6 Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified	Universal Registration document p. 207 - 5.28> Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified			
GRI 3: Material Topics 2021	retention  3-3 Management of material topics	Universal Registration document p. 36 - 1. Group Overview -> Risk management p. 174 - 5. Introduction to CSR at Atos p. 174 - 5.1. Vision p. 175 - 5.1. Vision p. 175 - 5.1. Vision p. 176 - 5.1. Strategy p. 177 - 5.1. A knos stakeholders' approach and engagement p. 179 - 5.1. Strategy p. 180 - 5.1.			
	401-1 New employee hires and employee turnover	Universal Registration document p. 210 - 5.3.21 -> Number and rate of people entering the Company per gender and age in 20.3 p. 210 - 5.3.21 -> Number and rate of people leaving the Company per gender and age in 20.3 p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 -> Organizational workforce in headcount and Employee Turnover p. 243 - 5.3.9 -> Employee Hiring p. 313 - 5.5 -> Employee Hiring p. 313 - 5.6.15 -> Detailed information related to Human Resources indicators			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Universal Registration document p. 234 - 5.3.72 Health care coverage, death and disability benefits p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.39> Benefits to employees p. 313 - 5.5> Benefits to employees p. 321 - 5.6.15> Detailed information related to Human Resources indicators			
	401-3 Parental leave	Universal Registration document p. 240 - 5.3.9 Social Non-financial Performance Indicators p. 242 - 5.3.9> Return to work and retention rates after parental leave p. 321 - 5.6.15> Detailed information related to Human Resources indicators			
Employees' Health of GRI 3: Material Topics 2021	as solety  3-3 Management of material topics	p. 36 - 1 Group Overview> Risk management p. 174 - 51 Introduction to CSR at Atos p. 174 - 53 I Vision p. 175 - 512 Governance p. 176 - 51.3 Strategy p. 177 - 51.4 Atos stakeholders' approach and engagement p. 179 - 51.5 Challenges and Materiality Matrix p. 180 - 51.5> Atos materiality matrix p. 216 - 53.4 Enployee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 56.13 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
	403-1 Occupational health and safety management system	Universal Registration document p. 216 - 5.3.4 Replayee Health Safety and Wellbeing at work p. 216 - 5.3.4.1 -> Local initiatives p. 235 - 5.3.7.3 - Awareness and involving employees [Inhereal Pacification of Courage]			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-3 Occupational health services	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.41 ->> Local initiatives Universal Registration document			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Universial registration document p. 216 - 5.3 4 feephoyee Health's Safety and Wellbeing at work p. 216 - 5.3.41> Local initiatives p. 236 - 5.3.7.3 -> Collective bargaining agreements			
GRI 403:	403-5 Worker training on occupational health and safety	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
Occupational Health and Safety 2018	403-6 Promotion of worker health	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-8 Workers covered by an occupational health and safety management system	Universal Registration document p. 216 - 5.34 Employee Health, Safety and Wellbeing at work p. 216 - 5.34 I Global initiatives			
	403-9 Work-related injuries	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 ->- Health and safety p. 313 - 5.5> Global absenteeism rate			
	403-10 Work-related iil health	Universal Registration document  p. 216 - 5.3.4 Employee Health Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 ->- Number of staff seriously injured work related			



Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION REASON	EXPLANATION
		Universal Registration document p. 232 - 5.3.7.1 -> Smart working conditions	OMITTED		
A16	Health and safety	p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9> Health and safety			
Skills management &	development				
GRI 3: Material Topics 2021		Universal Registration document p 36-1. Group Overview Risk management p174-5. Introduction to CSR at Alos p174-5. 11st Could Control CSR at Alos p174-5. 11st Could Control CSR at Alos p175-5.12 Governance p176-5.13 Strategy p177-5.14 Alos stakeholders: approach and engagement p179-5.15 Challenges and Materiality Martix p179-5.15 Challenges and Materiality Martix p179-5.15 Challenges and Materiality Martix p179-5.33 Stills management and development p179-5.33 Stills management and development p170-5.33 Stills management and development p170-5.35 Stills management and development p170-			
	404-1 Average hours of training per year per employee	Universal Registration document p. 121 - 5.3.3 Skills management and development p. 128 - 5.3.2 Skills management and development p. 1240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 - Skaveage Iraining hous per employee p. 313 - 5.5> Average training hous per employee p. 321 - 5.6.1.5> Detailed information related to Human Resources indicators			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Universal Registration document p. 212 - 5.3.3 Skills management and development p. 240 - 5.3.9 Skills management and development p. 240 - 5.3.9 skills management and development p. 240 - 5.3.9 - → Programs for upgrading employee skills p. 313 - 5.5 - → Programs for upgrading employee skills p. 321 - 5.6.15 - → Detailed information related to Human Resources indicators			
	404-3 Percentage of employees receiving regular performance and career development reviews	Universal Registration document p. 215 - 5.3.81 km anagement and development p. 215 - 5.3.33 → Performance Management p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 - Career development monitoring p. 313 - 5.5 → Career development monitoring p. 321 - 5.6.15 → Detailed information related to Human Resources indicators			
Security & Data Prote	ction	Universal Registration document p. 36 - 1. Group Overview - → Risk management			
GRI 3: Material Topics 2021	3-3 Management of material topics	p 174 - 51 Introduction to CSR at Atos p 174 - 51 Introduction to CSR at Atos p 175 - 512 Governance p 176 - 513 Strategy p 177 - 514 Atos stakeholders: approach and engagement p 169 - 515 Challenges and Materiality Matrix p 180 - 515 Challenges and Materiality Matrix p 180 - 515> Altos materiality matrix p 263 - 545 Ethical and furustworthy management of data p 308 - 543 Governance Non-Financial Performance Indicators p 379 - 543 Governance Non-Financial Performance Indicators p 379 - 543 Governance Non-Financial Performance Indicators			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Universal Registration document p. 263 - 5.4 5.110-land and trustworthy menagement of data p. 265 - 5.4.5.2 Protecting personal data in a data driven world p. 308 - 5.4.3.5 Overnance non-financial performance Indicators p. 309 - 5.4.3.2 "Customer Privacy p. 314 - 5.5 → Customer Privacy			
A3	Data Security Incidents	Universal Registration document p. 258 - 5.4.4 - Security keys performance indicators (KPIs) and reporting p. 308 - 5.4.3 Governance non-financial performance indicators p. 309 - 5.4.13 -> Data security incidents p. 341 - 5.5 -> Data security incidents p. 321 - 5.6.15 -> Detailed information related to ISO 27001 Audits			
Client satisfaction as	d delivery capability	p. 36 - 1. Group Overview> Risk management			
GRI 3: Material Topics 2021		p. 174 5.1 Introduction to CSR at Atos p. 174 5.11 Vision p. 175 5.12 Governance p. 176 5.13 Strategy p. 177 5.14 Atos statisholders' approach and engagement p. 179 5.15 Challenges and Materiality Matrix p. 179 5.15 Challenges and Materiality Matrix p. 308 5.15 5.05 materiality matrix p. 308 5.413 Governance Non-Financial Performance Indicators p. 371 6.13 Alignment with GRS trastinability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
GDI 2 20 1-	Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)	Universal Registration document p. 308 - 5.413 -> Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)			
GRI 2-29 Approach to stakeholder engagement	Net Promoter Score for our top clients	Universal Registration document p. 308 - 5.4.13> Net Promoter Score for our top 200 clients			
	Net Promoter Score for all clients	Universal Registration document p. 308 - 5.4.13> Net Promoter Score for all clients			
Corporate governan	3-3 Management of material topics	Oniversar Neglav attorn document p. 36 - 1. Group Overview Risk management p.174 - 5. Introduction to CSR at Alos p.174 - 5.11 Vision p.175 - 5.12 Governance p.176 - 5.13 Strategy p.177 - 5.14 Alos stakeholders' approach and engagement p.176 - 5.15 - Strategy p.177 - 5.15 Challenges and Materiality Matrix p.180 - 5.15 Alos materiality matrix p.308 - 5.413 Governance Non-financial Performance Indicators p.37 - 5.613 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASE) Universal Registration document			
LFR.149	Are the roles of Chairman and CEO separeted? (Y/N)	p. 308 - 5.4.13> Are the roles of Chairman and CEO separeted? (Y/N)  Universal Registration document			
GRI 102-28	Attendance rate at Board meetings (%)	p. 308 - 5.4.13> Attendance rate at Board meetings (%)  Universal Registration document			
LFR.150	Number of members of the Board of Directors/Supervisory Board	p. 308 - 5.4.13> Number of members of the Board of Directors/Supervisory Board			



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GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE DISCLOSURE LOCATION			OMISSION		
	DISCLOSURE	ECCATION	REQUIREMENT(S)	REASON	EXPLANATION
LFR.150.1	Number of independent members of the Board of Directors	Universal Registration document p. 308 - 5.413 Number of independent members of the Board of Directors	OMITTED		
GRI 405-1	Percentage of female in Governance bodies (Board of Directors)	Universal Registration document p. 308 - 5.4.13> Percentage of female in Governance bodies (Board of Directors)			
G.Q11	Number of employee representatives among the Board	Universal Registration document p. 308 - 5.4.13 Number of employee representatives among the Board			
LFR.162	Number of Board members of different nationality than the company headquarters	Universal Registration document p. 308 - 5.413Number of Board members of different nationality than the company headquarters			
LFR.197	Share capital held by members of the Management Board (%)	Universal Registration document p. 308 - 5.4.13 Share capital held by members of the Management Board (%)			
G.Q116	Number of members within the Group Executive Board	Universal Registration document p. 308 - 5.4.13>Number of members within the Group Executive Board			
GRI 405-1_c16; SASB TC-SI-330a.3; G.Q605 Research & Innovatio	Share of women in the Group Executive Board	Universal Registration document p. 308-5.4.13>Share of women in the Group Executive Board			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 36 - 1. Group Overview Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1 Introduction to CSR at Atos p. 175 - 5.12 Governance p. 176 - 5.13 Strategy p. 176 - 5.13 Strategy p. 176 - 5.15 Challenges and Materiality Matrix p. 179 - 5.15 Challenges and Materiality Matrix p. 308 - 5.15 - 5.40 smateriality matrix p. 308 - 5.413 Governance Non-Financial Performance Indicators p. 317 - 5.6.13 Alignment with GRI Sustainability Reporting Standards and Sustainability Peopring Standards Board (SASB)			
A10: initiatives	AIO Client innovation workshops	Universal Registration document p. 245 - 5.421 Permanent improvement of client satisfaction p. 248 - 5.43> Client Innovation Workshops (CIW) p. 308 - 5.413 Governance non-financial performance Indicators p. 308 - 5.413> Initiatives regarding innovative services / Product developments p. 315 - 5.5 -> Initiatives regarding innovative services / Product developments			
regarding innovative services / product	A27_B Number of patents fulfilled during the reporting year	Universal Registration document p. 308 - 5.4.13> Number of patents fulfilled during the reporting year			
developments	AIO_c2.1 Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)	Universal Registration document p. 308 - 5.4.13 -> Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)			
	AIO_c22 - Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)	Universal Registration document p. 308 - 5.4.13> Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)			
A12: Business partners &	Al 2 Business partners & ecosystem	Universal Registration document p. 306 - 5.41.3 Governance non-financial performance indicators p. 308 - 5.41.3 Subiness partners & ecosystem p. 314 - 5.5 Business partners and ecosystem			
ecosystem	A12_A Number of startups active during the reporting period	Universal Registration document p. 308 - 5.4.13> A12_A Number of startups active during the reporting period			