

Corporate Responsibility Report 2017

Integrated
Reporting

Atos has produced this 2017 Corporate Responsibility Integrated Report in accordance with the Global Reporting Initiative (GRI) Standards Comprehensive option and IIRC framework principles. Atos has successfully completed the GRI Content Index Service. The overall process and reports are assured by an external auditor. This document contains the Atos Integrated Dashboard and main Key Performance Indicators relating to Atos' corporate responsibility. The names of the indicators (GRI labels) are placed at the top of specific pages with the following codification: [GRI XXX:XX]

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Interview with Thierry Breton, Chairman & Chief Executive Officer

Atos' integrated strategy is powering progress towards the targets of our 2019 Ambition

How would you rate Atos' financial and sustainability performance in 2017?

We made solid progress in 2017 towards the extra-financial targets of our 2019 Ambition. I strongly believe that both sets of targets are equally important: 2019 Ambition is about creating sustainable, long-term value, which is why we are following a strategy that integrates the financial and the extra-financial objectives.

In this respect, 2017 was a year in which we reported solid growth in all divisions and in which our digital business expanded significantly. Thanks to the success of our Digital Transformation Factory, Atos is now the partner of choice for enterprises that want to transform their business so that they can prosper in this new digital age.

What is the overriding challenge for Atos in running a workforce in 73 countries?

High speed digital transformation means we absolutely need to maintain our edge and quality of service in designing, building and delivering our digital solutions to our customers as their trusted partner.

That is why we have strongly reinforced our global internal program to develop and enhance the digital skills of our people. As an example, in 2017, we trained more than 14,000 people in the 4 Pillars program of

our Digital Transformation Factory and achieved more than 35,000 certifications in new digital skills, double the level of 2016.

We also continue to recruit highly talented and diverse digital graduates and experts who benefit from a stimulating international and technological digital career path.

How can Atos retain trust while introducing innovative solutions to clients?

Innovation has a central place in all the offerings of our fast-growing Digital Transformation Factory. Building on close partnerships with major technology leaders such as Siemens, Dell EMC, SAP, Google and many start-ups that constitute a vibrant technological ecosystem, we ensure on a daily basis that our Group always brings more innovative, relevant and forward-looking solutions to our clients in a reliable and sustainable manner.

As the trusted business partner of our clients in their digital transformation, ethics, transparency and data security are paramount priorities at Atos. This is why our digital transformation offerings already provide the highest levels of data cybersecurity and control.

Our clients also expect from our Business Technologists a strong culture of ethical excellence in addition to full compliance with all applicable laws and regulations. In 2017 we joined the CAC 40 index, the primary index of the Paris stock exchange and our Group was immediately ranked at the top of the CAC 40 Governance Index.

We also implemented detailed action plans in response to new regulations, such as the Sapin II law in France and the EU's General Data Protection Regulation (GDPR). Customers and regulators who take an ever closer look at responsibility in the supply chain, have welcomed that EcoVadis awarded Atos a score of 78 for 2017, once again at Gold level.

Where is Atos ranked in terms of its corporate sustainability performance?

Atos is widely recognized as a sustainability leader in its sector. When it comes to the sustainability of our own operations, we have set ourselves a series of ambitious targets to reduce the carbon intensity of our operations, offices and travel and we have made substantial progress in attaining these targets by reducing our CO2 emissions by more than 50% in 7 years. And of course we also help our customers achieve their digital transformation objectives in a responsible and sustainable manner through our innovative digital solutions.

In 2017, Atos also received top ratings from external Environmental, Social and Governance (ESG) agencies such as the Dow Jones Sustainability Indices (DJSI World and Europe), the CDP, GRI, and EcoVadis. This level of recognition underlines our commitment to corporate responsibility and sustainability and the hard work and dedication of our employees at all levels of our organization.

We also continued to support the Sustainable Development Goals of the United Nations as part of our global Corporate Social Responsibility (CSR) strategy.

What should we expect from Atos in 2018?

It is going to be a major year on our journey towards our 2019 Ambition. Supported by our strengths in technology, High Performance Computing and Cybersecurity, as well as by our solid track record in terms of customer satisfaction, we will continue to accompany the digital transformation of our clients around the world, thus creating sustainable long-term value for them and for all our stakeholders including society as a whole.

“

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Integrating corporate responsibility to create long-term value

Atos has placed at the heart of its business model extra-financial goals and best practices in sustainability in order to create value for all its stakeholders.



Atos believes that integrated thinking is key to creating long-term value and boosting performance in this new digital era. Having financial and extra financial targets embedded in the strategy and operations sets the right basis to achieve our company ambition to be the trusted leader for our clients' digital transformation journey.

Ambitious objectives in our corporate and social responsibility program in relation to our employees' WellBeing@Work and training, our Group's business innovation, our ethical governance and the environment are an integrated and fundamental part of our 2019 Ambition strategy.

That is the reason why maintaining the confidence of customers, employees, shareholders, partners and all other stakeholders is crucial to the profitable and sustainable growth of Atos.

Raising the bar with integrated reporting

- For the fourth consecutive year, the **2017 Corporate Responsibility Integrated Report** has been prepared in accordance with the most demanding recommendations from the Global Reporting Initiative (GRI) which were based in 2017 on the GRI Standard comprehensive option.
- Atos' integrated approach is part and parcel of its **annual materiality review**, which identifies the main challenges facing the Group and the priority areas for action to address the most important issues affecting both the business and stakeholders. Key performance indicators for the six capitals - financial, manufactured, human, intellectual, social & relationship and natural - have been defined to measure and publicly report on our corporate responsibility performance. The materiality review for 2017 singles out the following areas where Atos needs to concentrate its efforts to ensure its continuing success in the market: people, business & innovation, ethics & governance, and environment.
- Atos is an **active member of both the business and technology networks of the International Integrated Reporting Council (IIRC)**.

Atos, trusted partner for your Digital Transformation

Digital transformation is driving fundamental business and organizational changes, bringing new business models, new ways of working and living. Atos is the trusted digital partner for enterprises and organizations, designing, building and running innovative high-technology business solutions that support their commitments to corporate responsibility and sustainable growth in the digital age.

Integrated reporting for the digital age

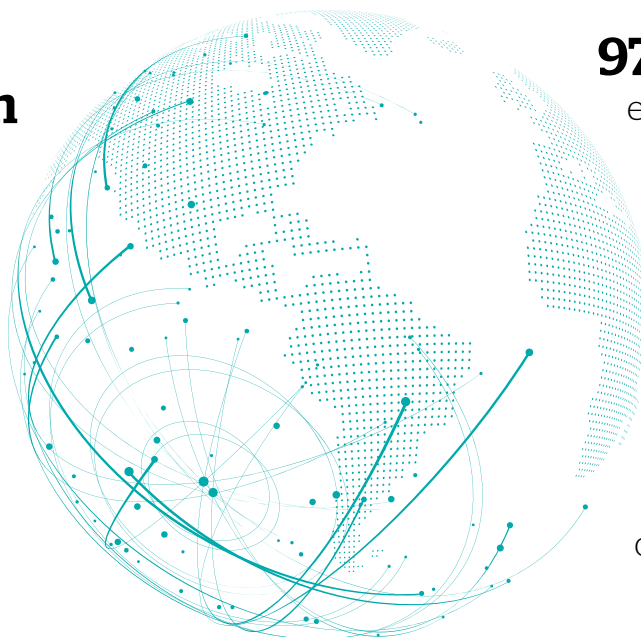
- We are a global leader in digital transformation with pro forma annual revenue of € 12.7 billion and 97,000 employees in 73 countries, serving a client base throughout the world.
- Our innovative and secure solutions, using state-of-the-art technologies and world-class digital expertise, create value for our customers and our stakeholders.
- The Group is the trusted business partner for the digital transformation of its clients across business sectors including: Defense, Financial Services, Health, Manufacturing, Media, Utilities, Public sector, Retail, Telecommunications and Transportation.

€ 12.7 billion

annual revenue

10.2%

operating margin of revenue



97,000

employees in 73 countries

29%

Female employees

5,000

active patents owned by the Group, with €300 million invested every year in R&D in our 15 dedicated centers.

We are experts in



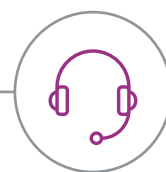
Infrastructure & Data Management



Digital Payments & e-Transactions



Business & Platform Solutions



Communication Software & Platforms



Big Data & Cybersecurity

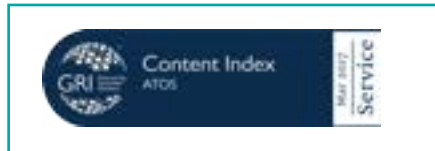
Global leadership in corporate responsibility

Atos' commitment to corporate responsibility and sustainability across all areas of its business has won it wide recognition.

Independent ratings organizations such as the Global Reporting Initiative (GRI), Dow Jones Sustainability Indices (DJSI), climate specialists CDP and supply chain auditors EcoVadis have all listed Atos as a leader in corporate sustainability.

In 2017 Atos also entered the CAC 40, the index of the French stock exchange's largest traded companies and was selected within the TOP 10 performers in its Governance Index.

With its continued focus on outstanding financial performance and on excellence in corporate responsibility, Atos is well placed to enhance its position as a global leader.



GRI

The fullest disclosure

Atos chose to publish its 2016 Corporate Responsibility Integrated Report in accordance with the rigorous recommendations from the Global Reporting Initiative (GRI) G4 comprehensive option and the International Integrated Reporting Framework.

The GRI is an international independent standards organization which establishes internationally recognized guidelines for sustainability reporting. Since 2014 Atos has successfully completed the GRI Content Index Service in accordance with the G4 comprehensive option. The 2016 report was the third consecutive report to successfully comply with the G4 requirements. This ongoing commitment demonstrates Atos' world-class approach to corporate responsibility and confirms its high ranking as a trusted business partner and as a responsible employer.



CAC 40 Governance Index

Leading the way in governance

The active commitment that Atos has made in the areas of corporate responsibility and governance was also recognized in 2017 when the Group was ranked at the top of the CAC 40 Governance Index, a new index that ranks members of the CAC 40 by their level of Environment, Social and Governance performance.

Developed by Euronext together with corporate social responsibility rating agency Vigeo Eiris, the index puts Atos among the top 10 CAC 40 companies. This positioning is based on an assessment of 45 indicators that address the four criteria of responsible board practice and organization:

- **Responsible board practice and organization:** effectiveness, balance of power; integration of social responsibility factors,
- **Audit and internal controls:** independence of specialized committees and review of CSR risks,
- **Shareholders' rights:** fair treatment and protection of minorities,
- **Responsible executive remuneration.**

Measuring our impact

To have an accurate view of all the impacts that Atos has on society, since 2016 Atos has deployed a robust methodology which measures its economic, environmental and social externalities.

Our ambition is to build a measurement tool that helps us better integrate our external impacts into our decision-making processes. This will enable us to monitor our environmental and social externalities and leverage our positive impact and value creation as widely as possible. Our measurement exercise currently covers areas including Human Capital, Digital Solutions, Cybersecurity and Carbon.



CDP

Members of the A list for climate care

For the fifth consecutive year, Atos was awarded the highest score in climate performance by the Carbon Disclosure Project (CDP) and was included on the 2017 Climate A List.

Of the thousands of companies that are independently assessed using the CDP scoring methodology, only 120 companies made it to the Climate A List worldwide in 2017.

Atos was one of the chosen 5% to be awarded an "A" grade for its performance and actions to cut emissions, mitigate climate risks and develop a low-carbon economy.



EcoVadis

Gold recognition level

EcoVadis, a consultancy specializing in sustainability ratings and performance improvement for global supply chains, placed Atos in its Gold Recognition Level in 2017. The EcoVadis CSR assessment put Atos in the top 1% of the most advanced companies in all categories: environment, labor practice, fair business practices and supply chain management.



DJSI World & Europe

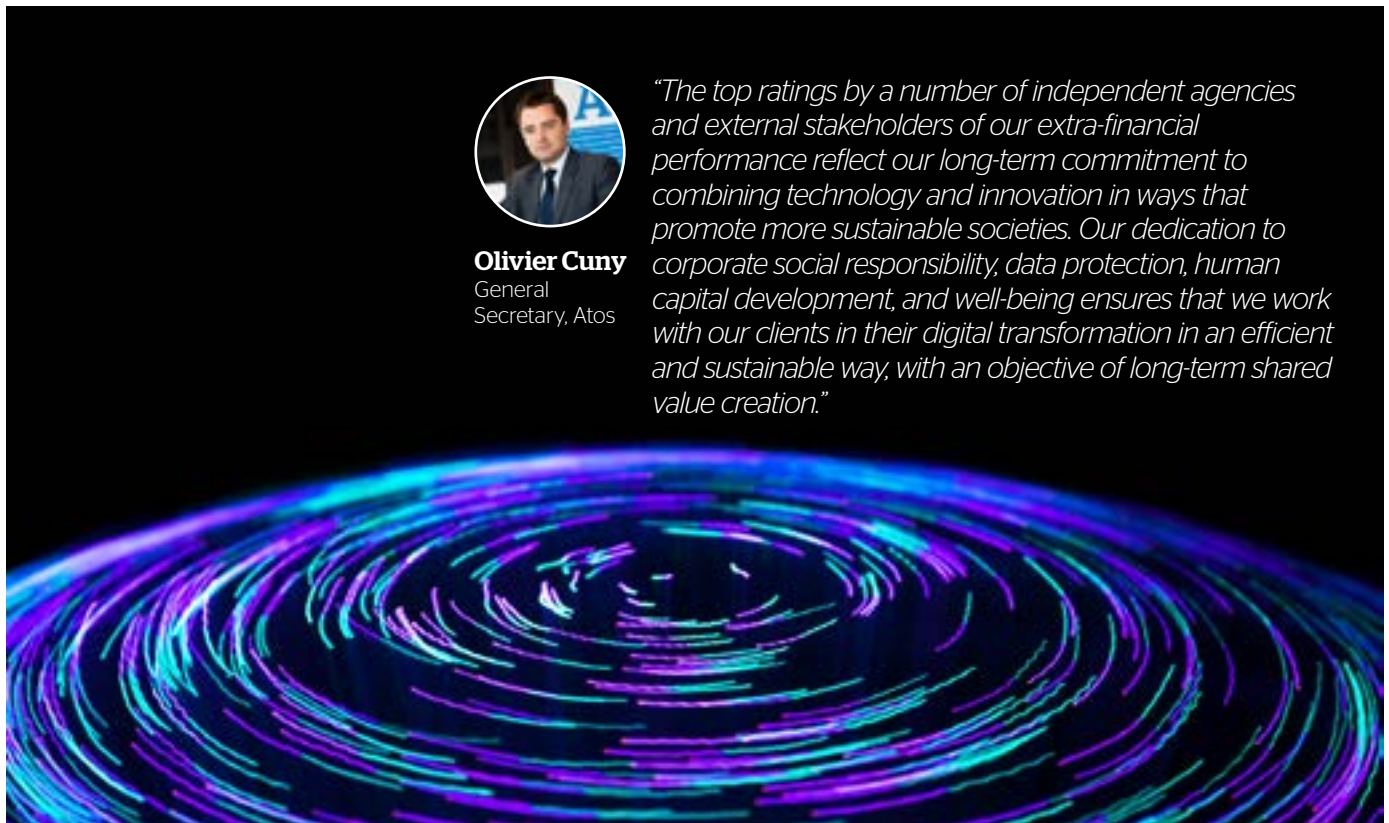
High ranking in the Dow Jones Sustainability Indices

The Dow Jones Sustainability Indices have again recognized Atos as a leader for corporate sustainability in the software & IT services sector. Reflecting Atos' continuous investments in sustainability, DJSI World and Europe 2017 awarded Atos a total score of 83 out of a maximum of 100 points.



Olivier Cuny
General Secretary, Atos

"The top ratings by a number of independent agencies and external stakeholders of our extra-financial performance reflect our long-term commitment to combining technology and innovation in ways that promote more sustainable societies. Our dedication to corporate social responsibility, data protection, human capital development, and well-being ensures that we work with our clients in their digital transformation in an efficient and sustainable way, with an objective of long-term shared value creation."



A quantum leap in digital transformation

The digital revolution is at a turning point. As they come of age, technologies such as the Internet of Things, Artificial Intelligence, Real Time Computing and Cloud are blurring the physical and digital worlds, putting data and analytics at the heart of today's leading companies.

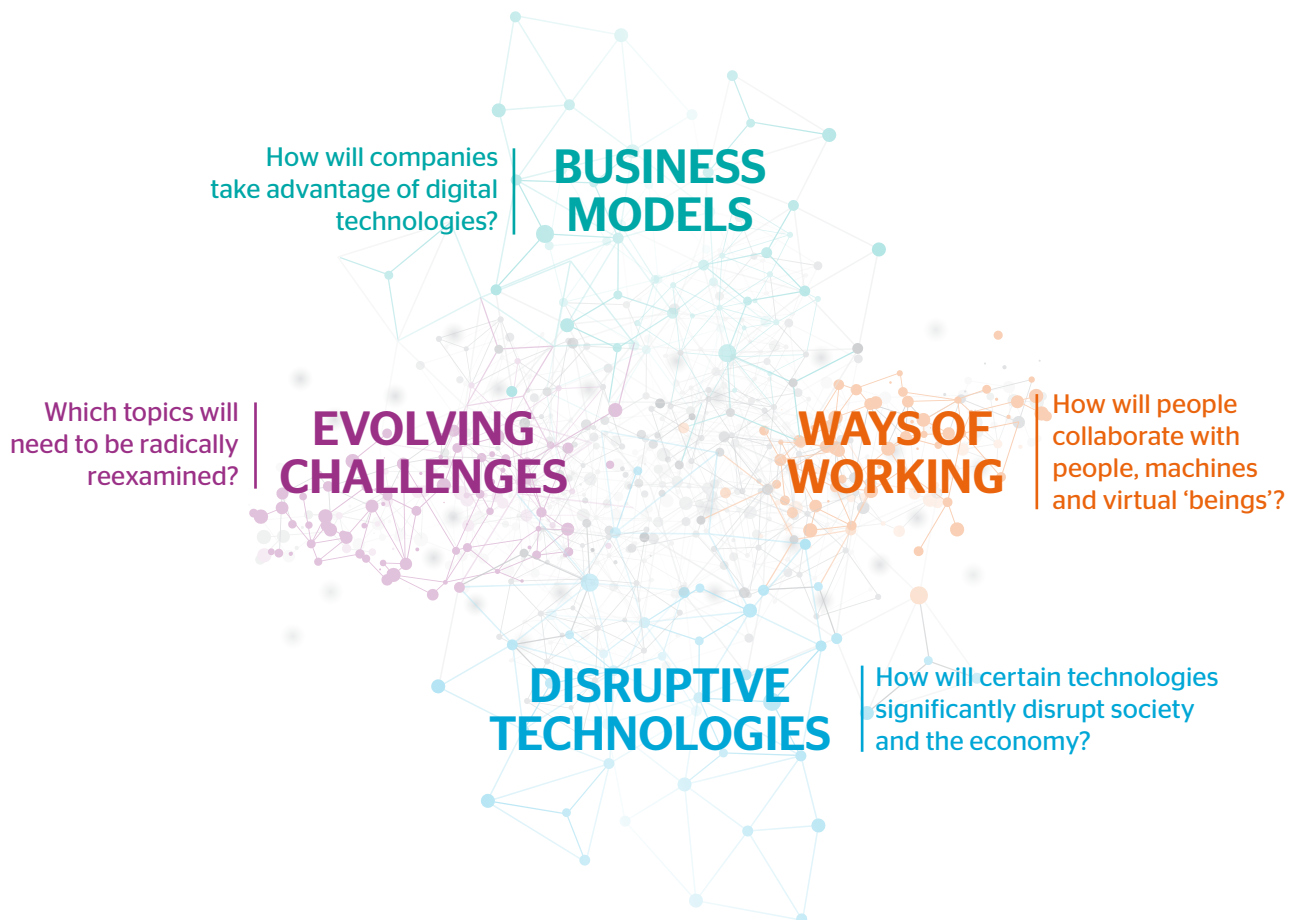
In this new world, it is imperative for organizations to create value in real time from the enormous volumes of data they generate. Providing intelligent insights out of data and taking action based on those insights has moved to the frontline of the world of business.

In all sectors, digital shockwaves are already deeply transforming the landscape, from the way in which everyone lives and works to the shape of the business models of organizations around the world. In the future, the pace of change will accelerate, as emerging technologies such as quantum computing and blockchain increase the rate and scope of digital transformation.

These shockwaves pose risks and opportunities for companies and public organizations on a scale rarely seen before.

The key question each organization needs to ask itself is: how can we be a disrupter rather than being disrupted? As organizations increasingly consider how to position themselves in the new value chains and ecosystems that are being transformed by digital, they are putting into place board-level digital strategies. This requires digital partners that can help them design, build and run the business technology platforms needed to win in the digital age.

This is fueling rapid growth in the digital services industry, and Atos, as the trusted partner for the Digital Journey, is leading the way.



A data-driven digital world

We are at the dawn of the Age of Data. A staggering 90% of the world's data was created in the last two years. As this proliferation continues, the challenge for every organization is to turn data into tangible advantage and become a truly data-driven enterprise.

Data analytics is the defining force for new operating models across all sectors. This technology is no longer merely a facilitator; it is an engine driving the transformation of businesses and public services.

The data economy impacts not only the commercial world; it enables governments and public sectors to save on operational costs and to improve and personalize public services.

Data-driven innovation is also unleashing a new generation of innovative solutions for the global sustainability challenge.

In the near future, advances in computing power, green computing, analytics, the Internet of Everything, virtual reality and quantum computing will bring major opportunities to business and to the public sector. These technologies will change the relationship between organizations and their customers forever.

These are exhilarating times for Atos and its clients. Atos' vision is to help customers harness their data and become truly innovative, data-driven organizations that will thrive and prosper in this new era.

Digital Vision for Big Data

88%
of global enterprise data still unexploited for better business insights¹

300%
is the projected increase in artificial intelligence investment globally in 2017²

Information-centric
organisations are 110% more valuable than their less analytically driven peers³

75%
of mobile data traffic will be video content in 2020⁴

50 billion
connected objects around the world by 2020⁵

3.6 billion
internet users worldwide⁶



1.7 megabytes
of new information will be created every second for every human being by the year 2020⁸

100.2 zettabytes
projected yearly global Big Data traffic by 2020⁹

1 trillion-fold
the increase in computing performance 1956-2016¹⁰

20 million PCs
the equivalent performance of the Atos Sequana supercomputer by 2020¹¹

97%
of global companies that adopted High Performance Computing could no longer compete or survive without it¹²

¹ http://resources.idgenterprise.com/original/AST-0127029_The_Forrester_Wave_Big_Data_Hadoop_Solutions_Q12014.pdf
² https://go.forrester.com/wp-content/uploads/Forrester_Predictions_2017_-_Artificial_Intelligence_Will_Drive_The_Insights_Revolution.pdf
³ <https://atos.net/en/solutions/atos-codex-insight-driven-outcomes/atos-codex-consulting>
⁴ <http://www.techuk.org/insights/reports/item/10388-5g-can-be-transformative-for-the-uk>
⁵ <https://www.linkedin.com/pulse/supercomputers-new-superpowers-economy-thierry-breton>
⁶ <http://www.internetlivestats.com/>

⁸ <https://www.forbes.com/sites/bernardmarr/2015/09/30/big-data-20-mind-boggling-facts-everyone-must-read/#46a3ccf217b1>
⁹ <http://www.visualistan.com/2016/12/big-data-present-and-future-infographic.html>
¹⁰ <http://pages.experts-exchange.com/processing-power-compared/>
¹¹ <https://www.linkedin.com/pulse/supercomputers-new-superpowers-economy-thierry-breton>
¹² <https://ascent.atos.net/hpc-yes-i-want-my-supercomputer/>

Moving into top gear for 2019 Ambition

Our clients' trusted partner in their digital transformation journey

During 2017, Atos accelerated the implementation of its strategy for the future: 2019 Ambition. This plan aims to capitalize on the Group's technological strengths and people skills to help customers respond to digital shockwaves and thrive in a data-driven digital world.

The 2019 Ambition aims to deliver sustainable growth by deploying the business technologies of the Atos Digital Transformation Factory and by developing customer-centric, holistic account management across all Atos divisions.

Atos has set itself far-reaching objectives to develop its people, enhance the workplace, increase productivity, accelerate innovation and develop new partnerships with leading players in the next generation of business technologies.

We are investing continuously to attract the best digital talents, improve customer satisfaction ratios, reduce our environmental impact and secure ethical business behavior across our value chain.

With a more technological profile than ever, Atos is well positioned to seize the growth opportunities from the digital shockwaves that are transforming the market. Atos also has the financial strength and strategic partnerships in place to be an active player in the continuing consolidation of the IT sector.

To reach our 2019 Ambition the Group will focus on 7 operational levers



The Digital Transformation Factory

The Digital Transformation Factory lies at the heart of Atos' strategy for achieving its 2019 Ambition.

With the offerings of the Digital Transformation Factory, Atos uses its know-how and expertise to help large organizations make the most of new opportunities for competitiveness and growth in the digital era.

To support customers in their digital strategy, Atos has identified four main transformation challenges: Customer Experience, Operational Excellence, Business Reinvention and Trust & Compliance.

Atos harnesses the power of the four main offerings of its Digital Transformation Factory to build data-driven platforms for customers that respond to each of these business challenges.

The four building blocks of the Digital Transformation Factory



Creating the foundations for digital business with **Atos Canopy Orchestrated Hybrid Cloud**



Enabling real-time organization with next-generation in-memory enterprise applications, based on **Atos Business Accelerators (SAP HANA)**



Better engaging clients' workforces with **Atos Digital Workplace** and fostering collaboration with their employees and customers



Transforming data into business outcomes with **Atos Codex** cognitive analytics

These four pillars are supported by Atos' unique ability to ensure end-to-end **Cybersecurity**, and by the powerful **digital payment** and e-transaction technology services provided by Worldline.

With this strategy, Atos seamlessly brings business, people and technology together and helps customers thrive in today's fast-changing economy.

Digital Transformation by Atos

Drive

A business driven method

- Customer experience
- Business reinvention
- Operational excellence
- Trust & compliance

Design

Atos Digital Transformation Factory:

Blueprints and accelerators to build your data-driven digital platforms



Atos Canopy Orchestrated Hybrid Cloud
Creating the foundation for digital business



Atos Business Accelerators
Realizing the real-time enterprise (SAP HANA)



Atos Digital Workplace
Connecting customers & collaborators with data



Atos Codex
Transforming data into business outcomes

Atos Cybersecurity
Digital payments by Worldline

Deliver

Vertical Solutions

- Manufacturing, Retail, Transport
- Financial Services
- Telecom, Media, Utilities
- Public, Health

Committed to excellence in our corporate governance

Atos has a comprehensive corporate governance framework in place.



The General Management Committee & Group Executive Committee

Together with the General Management Committee, composed of 7 members (T.Breton, P.Adiba, E.Grall, G.Grapinet, E.Girard, MA.Proch, R. Vassoyan), the Executive Committee develops and executes the Group strategy, with the objective of ensuring that value is delivered to clients, shareholders and employees and improving interaction and cooperation across the Atos Group. Members of the Executive Committee represent Atos' Global Divisions, Global Markets, Global Functions and the Global Business Units. As it is the case for the Board of Directors, the Group Executive Committee is also in charge of monitoring the strategy and implementation roadmap of the Group's Corporate Responsibility and Sustainability Program.

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Members in the Executive Committee (including 7 members constituting the General Management Committee)



The Board of Directors

The Board of Directors determines the strategy of the Company's business and monitors its implementation.

The presence of women on the Board was further strengthened in 2017 with the appointment of Mrs Marie-Christine Lebert as Director representing employees. As a result, as of December 31, 2017, the Board of Directors was composed of six men and six women. Half of the Board are non-French nationals, in line with the international dimension of Atos. During the 2017 financial year, the Board of Directors met 20 times. The Board reviewed the Group's Corporate and Social Responsibility (CSR) program and confirmed the achievement of performance conditions for variable compensation, including conditions related to CSR.

The Board's activities are annually assessed by the Lead Independent Director, Mr. Pasquale Pistorio, who is in charge of ensuring continuous commitment and the implementation of best corporate governance standards by the Board of Directors.

The Board's Audit Committee

The Audit Committee proposes recommendations to the Board of Directors on the company and consolidated accounts, reviews financial statements and reports, and proposes the appointment or assignment of auditors. The Committee also ensures the efficiency and reliability of internal control and risk-monitoring.

The Board's Nomination and Remuneration Committee

The Nomination and Remuneration Committee prepares and facilitates nominations for members of the Board of Directors and Executive Committee. It also formulates proposals in relation to top management compensation and fees and makes recommendations for the company's profit sharing policy, pension and insurance plans. The Committee monitors CSR criteria that need to be met for the performance share allocation plans. For example, in relation to the performance share plan enacted on July 25, 2017, Atos has to achieve in the years 2017, 2018 and 2019 at least a silver rating in its CSR assessment by EcoVadis or to remain a member of the Dow Jones Sustainability Index (Europe or World). The external CSR condition is fulfilled once this criterion is confirmed for these three years in a row during the vesting period.

The Group Risk Management Committee [GRI 102-15]

The Group Risk Management Committee reviews the most significant and sensitive contracts. This involves monitoring monthly financial, delivery, technology, customer, legal and supplier key performance indicators. The Committee is chaired by the Group Chief Financial Officer and led by the Senior Vice-President for Bid Control and Business Risk Management.

The Group Ethics Committee

The Ethics Committee determines the direction and priorities of the ethics and compliance action plans, producing a regular report on the implementation of the ethics and compliance strategy. The majority of the Committee members are independent professionals (MM. Cieutat, Mellotée and Professor Schmidt) and the Committee is sponsored by the Group Chief Executive Officer and supported by the Group Chief Compliance Officer, the Group General Secretary and Corporate Responsibility & Sustainability Officer. In 2017, the Committee was for example consulted on Atos' Code of Ethics in view of new legal requirements in France.

The Group Corporate Responsibility & Sustainability Committee

The Corporate Responsibility & Sustainability Committee supervises the Corporate and Social Responsibility program and the actions and targets to be performed. This program is led by the General Secretary and a Program Director and relies on an international team that includes specific work stream managers for the areas of people, business, ethics, procurement, social and environment and country leads.



50%

Percentage of non-French nationals within the Board of Directors

50%

Percentage of females within the Board of Directors

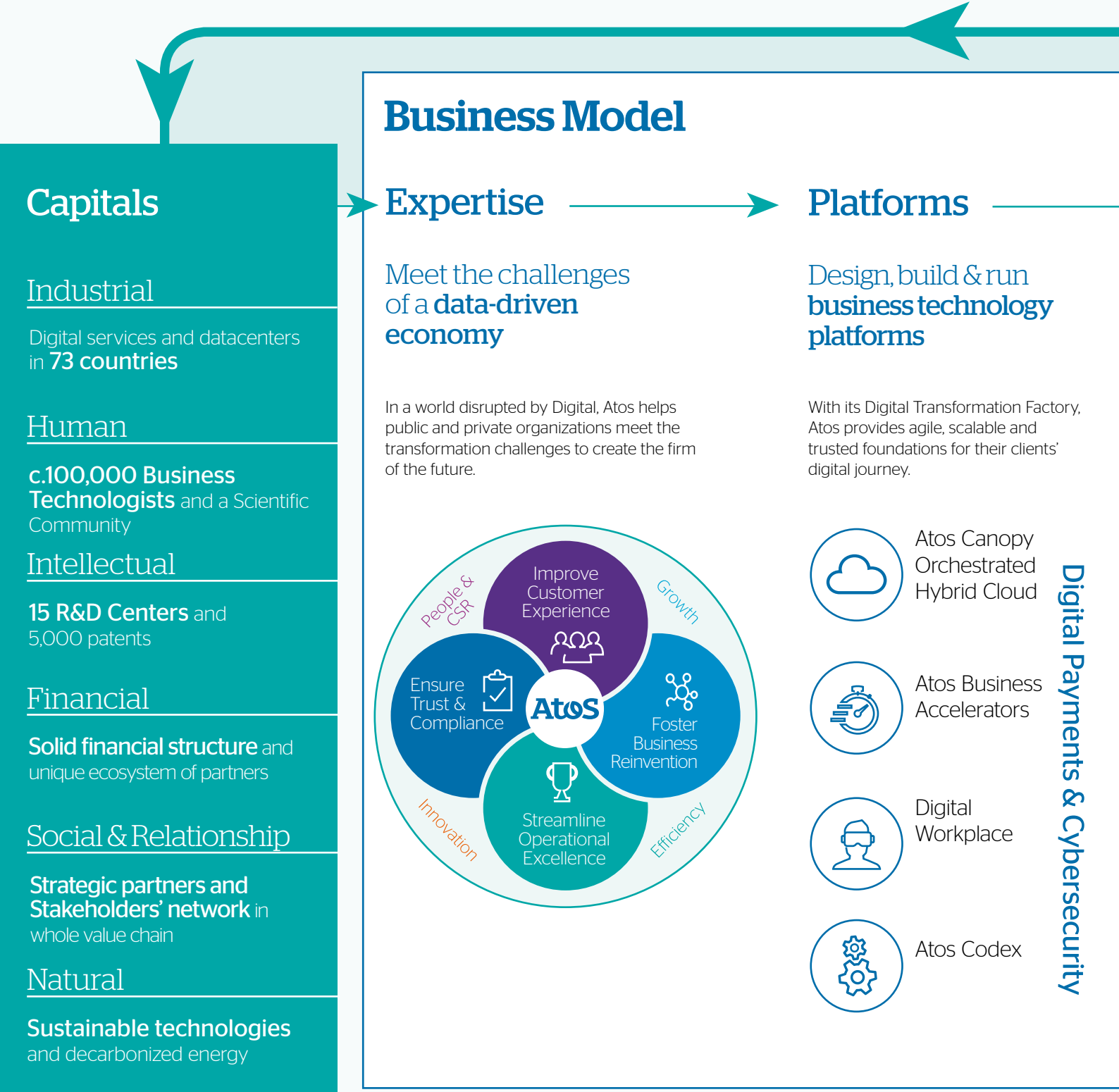


70%

Current ratio of independent members *

*As per article 8.3 of the AFEP-MEDEF Code, Directors representing the employee shareholders or representing employees are not taken into account when determining the percentage of independent Directors

Creating value for all stakeholders



Capitals

Industrial

Digital services and datacenters in **73 countries**

Human

c.100,000 Business Technologists and a Scientific Community

Intellectual

15 R&D Centers and 5,000 patents

Financial

Solid financial structure and unique ecosystem of partners

Social & Relationship

Strategic partners and Stakeholders' network in whole value chain

Natural

Sustainable technologies and decarbonized energy

Business Model

Expertise

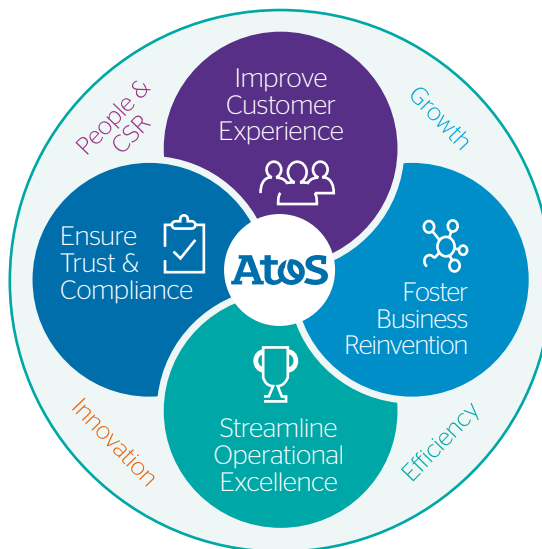
Meet the challenges of a **data-driven economy**

In a world disrupted by Digital, Atos helps public and private organizations meet the transformation challenges to create the firm of the future.

Platforms

Design, build & run **business technology platforms**

With its Digital Transformation Factory, Atos provides agile, scalable and trusted foundations for their clients' digital journey.



Atos Canopy Orchestrated Hybrid Cloud



Atos Business Accelerators



Digital Workplace



Atos Codex

Digital Payments & Cybersecurity

CR Report

Reg. Doc

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Section B - Atos positioning and strategy

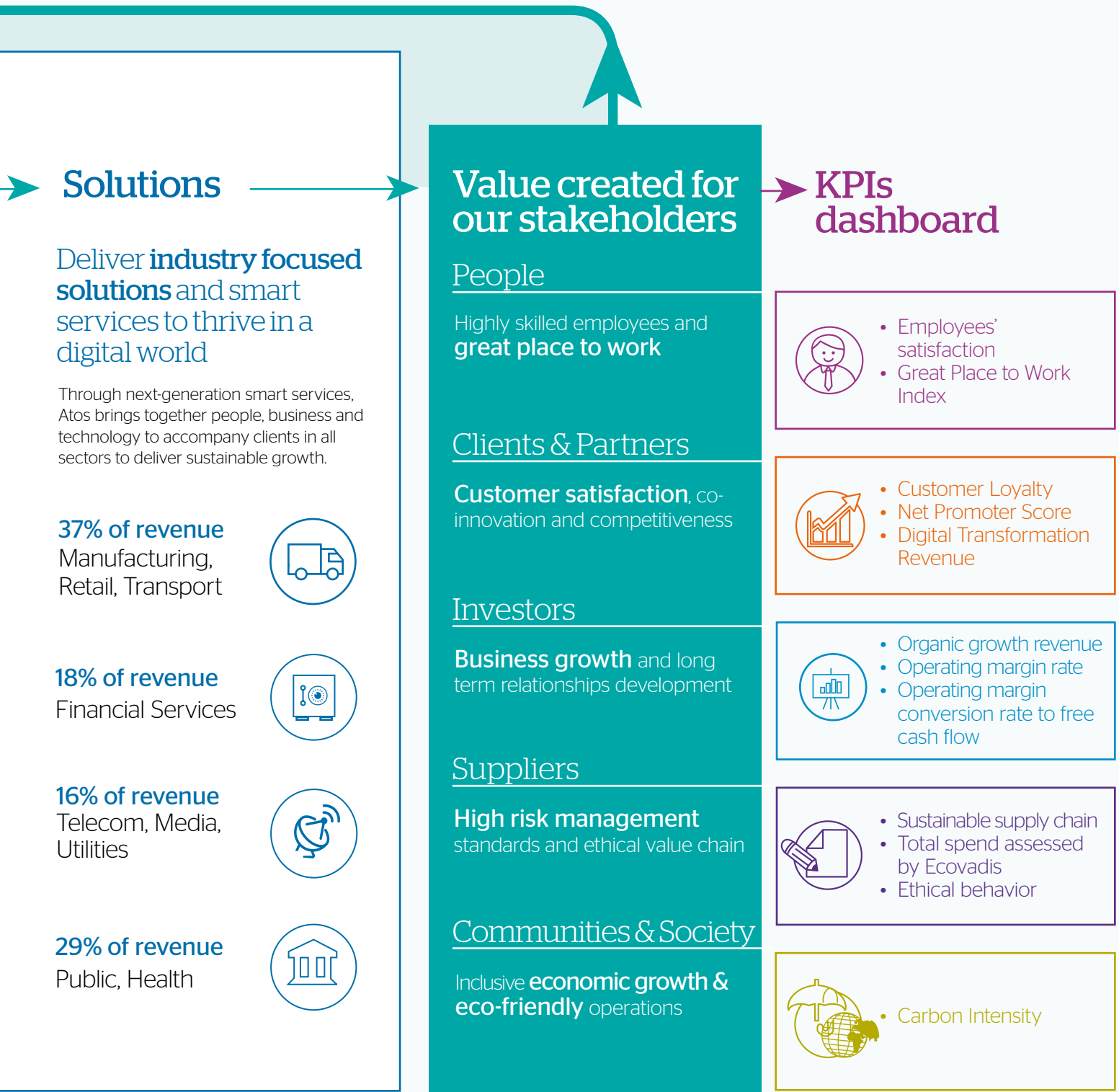
CR Report

Reg. Doc

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Section C - Sales and delivery

With its comprehensive corporate governance, its innovative solutions and expertise Atos is helping create inclusive and sustainable growth for all its stakeholders.



Our integrated performance management dashboard

For Atos, the financial success of the company goes hand in hand with its progress in corporate responsibility and sustainability. For this reason, performance in both financial and extra-financial areas of our business are component elements of Atos' growth strategy for 2019, forming an integral part of our plans to create value for our customers, employees, and all our stakeholders.



Finance			
KPI	Organic growth revenue	Operating margin rate	An operating margin conversion rate to free cash flow
2019 Ambition	+2% to +3% CAGR over the 2017-2019 period	Circa 11.5% of revenue in 2019	Circa 65% in 2019
2017 values	+2.3% organically in 2017	10.2% of revenue in 2017	56.5% in 2017*
2016 values	+1.8% organically in 2016	9.4% of revenue in 2016	52.5% in 2016



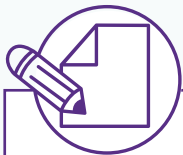
People

KPI	Great Place To Work Trust Index®
2019 Ambition	Reflecting employees' satisfaction to top 10% Industry benchmark by 2019
2017 values	54% in 2017
2016 values	54% in 2016



Business & Innovation

KPI	Net Promoter Score	Digital Transformation Factory Revenue
2019 Ambition	To be above 50% for our Top Clients by 2019	40% of total revenue by 2019
2017 values	48% in 2017	23% of total revenue in 2017
2016 values	48% in 2016	13% of total revenue in 2016



Ethics & Governance

KPI	Code of Ethics	Suppliers
2019 Ambition	100% of employees trained in the Code of Ethics	70% of total spend assessed by supplier sustainability rating agency EcoVadis by 2019
2017 values	91% in 2017**	54% of total spend
2016 values	86% in 2016	49% of total spend



Environment

KPI	Global footprint
2019 Ambition	Reduction in CO ₂ emissions between -5% to -15% by 2020
2017 values	19.28 tCO₂ per Million € in 2017***
2016 values	22.14 tCO₂ per Million € in 2016

(*) excluding pension one-off

(**) Values relate to web-based training

(***) Values at constant scope: 24.06 tCO₂ in 2016 and 19.96 tCO₂ in 2017.

Creating value, sharing value

Stakeholder dialogue drives our success



Atos aims to meet the expectations of its stakeholders and create value for them. It invests massively in innovation and in developing sustainable solutions that anticipate new trends and respond to the demands of customers, shareholders, employees, business partners, communities and society in general.

Stakeholders play an important role in Atos' yearly materiality assessment.

It is part of our collaborative culture to involve stakeholders not only when we design our range of services and solutions but also when we plan and follow through on our day-to-day activities.

With this approach, Atos reinforces the trust of its clients, while deepening the commitment of its employees and strengthening its ability to operate effectively at a local and global level.

By integrating the expectations of stakeholders into the Group's core business and activities, Atos creates and shares sustainable value for shareholders, employees and business partners and for society at large.



"The feedback from our students working for Atos emphasizes the good working atmosphere, the responsibilities they are given and the variety of challenges they are facing in their daily work. The main expectations of our students have changed over the past few years. Cultural diversity, varied and autonomous work, entrepreneurship and meaningful work are growing concerns for them."

Raphaëlle Gautier

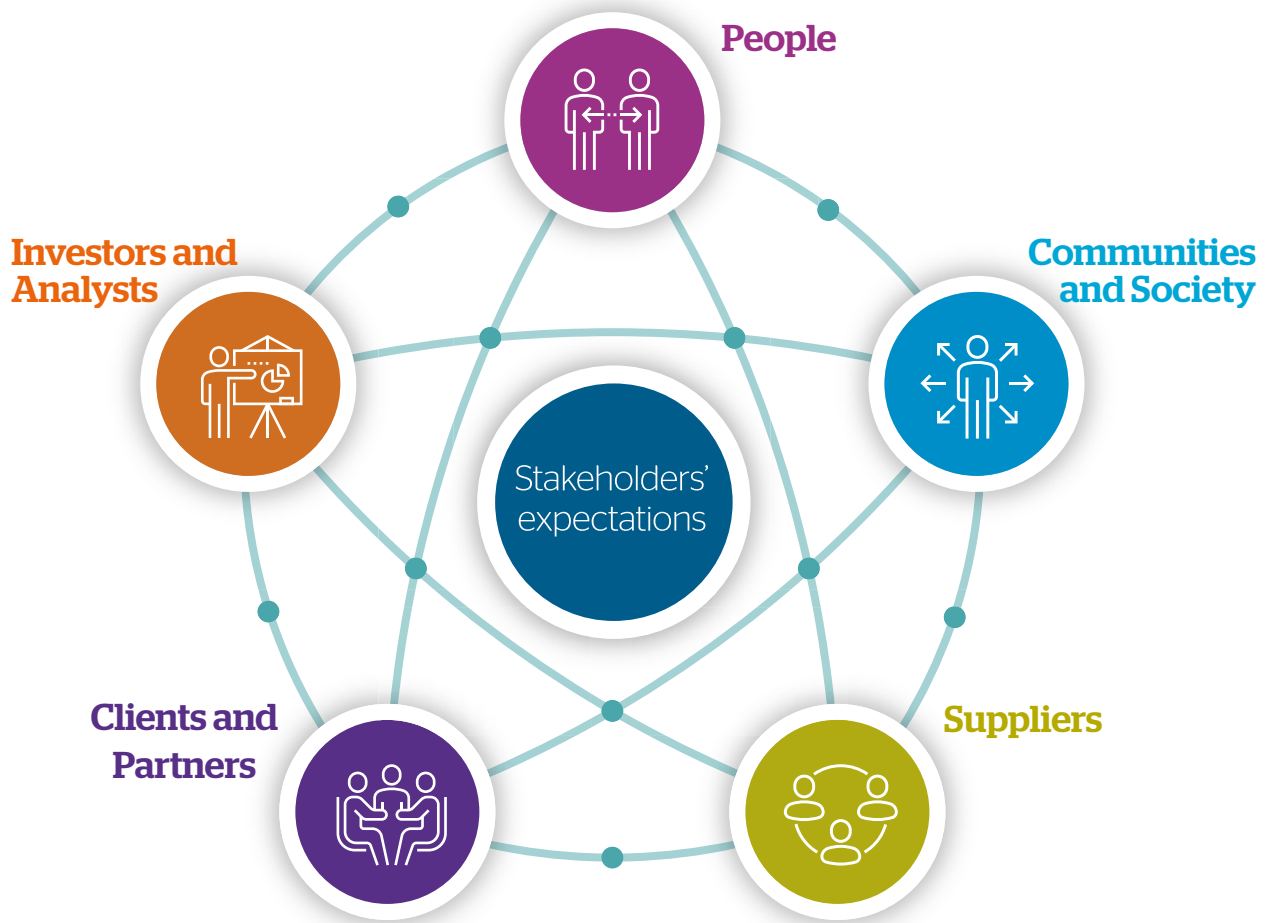
Executive Director - Corporate Partnerships & Careers, HEC



"Our long-standing alliance with Atos forms a key part of the Siemens digitalization strategy. Atos is an essential ecosystem partner. Together, we are funding new innovations in areas such as Industrial Data Analytics, Machine Intelligence and digitalization services. To support the strategic Alliance roadmap 2020 Siemens and Atos have decided to further combine the strength of both companies by increasing our joint innovation and investment program by an additional €100 million, totaling €330 million. It is a unique partnership that has accelerated the business of both our companies and created added value for our customers and shareholders."

Norbert Lütke-Entrup

Head of Corporate Technology and Innovation Management, Siemens



Clients and partners

Expectations: Against a backdrop of dramatic technological and social change, Atos' clients expect to benefit from the right digital tools and expertise to meet their own challenges and to develop their own businesses. They expect Atos to be a dependable, resourceful and committed partner on their digital transformation journey.

Challenges: Customer satisfaction, Client trust, Anticipation of future clients' needs.

Value created by Atos: Accelerate leadership, Develop market shares, Build competitive advantages, Power innovative mindsets and capabilities. Maintain mutual trust with our business partners,

Investors and Analysts

Expectations: Atos' investors expect profitability, clarity and transparency. They need to be informed about the Group strategy and how Atos will allocate its resources.

Challenges: Integrated thinking, Transparency, Credibility.

Value created by Atos: Develop long-term relationships with investors, Disclose publicly sustainability KPIs, Better integrate non-financial and long-term factors.

People

Expectations: Atos' employees want to work in the best possible working conditions, to have the opportunity to evolve and grow inside the company, and to be recognized for their achievements.

Challenges: Wellbeing@Work, Employee engagement, Brand appeal.

Value created by Atos: Generate employees' satisfaction, Develop knowledge and skills, Focus on Talent Management, Encourage social collaboration, Instill Atos culture.

Suppliers

Expectations: Atos has developed a strong ecosystem of suppliers to help it build new services and reach new markets. Atos' suppliers expect a long-term contractual relationship from Atos, based on trust, fairness and shared ethical values.

Challenges: Collaboration, Knowledge sharing, Efficiency.

Value created by Atos: Guarantee high quality of services, Create synergies within Atos' ecosystem, Minimize risks within the supply chain.

Communities and Society

Expectations: Civil society and local communities expect from Atos a positive socio-economic impact from the Group's operations, job creation, new technologies and the use of digital solutions to drive progress while preserving the environment.

Challenges: Savings, Performance, License to operate.

Value created by Atos: Reduce and offset environmental impacts, Generate sustainable profits on operations to support innovation, Have a positive and long-term impact on local economies, Power social progress and digital inclusion.

Our materiality and integrated reporting approach

Stakeholder-driven priorities

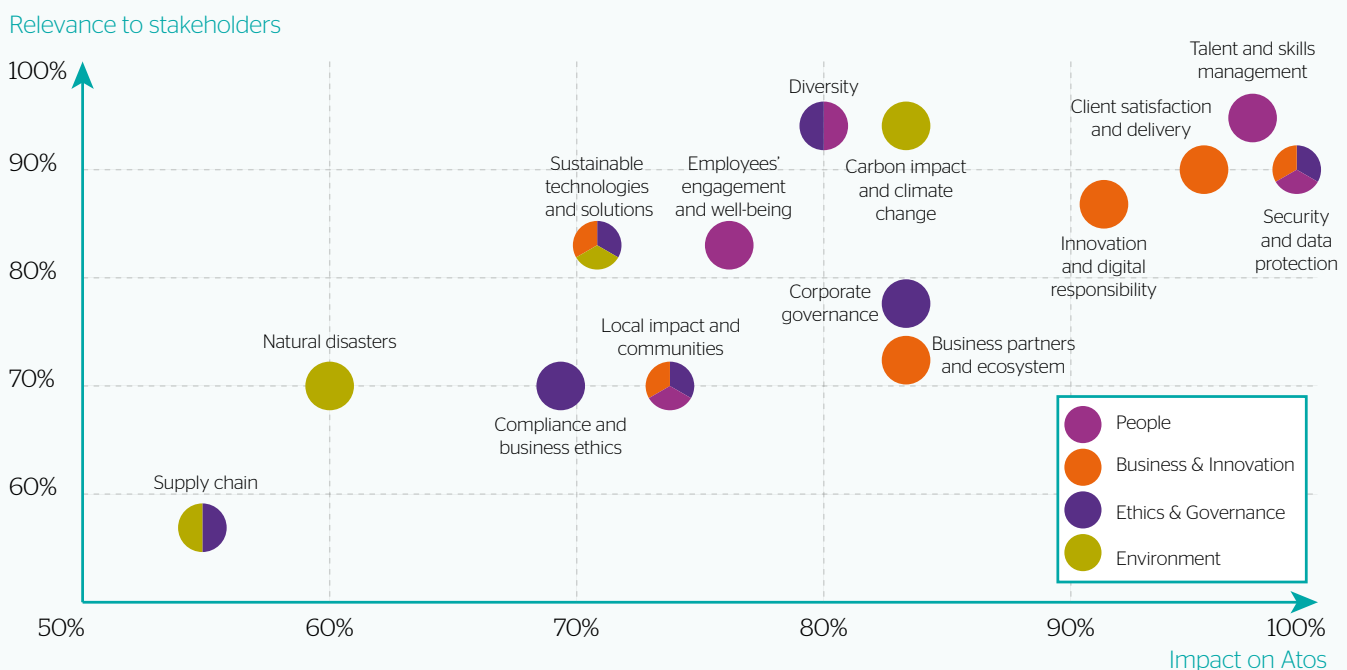
Atos has adopted an integrated strategy for its 2019 Ambition which integrates extra-financial goals into its business model, with the aim of creating value for all stakeholders. Atos has carried out regular materiality assessments since 2010 to make sure that Atos' business strategy meets stakeholders' expectations and addresses the most important challenges identified.

The materiality assessment prioritizes the areas that Atos must focus on to respond to stakeholders' expectations (best practices, international standards, new regulations, etc.) with relevant impact into Atos' business model.

To carry out the materiality assessment in 2017, Atos undertook interviews with external stakeholders (stakeholders chosen among Atos' investors, partners, customers, suppliers, and with non-governmental organizations and universities that Atos has strong links with) and internal stakeholders (members of the Executive Committee).

The 2017 Materiality Analysis consisted of various stages and included an analysis of international independent standards (Global Reporting Initiative) and French extra-financial reporting standards (Grenelle 2) as well as a benchmarking exercise against industry sector best practices, a review of the expectations of customers, investors and Environmental, Social and Governance (ESG) agencies, as well as interviews with internal and external stakeholders. As a last step, coefficients were assigned for each issue and final grades were calculated. This procedure has ensured that Atos can focus its actions on the subjects that are most relevant to its stakeholders.

Atos materiality matrix





People

Being a responsible employer

Atos has the responsibility and ambition to support a diverse, talented and motivated workforce, and to provide its employees with the skills they need for digital transformation.

The material issues for Atos in relation to its employees are:

Talent and skills management: Atos' ability to deliver high quality services is based on the expertise of its employees. Consequently, it is critical for Atos to attract the best candidates and retain and develop talented people. As the trusted partner for the digital transformation of its customers, Atos offers its staff a roadmap to develop their digital skills and capabilities.

Diversity: As a Group with a global presence, Atos has implemented a worldwide diversity program and policy that covers gender equity, disability, diversity of ages and cultural diversity. It is Atos' responsibility to employ a workforce which reflects the full diversity of today's society.

Employees' engagement and well-being: To deliver high quality solutions to clients, and as an intrinsic commitment to its employees, Atos makes sure that they enjoy good working conditions and an environment that favors well-being at work. Atos is focused on supporting the development of a committed, motivated and engaged community of employees.



Business & Innovation

Generating value with co-innovation and sustainable business solutions

Atos is expected to design and deliver end-to-end solutions with its partners' ecosystem, meeting the challenges of its customers, including their security and data protection concerns.

The material issues for Atos in relation to its customers are:

Client satisfaction and delivery: Client satisfaction and loyalty are major Atos objectives and critical to our long-term growth. Atos is committed to offering not only the best solutions and the best expertise, but also to encouraging open innovation and building successful relationships with its customers.

Security and data protection: In an interconnected environment, where threats are gaining in volume and power, Atos is responsible for offering technologies and services that help clients protect their most valuable assets. A culture of data security is tightly integrated into all governance bodies.

Innovation and digital responsibility: In today's fast-changing world, bringing innovation to clients is at the heart of Atos' strategy. To respond to the opportunities and threats of digital shockwaves, it is critical to pursue research and development, open innovation and forward thinking.

Business partners and ecosystem: Atos has developed a unique network of technological leaders including Siemens and Dell EMC. Atos' ability to offer powerful solutions is enhanced by its collaboration with innovative and disruptive startups that can bring new approaches to customers' challenges.

Sustainable technologies and solutions: Sustainability is embedded into the Atos solutions portfolio. Atos recognizes its responsibility to design solutions that meet social and environmental challenges faced by clients and by society at large.



Ethics & Governance

Being an ethical and fair player within Atos' sphere of influence

Atos takes responsibility for securing strong corporate governance and applies worldwide ethical standards shared along the whole value chain.

The material issues for Atos in relation to its supply chain are:

Corporate governance: To ensure the success of our 2019 Ambition, Atos has established robust governance bodies with complementary competencies, including a Board of Directors and Executive Committee that are diverse in their composition.

Compliance and business ethics: In a context of ever-evolving rules and regulations, having strong compliance and ethical standards underpins the delivery of excellent business technology solutions. Atos is committed to maintaining a world-class ethics and compliance culture.

Supply chain: Atos has developed a permanent dialogue with its suppliers to assure strong and fair relationships. At all times, Atos aims to maintain respect for its values and rules throughout its value chain, and to build trust and long-term relationships with its suppliers.

Local impact and communities: Through its operational activities, Atos has numerous social and economic impacts on communities. Atos understands its responsibility towards these communities and addresses their expectations. With the development of innovative solutions that help reduce the digital divide, Atos is improving the company's social impact.



Environment

Supporting the transition to a low-carbon economy

Atos is expected to support the transition to a low-carbon economy, improve the efficiency and resilience of its operations and mitigate the risks arising from natural disasters.

The material issues for Atos in relation to the environment are:

Carbon impact and climate change: In line with global efforts to limit climate change, Atos is improving the environmental efficiency of its operations by reducing their energy and carbon intensity. It is also anticipating and supporting the necessary transition to a low-carbon economy.

Natural disasters: In an environment confronted with climate change and with an increase in the incidence of natural disasters, Atos is responsible for implementing policies and processes that can ensure the resilience and continuity of its business and the safety of all its employees.

Assessing, monitoring and managing our risks

Atos has conducted a wide-reaching review of the Corporate and Social Responsibility risks that could affect its ability to create value over the short, medium and long term.

These are the inherent risks that Atos faces in view of its activities as an international IT company, its markets, and its countries of operation. The risks are both financial and non-financial and they have been assessed with reference to Atos' four main challenges: People, Business & Innovation, Ethics & Governance and Environment.

In total, based on internal sources and external expertise, the following risks are considered as significant and the Group is responding to all of them with appropriate action to prevent or mitigate the risks.

Reg. Doc Section F.5. "Risk Management activities"

Challenge: People



Description:

Talent acquisition and retention

In today's IT services market, companies remain dependent on the skills, the experience and the performance of their staff and the core members of their management teams. The success of organizations in this field depends on their ability to retain essential qualified staff and to use their competencies for the benefit of customers.

Training and Human capital development

Human capital and talent management are major assets to develop employee expertise and its effective use in providing high quality services.

Employee engagement and well-being

The quality of service delivery depends on the establishment of talented and stable teams who are committed to meeting clients' needs. The capacity of the company to fulfil its employees' expectations is essential to develop leadership and to build a strong brand to attract the best talents in the market.

Action/Mitigation:

Atos is enhancing its Wellbeing@Work culture with a specific focus on individual care for everyone as well as developing experts, talents & management capacity. Skills and performance enhancement is also managed through on-going investment in certifications, adaptive and multi-channel learning.

Challenge: Business & Innovation



Description:

Cyber-attack risk

The visibility of Atos and its clients may attract malevolent third parties to conduct attacks on Atos' systems that could compromise the security of data. The loss of confidential information could result in undermining customers' confidence leading to the end of business relationships, as well as an imposition of fines and damages.

System security, reliability and continuity of systems [A3]

IT system breakdowns could be critical both for the Group's internal operations and its customers' needs.

Partnership

The ability to develop partnerships and create a unique ecosystem of technological partners is vital to ensure the delivery of innovative and qualitative services.

Customer relationship management and cross-selling

The IT services provided to customers are sometimes a critical element for the performance of their commercial activities and often play an indispensable role in the development of their businesses. Any inadequate implementation of sensitive IT systems or any deficiency in the performance of services may result in significant prejudicial consequences for clients and may result in penalty claims or litigation.

Ability to innovate, digital transformation and offerings

Atos is operating in a fast changing environment of new technologies and overall digitalization. To remain a world leader in IT and embrace the digital transformation, it is essential to invest in innovation and digital offerings.

Action/Mitigation:

To minimize the impact of security incidents, reduce delay of reaction and enforce the management of cybersecurity defenses, Atos has implemented a CSIRT (Computer Security Incident Response Team) to manage all security events and security incidents worldwide, employing a 24x7 follow the sun methodology.

Atos' activities sometimes require partners and/or subcontractors' assistance on projects to complement its resources in terms of people, expertise or means. In such situations, partnerships may be formed or subcontractors may be used by Atos in order to win contracts and to perform duties. These partners are closely monitored based on quality, cost, delivery, innovation, ethics and sustainability requirements.

Our Scientific Community looks ahead for future trends and a network of recognized experts supports innovation and new offerings. The R&D investment committee is in charge of reviewing the Atos R&D roadmap globally and a specific risk assessment process (named "RAPID") has been set up.

Atos is also addressing the risk related to the safeguarding of Innovation and new offerings through a dedicated Intellectual Property Factory managing all types of IP assets: domain names, trademarks, copyrights, patents and trade secrets. Atos owns 5,000 patents.

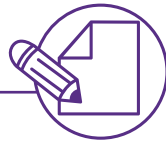
CR Report

Business & Innovation chapter

Reg. Doc

Section C.4 - Big Data & Cybersecurity, C.6 - Innovation & Partnerships and D.3 - Generating value with co-innovation and sustainable business solutions

Challenge: Ethics & Governance



Description:

Compliance with laws and regulations

For a global company, in a context of fast changing rules and regulations and with increasing stakeholder focus on ethics in business, it is essential to maintain a strong compliance culture, and ensure compliance with national and international regulations.

Bribery and corruption

Atos complies with an increasingly stringent regulatory framework, mandating that business across the value chain is done in an ethical and responsible way. Atos is active in many countries, some of which have weak anti-corruption laws which could expose Atos to reputational and legal risks.

Client data protection

As an employer and a service provider, Atos must comply with personal data protection regulations, which protect the identity, privacy and liberties of individuals in the digital world. Regulatory changes, most notably the European General Data Protection Regulation, and citizens' expectations present both new challenges and welcome improvements to legal regimes in which Atos operates.

Action/Mitigation:

The Group closely follows the evolution of regulations in countries where it operates through its General Counsels of the operational units. In addition, the Group Compliance Department releases weekly legal updates on the main regulations impacting the Group. The new regulation on GDPR in Europe is a particular focus for mobilization.

CR Report

Ethics & Governance chapter

Reg. Doc

Section D.4 - Ethical & Governance excellence in Atos' sphere of influence

Challenge: Environment



Description:

Natural disasters

For an IT company, a natural disaster can have devastating effects on the continuity and security of IT systems. With the number of natural disasters likely to increase in the coming years, addressing the issue of climate change is vital for Atos.

Climate change adaptation

Atos' stakeholders expect the company to operate in a way that reduces energy consumption and offers solutions that have no negative impact on society.

Energy consumption and carbon footprint

A failure in Atos' energy management could reduce the confidence of clients, investors and financial analysts in the company's ability to achieve eco-efficiency.

Action/Mitigation:

Atos monitors environmental related risks through complementary tools and processes: the Environmental Program action plans; the EMS (Environmental Management System); the Enterprise Risk Management Process; the Book of Internal Control (BIC) and Legal Risk Mapping.

Atos launched its own Safety and Emergency Response Tool (SERT) that is activated in areas where an event has occurred that could put Atos employees' safety at risk. In 2017 SERT was activated in Houston and Miami after hurricanes and in Mexico after earthquakes.

Business continuity strategies have been implemented resulting in the ability to provide services from different locations. These business continuity strategies can minimize the effects of local phenomena and aim to mitigate wider extreme natural events as well as other causes of disruption like fires or civil disturbances.

CR Report

Environment chapter

Reg. Doc

Section D.5 - Supporting the transition to a low-carbon economy



Digital services: an enabler for the UN Sustainable Development Goals

Maximizing the positive impacts of digital technologies.

As a leading player in effecting digital transformation, Atos is committed to making a significant contribution to the achievement of the Sustainable Development Goals (SDGs) of the United Nations. We have specifically integrated these goals into our Corporate Social Responsibility program and assessed the impacts of our offerings in relation to the SDGs.

Addressing our clients' sustainability challenges

Adopted as part of the UN's 2030 Agenda for Sustainable Development, the 17 Sustainable Development Goals set 169 targets with guidance on how the UN's 193 member countries, the private sector and civil society can act to end poverty, protect the planet and ensure prosperity for all.

It is the responsibility of leading companies to play an active part in contributing to the achievement of the SDGs and in monitoring the impact of their actions on these goals. Through the design and delivery of our sustainable digital solutions for customers, Atos supports its clients in responding to the environmental, economic and social challenges they face.

Applying our digital solutions impact methodology we have assessed that in 2017 our digital solutions addressed most of the 17 SDGs.

Coverage by Atos digital solutions of the UN Sustainable Development Goals



Figure: <https://sustainabledevelopment.un.org/post2015/transformingourworld>

The Atos Digital Transformation Factory offerings are powerful enablers for our customers to have a major impact on SDGs.

Our analysis shows that:

- the Decent Work and Economic Growth goal (SDG 8)
- the SDG for Responsible Consumption and Production (SDG 12)
- and the Peace, Justice and Strong Institutions goal (SDG 16)

are the top 3 most affected by Digital Transformation Factory solutions.

The case studies presented in the Business & Innovation chapter (pages 38-41) are an illustration of our contribution in this area.

Paving the way for the SDGs

With the overall Corporate Program, Atos contributes directly and indirectly to the SDGs by applying the highest standards in the workplace and in its social, governance and environmental global policies, programs and procedures.

Our global policies, programs and procedures currently address 10 of the 17 SDGs.








Figure: <https://sustainabledevelopment.un.org/post2015/transformingourworld>

Relationship between Atos material challenges and UN Sustainable Development Goals

Thanks to its 2017 materiality assessment, Atos has established how the most material topics identified for its stakeholders could contribute to attaining the SDGs.

The greatest contribution towards the SDGs are for

- Good Health and Well-Being
- Quality Education
- Diversity
- Decent Work and Economic Growth
- Industry
- Innovation and Infrastructure
- Responsible Consumption and Production
- Climate Action and Peace
- Justice and Strong Institutions.

CSR Challenge	SDG linkage
 People <ul style="list-style-type: none"> • Talent and skills management • Diversity • Employees' engagement and well-being 	 
 Business & Innovation <ul style="list-style-type: none"> • Client satisfaction and delivery • Security and data protection • Innovation and digital responsibility • Business partners & ecosystem • Sustainable technologies and solutions 	   
 Ethics & Governance <ul style="list-style-type: none"> • Corporate governance • Local impact and communities • Compliance and Business ethics • Supply chain 	 
 Environment <ul style="list-style-type: none"> • Carbon impact and climate change • Natural disasters 	 

Main Key Performance Indicators

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos' corporate responsibility performance in 2017 linked to its 4 challenges. The complete set of KPIs is contained in the Registration Document.



People

Being a responsible employer

Aspects	KPIs	GRI Std	Reviewed by Deloitte ✓	2017	2016	2015	Perimeter per employee	Perimeter per Turnover
Talent and Skills Management	Average hours of training that employees have undertaken during the year	404-1	✓	36.27	41.98	Not disclosed	89%	-
	Number of digital certifications obtained per year	404-2	✓	35,263	Not disclosed	Not disclosed	90%	-
	Percentage of employees with an Individual Development Plan	404-3	✓	80%	62%	Not disclosed	83%	-
Diversity	Percentage of females within Atos	405-1	✓	29.17%	27.07%	27.09%	90%	-
	Percentage of women identified in talents pool	405-1	✓	27.43%	Not disclosed	Not disclosed	68%	-
Employees' engagement and well-being	Atos Trust Index® informed by Great Place to Work (GPTW)	A2	✓	54%	54%	56%	59%	-
	Absentee Rate (%)	A16	✓	2.33%	2.53%	2.79%	62%	-

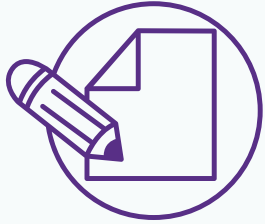


Business & Innovation

Generating value with co-innovation and sustainable business solutions

Aspects	KPIs	GRI Std	Reviewed by Deloitte ✓	2017	2016	2015	Perimeter per employee	Perimeter per Turnover
Client satisfaction and delivery	Net Promoter Score	102-43 102-44	✓	48%	48%	Not disclosed	-	100%
Innovation and digital responsibility	Innovation workshops delivered with customers	A10	✓	290	290	264	-	100%
Security and data protection	Percentage of coverage of ISO 27001 certifications	A3	✓	100%	100%	100%	-	100%
	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data*	418-1	✓	0	0	0	-	100%
Business partners and ecosystem	Digital transformation factory revenue (M Eur)	A12	✓	2,958	1,500	Not disclosed	-	100%
Sustainable technologies and solutions	Total Revenue of "sustainability offering" (M Eur)	A7	✓	2,755	1,670	Not disclosed	-	100%
	Offsetting of all datacenters GHG emissions (%)	305-5	✓	100%	100%	100%	-	100%

(*) resulting in judicial action



Ethics & Governance

Being an ethical and fair player within Atos' sphere of influence

Aspects	KPIs	GRI Std	Reviewed by Deloitte ✓	2017	2016	2015	Perimeter per employee	Perimeter per Turnover
Corporate governance	Percentage of females within the board of Directors	405-1	✓	50%	45%	45%	100%	-
	Attendance rate at Board meetings	102-28	✓	91%	Not disclosed	Not disclosed	-	100%
Compliance and business ethics	Percentage of employees who successfully completed the Code of Ethics's elearning	205-2	✓	91%	86%	24%	96%	-
	Number of significant fines (higher than 100K EUR)	419-1	✓	0	1	0	-	100%
Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	A17	✓	52%	41%	Not disclosed	-	99,9%
	Total percentage of spend assessed by EcoVadis	A17	✓	54%	49%	Not disclosed	-	99,9%
Local impact and communities	Total number of employees recruited	202-2	✓	12,596	16,005	13,048	90%	-
	Percentage of graduates recruited	401-1	✓	37,97%	Not disclosed	Not disclosed	90%	-



Environment

Supporting the transition to a low-carbon economy

Aspects	KPIs	GRI Std	Reviewed by Deloitte ✓	2017	2016	2015	Perimeter per employee	Perimeter per Turnover
Carbon impact and climate change	Energy intensity by revenue (GJ per Million EUR)	302-3	✓	227,35	243,41	236,82	-	94%
	Energy intensity by employee (GJ per employee)	302-3	✓	29,68	32,18	29,05	81%	-
	GHG emissions by revenue (tCO ₂ per Million EUR)	305-4	✓	19,28	22,14	17,81	-	95%
	GHG emissions by employee (tCO ₂ per employee)	305-4	✓	2,51	2,90	2,17	86%	-
	Number of sites certified ISO 14001	A14	✓	134	124	95	-	100%
Natural disasters	Percentage of the strategic datacenters that have synchronous data replication capacities	A20	✓	100%	Not disclosed	Not disclosed	-	100%

404-1: excludes Germany and Corporate Germany, part of Worldline and part of Unify.

404-3_A_c2 and 404-3_A_c3: excludes Germany and Corporate Germany, Austria and WL Austria, Greece, IMAKUMO, Digital River, ENGAGE ESM, First Data Baltics, employees with GCM O, and other exclusions.

205-2: the e-learning excludes Germany

A17: Excludes Conduent and ImaKumo and other small acquisitions as CVC, Zdata, etc. The 2016 perimeter was corrected taking into account that the only exclusion was Engage entity.

302-3, 305-4: All environmental KPIs exclude new acquisitions such (Conduent and ImaKumo).

302-3, 305-4 for Offices include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Malaysia, Mexico, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay, USA, Worldline United Kingdom, Worldline Belgium, Worldline France, Worldline Germany, Worldline India, Worldline Italy and Worldline Spain.

302-3, 305-4 for Datacenters include Argentina, Austria, Belgium, Bulgaria, Canada, China, Colombia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, Ireland, Morocco, Netherlands, Philippines, Poland, Romania, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay, USA, Worldline United Kingdom, Worldline Belgium, Worldline France, Worldline Germany, Worldline India, Worldline Italy and Worldline Spain.

305-4 for Travels include Andorra, Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, Chile, China, Colombia, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hong Kong, Hungary, India, Ireland, Italy, Korea, Lithuania, Luxembourg, Mexico, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates, United Kingdom, Uruguay, USA, Worldline United Kingdom, Worldline Argentina, Worldline Austria, Worldline Belgium, Worldline France, Worldline Germany, Worldline Hong Kong, Worldline India, Worldline Indonesia, Worldline Luxembourg, Worldline Singapore and Worldline Spain.

A shared passion for technology

Digitalization is transforming how we work together and changing the way we create value for our stakeholders.

As the next generation of digital graduates join the workplace and new technologies proliferate, the world of work is changing rapidly. At Atos, we are becoming a more agile, creative and fast-moving organization, and an organization that is increasingly driven by technology and passion.

Running a global digital services company of around 100,000 people in 73 countries presents major challenges such as ensuring strong digital skills, integrating employees from the companies we acquire, attracting and retaining world-class technology experts and embracing diversity in our workforce.

2017 was a milestone year for Atos in achieving our ambitions to train our business technologists in digital skills and competences so that we can fully support our customers when it comes to their digital transformation. Our HR 2020 strategy is unique in our industry, driving our investment in internal people development through digital competence training. In 2017, we increased the number of certifications in new digital skills to more than 35,000 - double the level of the previous year.

Thanks to our partnerships with Tier One universities, we welcomed a record high number (above 1,000) of top digital graduates coming exclusively from a selection of the world's leading universities, consolidating our skills base and a future-looking entrepreneurial outlook for our company. Our Wellbeing@Work program has been instrumental in the integration of these new joiners in our company through an additional dimension focusing on individual care. In parallel, Atos is highlighting the importance of the development of its own personnel by ensuring that our job opportunities are primarily filled by internal mobility. In 2017 we also launched an end-to-end career path for our experts acknowledging our technology dimension, the importance of R&D and of patents.

Digitalization is fully in motion for our Human Resources function with the roll-out in 2017 of a program changing our HR processes to capture all the potential offered by the implementation of new automated technologies so as to transform our work and ensure that the HR organization and our employees around the world benefit from these digitally transformed and delivered HR services.

Across the organization, our performance management practices have been standardized and a structured and a comprehensive diversity program led by a Chief Diversity Officer from our Board of Directors has been implemented.

With a workforce that is increasingly skilled, motivated and diverse, Atos is well prepared for the challenges and opportunities of the future.



“As a technology company and a major investor in R&D, it is critical for Atos to enhance our collective skills and to attract and motivate experts in today’s leading technologies. To make sure that we can engage talented people from all backgrounds, we have embedded diversity targets into our recruitment programs and into our guidelines for employee compensation and benefits.”

Philippe Mareine

Head of Group Human Resources and Global Siemens Alliance, Atos



Five key achievements in 2017

35,000 ^[GRI 401-2]
digital certifications

65%
of senior positions filled internally

4,783 ^[GRI 401-1]
graduates hired of which 1,090 came from Tier One universities

80% ^[GRI 404-3]
of employees benefit from an Individual Development Plan

4,000+
managers trained to support and execute the strategic ambitions of the Group



Nurturing our talents, developing our skills

Digital skills are critical in the workplace of the future. By investing now in training and the development of new skills and capabilities, Atos is strengthening its market position to enable the digital transformation of its clients, and providing its employees with more opportunities for their own development and progress.

Tier one graduate training

To achieve Atos' growth ambitions for 2019 and beyond, it is vital for the Group to hire and retain outstanding graduates and interns with the best digital and technological potential.

The Atos Tier One University Program saw a tripling in the number of graduates joining Atos in 2017 as compared to 2016. The program establishes close working and technology oriented partnerships with selected leading universities around the world. As well as creating internships and work opportunities, Atos developed its relationships with these universities and their students, for example, by supporting computer science student projects and by establishing dedicated account plans similar to its client account plans.

When top graduates join Atos, the Atos Graduate Plan aims to generate a rewarding experience in line with graduate expectations. The new graduate program comprises pre-onboarding and onboarding information, work experience on projects, training, international aspects, mentoring and membership of the Atos graduate community. There is also a closing ceremony and diploma, discussion about career paths and an evaluation interview.



Working across cultural divides

Three of Atos' leading partners among Tier One universities worked together in 2017 to give students an unprecedented insight into life in a global organization.

French business schools HEC Paris and École Polytechnique and India's Institute of Management Ahmedabad developed a multicultural management and technology transfer program with Atos under which assigned students worked on a change management research project at Atos headquarters in France and then at Atos sites in India. The students analyzed the performance of multicultural teams in delivering services to global customers and researched ways of measuring organizational output and managing change.

In 2018, Atos will run the project again with new teams of students from these partner institutions.



Promoting in-house talent

Atos has expanded the scope of its successful mobility program, Internal First.

Internal First aims to fill Atos' recruitment needs primarily with people who are already working for the company. This broadens the career perspectives offered to existing employees, and offers them the opportunity to move into areas with high demand for their skills and experience, thus reinforcing their employment sustainability in the long run.

In 2017, the initiative was extended to cover more levels and categories of employees. The program was rolled out across all Atos' recruitment teams and integrated into the company's managerial training. This is significantly helping an increasing number of positions to be filled internally.





Certified success

Record numbers of Atos employees achieved certifications in 2017.

More than 37,000 certifications were achieved in 2017, double the level of the previous year. Of this total, over 35,000 certifications were in digital skills, also more than double compared to 2016.

This increase in training is the result of a structured program of digital competence building which incorporates all areas of Atos' digital growth strategy and covers all business units. The rise in the number of certifications also reflects the introduction of a new user-friendly Learning Management System with an increased online element.

As well as aiming to make sure that our people are equipped with state-of-the-art skills to address clients' requirements, Atos is encouraging initiatives for employees to explore new fields of expertise that they are interested in developing. The certification processes provide a means to benchmark the added value brought about by training and are based on widely recognized standards to ensure that the training is more than just class attendance.



Thought leaders for the future

Every year, Atos invites a group of 30 of its brightest technology talents, from systems architects to researchers, solution managers and chief technology officers, to take part in a unique six-month development program.

The Gold for Experts initiative gives these technology leaders a broad view of the business challenges facing Atos' clients and partners, helping them identify and develop value-added solutions to these challenges. The aim of the course is to transform experts in technology into experts in business and trusted strategic advisors with an in-depth understanding of customers' concerns and requirements.

The program, which includes residential sessions in Cambridge in the UK and Paderborn in Germany, has so far welcomed around 300 technology talents from Atos. By the end of the program, participants are equipped with enhanced skills for thinking strategically, dealing with complexity and managing innovation and change. With a deeper, end-to-end understanding of the impact of digital technology on business, many Gold for Experts go on to develop their careers at Atos in exciting new directions.

Wellbeing: well liked

In September 2017, Atos enhanced its Atos Revitalized portal, a free health and wellbeing online resource, attracting more than 5,000 additional users.

Atos' acknowledgement of the importance of the physical and mental health of its employees is fully integrated into its workplace culture and one of the foundations of the company's Wellbeing@Work program.

Atos Revitalized contains broad self-help information ranging from physical training programs to relaxation techniques and recipes, and employees can integrate health tracking apps and personal goals via the portal. Since its launch, Atos Revitalized has been used by more than 40,000 employees.



Changing skills for changing challenges ^[GRI 404-2]

Atos focused its approach to skills management in 2017 applying a new strategy that identifies and allocates people with the most appropriate skills for specific client projects.

As part of its Global Skills Management Framework, the Human Resources generates an inventory of Atos workforce capabilities that are needed to deliver Atos' digital transformation services, and determines how best to source and manage these skills.

As Atos' digital business expands in line with its 2019 Ambition, the reskilling, upskilling and redeployment of employees is playing a critical part in the company's growth. Atos has developed new curricula and new ways of learning for its people, while facilitating their mobility across the organization.



Enhancing our workplaces ^[A2]

Almost two-thirds of the Atos workforce participated in the 2017 Great Place to Work survey.

Each year, Atos measures the satisfaction of its employees by carrying out a global survey with the Great Place to Work organization, measuring elements such as trust, pride and camaraderie.

In 2017, more than 56,000 employees participated in the survey. Atos consolidated its progress from 2016, maintaining its average score of 54% for the Trust Index out of an enlarged consulted population. Atos is exploring new ways to enhance its workplaces around the world.



Motivated to be the best

To provide truly world-class digital services to our clients, Atos uses a structured performance management program to ensure its workforce has cutting-edge skills, relevant expertise and the desire to succeed.

In 2017, more than 80% of the workforce across the Group benefited from an Individual Development Program (IDP), which has become a core feature of the workplace culture and an essential tool to retain employees.

Based on feedback from employees and managers, the IDP assesses an employee's contribution to the company and identifies any areas for progress. As from 2018, employees will also be evaluated on their understanding of Atos' corporate values. New ways of generating feedback for the IDP will be explored and the IDP rating scale will be adjusted to help develop employees personally and professionally.

A simple way to say thank you

Accolades were given to more than 15,000 employees in 2017 to acknowledge their outstanding performance and thank them for their continued loyalty to the company.

The long-running Accolade program, which honors employees for their important contributions to successful projects, is an invaluable way for teams, departments and business units to show their appreciation for the work of fellow employees across the organization on projects large and small. A key dimension of the Accolade program is that the initiative to make the award comes from the employee's manager thereby reducing the time between the action that is being recognized and the presentation of the Accolade.

As well as developing a positive and supportive culture, Accolades serve to encourage innovative thinking and commitment to performance across operations.



Curtain comes up on Dallas campus

In January 2017, Atos opened a new state-of-the-art campus in Irving, Texas, in the heart of the Dallas-Fort Worth metroplex.

Housing 650 employees, the new central location is facilitating the seamless delivery of services to customers across the US and has positioned Atos as one of the most attractive employers in the technology sector.

Employees on the campus enjoy world-class working conditions and access to cutting-edge technologies. The new building is based on an open environment with large workspaces, touchscreen interfaces, and wireless presentation tools.

Accessibility and environmental sustainability are two noteworthy elements of the building's design. The building complies with the standards of the Americans with Disabilities Act and by 2018 it will reduce Atos' regional CO2 emissions by circa 1,400 tons and waste volume by circa 60%.

The Irving campus is also home to the first Business Technology and Innovation Center in North America, delivering selected customers with hands-on experiences of Atos' latest innovations.



15,000

Accolades awarded



36.27

Average hours of training that employees have undertaken during the year ^[GRI 404-1]



86.30 %

of employees who received performance appraisal in the last 12 months ^[GRI 404-3]





A worldwide diversity program

The Atos Diversity Program addresses four main dimensions: gender, disability, different generations and cultural diversity.

Atos has set up a series of blueKiwi networks to help raise awareness of all these diversity issues and ensure an inclusive and supportive culture in the workplace.

Aeon is an intergenerational network that is focused on bringing the different generations together. Atos Adapt is the staff disability network, while Atos Aspire highlights gender issues. The Together Network supports a better understanding of different cultures.

Support for employees in need

In 2017, the NAO Atos Employee Relief Fund raised more than \$100,000 for employees across the Global Business Units who needed critical temporary assistance.

The fund was created to help employees who were impacted by natural disasters including Hurricanes Harvey and Irma in the US, Hurricane Maria in Puerto Rico and the earthquake in Mexico. Atos matched all donations 100%, until the fund goal was received.

As a result of this generosity, 51 Atos employees received much-needed assistance at a difficult time for them, providing them with the cash they required for temporary accommodation, food, medication and fuel, and to replace personal property.



Embracing differences [GRI 405-1]

Interview with **Denise Reed Lamoreaux**, Global Diversity & Inclusion Officer, Atos

How does Atos approach diversity in its workforce?

Atos has a worldwide presence and our employees need to reflect the diversity of global society. Our leadership is committed to increasing diversity across all areas, including neurodiversity, gender equality, people with differing abilities and diversity of ages and cultures. That is why we have implemented a diversity policy and a worldwide diversity program.

Why does a diverse workforce matter?

We see diversity as a success factor for our sustainable growth and competitiveness. We want to recruit and develop the best people from different backgrounds, with a variety of experiences and worldviews. It is something that can power Atos toward 2019 Ambition and beyond. A diverse and inclusive workforce is a more engaged, productive and innovative workforce.

What steps did Atos take to encourage diversity in 2017?

We moved away from simple "check box compliance" in the diversity space to a thoughtful approach which embeds diversity and inclusion into our corporate culture. We have built a large diversity team and we have established a Diversity Board consisting of representatives from all our geographies and business units. Our focus now is on evolving from diversity awareness to real and continued organizational and cultural change.

What are your targets for the future?

We want to make sure that our policies and compensation factor in diversity across the employee lifecycle. A particular focus is on improving our gender mix: a real challenge since according to some studies, only 3% of female students say that a career in technology is their first choice. We are looking at ways to engage with our clients and partners in the diversity space, and to recruit top talent from Tier 1 Universities.

By embracing the unique capabilities of all our global workforce, we will empower both Atos and our employees to reach their full potential and perform at the highest level. Investing in diversity means investing in our future.



Marc Meyer
Head of Executive & Talent Management and Head of Communications, Atos

"These are exciting times for new generations of top technology graduates, experts and managers working at Atos. Our company is a trailblazer in developing, building and running high-tech digital services that will take our clients all the way in their digital transformation. Agility, entrepreneurship and flexibility are increasingly distinguishing attributes of the talented people who work with us. Through our successful training, development and Wellbeing@Work programs we aim to nurture their skills and passion to drive positive change, so that Atos remains at the cutting edge of digital innovation, delivering the best solutions to meet our clients' needs."

80%

percentage of employees with an Individual Development Plan [GRI 404-3]



20,000

Followers of MyMobility platform



29.17%

Percentage of females within Atos [GRI 405-1]



New approaches to generating sustainable value for our customers

With a business culture that fully integrates our corporate and social responsibility principles, we are successfully demonstrating that digital is also at the heart of the solution we bring to our customers' Corporate Social Responsibility challenges.

For each and every one of Atos' clients, sustainability is now a business imperative. Many CEOs are publicly engaged in sustainability performance. Our customers select us to be their trusted partners because they share our values in corporate social responsibility and because they can count on our innovative solutions and world-class expertise to strengthen their own sustainable performance.

Increasingly we are building bespoke ecosystems to develop best-in-class sustainable innovations for each client. In 2017, we intensified the collaboration with the start-up economy to detect weak signals of technology disruption and always be at the forefront of the digital wave. By drawing on our unique network of outstanding technology experts, partners and start-ups, we work with our clients to address their challenges, bringing to the table collective intelligence and expertise to provide tailored, innovative solutions. With this in mind that we are expanding executive-level StratHacks in our geographies leveraging on design thinking and co-creation.

We observed in 2017 an increasing attention given to ethics, transparency and data security. The Wannacry events seriously raised awareness about the digital risks and are a reminder of how partnering with a trusted partner is a paramount priority for a sustainable business. Our digital transformation offerings provide the highest levels of transparency and control and we have a strong internal culture of compliance and ethics, fraud and data protection. In 2017, we further asserted our leadership in cybersecurity solutions with the launch of the world's first prescriptive Security Operations Center.

We believe that digital technologies and innovations are powerful enablers for sustainable development. As a truly engaged digital company in sustainability, we are now able to demonstrate that globally, Atos' portfolio is an ally to achieving the United Nations' Sustainable Development Goals (SDGs). In 2017 we developed a methodology showing the contribution of our offerings to the SDGs.

The Olympic Games are a very good illustration of our constant effort to meet sustainability performance objectives. Following careful preparations and testing in 2017, we successfully managed and hosted on the Cloud all the critical IT applications for the Olympic Winter Games PyeongChang 2018 minimizing the environmental footprint of the Games.

Our position as a global leader in sustainability and digital innovation is a powerful driver of customer satisfaction. By 2019, our aim is to reach a net promoter score of above 50% for our top clients.



“Corporate responsibility is one of the foundations of the Atos business model and it occupies a central place in the Atos culture. Digital solutions are both an enabler and an accelerator to meet the sustainable challenges of our clients. Thanks to our Digital Transformation Factory and our outstanding ecosystem of partners, we are in a leading position to create long-term shared value.”

Patrick Adiba

CEO North America Operations & CEO Olympics & Major Events, Atos*
*He was previously Chief Commercial Officer and Chief Executive Officer Olympics & Major Events, Atos



Five key achievements in 2017

€12.7 billion
Annual revenue

8.4 [GRI 102-43, GRI 102-44]
Client satisfaction score

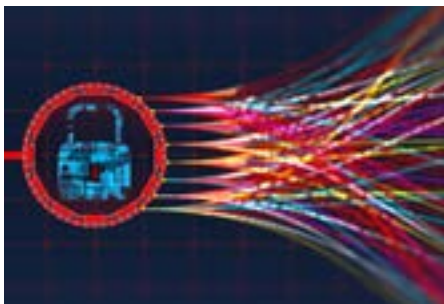
48% [GRI 102-43, GRI 102-44]
Net Promoter Score for top clients

100%
Critical IT applications in the Cloud for Olympic Winter Games PyeongChang

First ever
prescriptive Security Operations Center tool

Innovating for tomorrow's world

From enhancing agricultural techniques to facilitating access to earth data from space, from multiplying computing capacities to securing worldwide digital infrastructure, Atos' digital services are providing businesses and organizations with insights to power innovation and sustainable progress.



Blockchain all set for blockbuster role in media

Blockchain technology promises to transform the way in which content is created, historicized, monetized and consumed. From a sustainability point of view, this protocol opens new perspectives for security of transactions, climate (renewable energy, carbon traceability), health (counterfeit drugs, insurance) or citizenship (voting process, smart transport) for instance.

Atos company, Worldline, is currently leading a European Commission project that is researching the potential of blockchain to handle different online user transactions, provide an innovative way to create content, sharing, personalized consumption, monetization and copyrighting for news media items.

The members of the Bloomen consortium will use blockchain technology to build secure, distributed databases for storing media copyright information and for enabling micropayments for media content, while providing full transparency in copyright management and monetization.

The project aims to support the continued growth of Europe's leading cultural and creative industries.

Worldline is also part of the Alastria consortium, gathering major companies in Spain to develop a regulated blockchain ecosystem in the country.

Start up generation boosts blockchain

A new application could help bring blockchain further into the mainstream. Three students from Lancaster University in the UK won the Atos IT Challenge of 2017 with an ingenious blockchain-based application for smart contracts.

Smart contracts built on blockchain enable people and organizations to carry out verified and trusted transactions without the need for third parties. With the solution called 'Quo', all users are able to create and deploy smart contracts, without ever needing to write a single line of code.

The Atos IT Challenge 2017 saw 77 teams from around the world compete in the blockchain area. The Lancaster team won the first prize. Each student was also offered the opportunity to either do an internship at Atos or to work together with the company to develop his project.



Unlocking the future with co-innovation^[A10]

During 2017, Atos helped its clients transform for the digital future through a range of tool such as customer innovation workshops, StratHacks and sourcing expertise from its large ecosystem by combining the intelligence of a very large ecosystem, composed of internal and external stakeholders (startups, partners).

Each year, Atos organizes a series of client innovation workshops, tailored to each of our clients, which explore ways to leverage emerging technologies and trends for their business success.

The StratHack is a tool designed by Atos to help senior executives to explore the strategic options available to them, enabled by new and emerging digital technologies. Getting to a successful outcome relies on Atos' capacity in designing and tapping into the collective intelligence of a carefully selected set of participants to solve the issue raised by the client.

Harnessing the power of quantum

In 2017, Atos moved onto the frontline of quantum computing with the launch of the Atos Quantum Learning Machine (QLM), the world's most powerful quantum simulator. This technology is expected to support advancing research on improving energy supply, protecting the environment and contributing to nuclear safety.

This machine, capable of simulating up to 40 quantum bits (Qubits) in-memory, was installed at the Oak Ridge National Laboratory, the multi-program science and energy laboratory of the US Department of Energy, in 2017.

Researchers at the laboratory are now using the QLM to explore the potential of quantum computing to provide new methods for advancing scientific applications important to the Department of Energy, in the domains of physical science and the applied sciences.

Quantum computing, which is based on the mind-boggling properties of sub-atomic particles, is expected to take High Performance Computing to an entirely new level, supporting developments in areas such as pharmaceuticals and material sciences. To move forward on these issues, Atos plans to set up several partnerships with research centers and universities around the world.



21st century security solution

As the wave of global cyberattacks in 2017 demonstrated, today's organizations are facing cybersecurity challenges of an unprecedented scale and intensity.

To help customers respond to this threat and to protect sensitive data from attack, Atos has launched the Trustway Data Protection Suite. With this comprehensive data encryption platform, businesses can protect, securely manage and migrate sensitive data wherever it resides, whether on-premises or in virtual, public, private or hybrid Cloud environments.



Robert Vassoyan
Group Chief
Commercial Officer,
Atos

"The Digital Transformation Factory combines Atos' extensive experience and expertise in digital applications and infrastructures, electronic transactions and security technologies.

As the trusted business and technology partner of its clients, Atos provides a structured and effective approach to the core transformation challenges in customer experience, business reinvention, operational excellence and trust & compliance, empowering them to adapt and thrive in the digital age."



Secure lines for business calls

To help organizations protect their calls from unwanted intrusion. In 2017, to help Bull, the Atos technology brand, released Hoox for business, a solution that enables complete security across the entire mobile communications chain, from smartphone to applications to infrastructure.

The Hoox solution provides a secure environment for professionals on the move, with complete protection of confidential and strategic data and in full compliance with current regulations. Thanks to the end-to-end security of the solution, Hoox for business prevents interception and intrusion, even if the smartphone is lost or stolen.

Sport takes to the cloud

Digital innovation is changing the face of sport forever, enabling athletes to achieve ever higher levels of performance and helping billions of people increase their enjoyment of the world's greatest sporting events.

As the Worldwide IT partner for the Olympic and Paralympic Games, Atos is leading the way. The Olympic Winter Games PyeongChang 2018 were the first Olympics having all critical IT applications (Olympic Management System & Olympic Diffusion System) remotely managed and hosted on the Atos Canopy Orchestrated Hybrid Cloud, bringing real-time results to the world's media for all 15 disciplines and 102 events.

Atos will now re-use this Cloud-based platform to increase efficiency and flexibility, reduce costs and minimize the environmental footprint of the Olympic and Paralympic Games Tokyo 2020. Hosted in our carbon neutral datacenters, the Cloud platform is also contributing to minimizing the climate impacts of the games. Moreover, it allows worldwide remote accessibility to the venues for a wider audience of fans.



IoT solution to avoid diagnostics downtime in Indian hospitals

Extreme variations in temperatures and humidity in hospitals in India can impact the performance of sensitive medical equipment. Atos has teamed up with Siemens Healthineers, which manufactures cutting-edge healthcare diagnostic imaging equipment including MRIs and CT scanners, to monitor the performance of these crucial devices in real-time. The concept & solution outcome was conceptualized by Siemens Healthineers. The solution was developed by Atos, based on factual inputs from Siemens Healthineers to generate online alerts when components are at risk of failure due to extreme environmental conditions.

The IoT-based solution involves the streaming of data from the equipment for storage and analysis, delivering real-time, 360-degree visibility of the performance of each device. The project covers a full range of IoT services, stretching from the sensors in the devices to connectivity, applications and integrated service management. The system is currently operational in 70 pilot sites across India.

Big Data for bigger crops

With the global population heading rapidly towards an estimated 9.6 billion people by 2050, digital technologies will be critical in optimizing production at every stage of the food chain to meet the challenge of food security while promoting sustainable agriculture. This project contributes to meeting the challenge of food security while promoting a sustainable agriculture as outlined by the United Nations.

Big Data solutions from Atos are already helping the agricultural industry evolve towards precision farming and to produce more crops and protein from farmland.

In 2017, Atos also began work with ACTA, the French network of agricultural technical institutes, to explore the potential of blockchain to enable farmers to share data, to facilitate instant payments to producers and to trace food production from farm to fork.



Digital healthcare to deliver better outcomes

Digital technologies are changing the shape of the healthcare industry, lowering costs, improving patient care and transforming research.

In 2017, Atos secured an initial ten-year contract to be the digital transformation partner of University College London Hospitals NHS Foundation Trust (UCLH), one of the UK's largest national health service bodies. The aim of the partnership focuses on enhancing productivity and business performance whilst creating an engaging and inspiring digital workplace in which employees can connect, communicate and collaborate efficiently.

As UCLH's primary information and communications technology contractor and systems integrator, Atos will deliver its reliable, secure and innovative digital services. This will improve service delivery, generate savings and help UCLH in its mission to provide high quality, efficient and effective patient care.

New services from space data

Atos is leading a new consortium of companies on behalf of the European Commission and the European Space Agency to combine real-time geo data from Copernicus, the world's largest single Earth Observation program, with data from multiple third-party providers.

The objective of the Atos-led consortium is to transform this data into valuable information for a variety of industries, in collaboration with third parties such as scientific and research bodies, start ups and companies of all sizes to build innovative business services. For example, the Copernicus Data and Information Access Services (DIAS) can help governments and cities better manage urban development, scientists improve their understanding of climate change, and farmers increase their crop yields.

Atos is responsible for integrating, delivering and operating the Cloud platform which will integrate the specialized data sources. The Atos Codex portfolio of data services will provide DIAS with the analytics and cognitive capabilities needed to turn raw satellite data into insights. The new platform will increase the accessibility of data from the European Union constellation of Sentinel satellites and from other providers. Atos, with its partners, will build and commercialize the new services.



Powering change in the North



Fortum, a leading clean-energy company in the Nordics, has signed a three-year service agreement with Atos for IT systems maintenance, support work and development services. The contract covers the Nordic and Baltic regions, Poland and Russia and will enable Fortum to focus on their core activities and free up more resources for important development work.

New solutions based on the latest digital technologies, such as automation and robotics from Atos, will increase the efficiency of Fortum's operations and support it in its mission to use digital technologies to create a cleaner world. This technological partnership in the sector of low-carbon energy production contributes to the use and optimization of natural resources as part of the required energy transition.

A network of technology titans

To deliver the innovations, specialist expertise and fresh thinking that our customers require to move forward with their sustainable digital transformation, Atos has developed a flourishing network of global technology leaders, including Siemens, Dell EMC and SAP, sharing similar values and strongly committed to sustainability performance, both within their organization and digital portfolio.

The Atos-Siemens Global Alliance, founded in 2011, is the largest strategic relationship ever between a global engineering leader and a global IT provider. In 2017, Atos and Siemens expanded their co-operation to provide a new range of cybersecurity solutions securing industrial production and processes. MindSphere, the cloud-based, open IoT operating system from Siemens is therefore a good example. It connects machines and other assets to the digital world. It also provides powerful applications and digital services, such as connectivity and advanced analytics, to help drive business success. Atos has supported Siemens as one of the first partners in the MindSphere ecosystem in order to help companies reap the full potential of their digital transformation.

Atos also joined forces with best-in-class hardware and software provider Dell EMC to build an IoT service management framework, Atos Codex IoT Services. This will provide customers with high levels of control over their connected devices and at the same time assure that all users can continuously create value through the data and the applications from devices.



Leading the digital change in Africa

Atos is at the forefront of the development of the digital economy in Africa, providing one of the continent's major High Performance Computing Center in Ivory Coast.

In 2017, Atos provided its cutting-edge Bull infrastructure to create the National Digital Simulation Center for the Ivory Coast's Ministry of Higher Education and Scientific Research. The center's huge capabilities will be made available to universities and the research community to carry out studies about ecology/biodiversity, climate, life sciences/genomics, chemistry, mathematics, agriculture, water and natural resources.

European Commission Vice-President Andrus Ansip visited Atos in Abidjan to better evaluate the potential provided by High Performance Computing in research and explore the innovation and growth opportunities for Africa.

Atos also sponsored the Land of African Business (LAB), major event in Abidjan dedicated to exploring the potential of digital technologies in African financial and transactional services as an enabler to accelerate social and economic growth. At the LAB meeting, Atos and other participants explored innovations such as blockchain and digital currencies as disruptive technologies that could play a role in shaping the future of Africa.

Tapping into start-up power

In the business landscape of the 21st century, small and flexible start-ups have emerged as a driving force of innovation and disruption. Atos is expanding its relationships with this new breed of company, making sure that Atos' customers have access to cutting-edge insights and technologies.

In 2017, Atos sealed a new multi-year partnership with Invenity, a publisher of innovative software for SAP solutions. Performer scans SAP environments against thousands of performance metrics, benchmarks them, providing customers with invaluable insights. The agreement will allow Atos to deliver new services using Invenity's tool Performer for its customers, combining Big Data, AI and Machine Learning.

Together with French energy company Total, Atos company Worldline has entered into agreements with African fintech start-up InTouch to support the deployment of InTouch's solution Guichet Unique in Africa. Guichet Unique by InTouch is an interoperable secure cloud-based platform that enables merchants, through a unique app, to accept a large number of payment means, to generate new revenues by selling third party services at the point of sale and to execute a deep customer animation thanks to a loyalty management program. Worldline is providing a secure and scalable hosting infrastructure for Guichet Unique to enable its industrial pan-African deployment. Reflecting its commitment to bringing advanced financial services to Africa, Worldline has also acquired a shareholding in InTouch.



A culture of excellence based on compliance and responsibility

Atos has a world-class ethics and compliance culture which underpins all its dealings with clients, suppliers, employees and other stakeholders.

The growth of Atos' business over the course of 2017, coupled with the introduction of new regulations in some markets, has increased the pressure on us to ensure a responsible, sustainable and ethical approach across our operations and deep into our supply chain. We are responding proactively to the challenge of maintaining the highest standards in all our areas of activity and in the businesses of our suppliers.

As we expand into new geographies and acquire companies with their own supply chains, the Atos Sustainability Supplier Charter has become even more important. We are currently updating the Charter to reflect the requirements of new legislation such as the French duty of care rules. We have also defined detailed action plans in response to specific regulations, such as the French Sapin II anti-corruption law or the EU's General Data Protection Regulation which have been rolled out throughout our organization. We have taken steps to bolster our ethics and compliance whistleblowing system.

To support the roll-out of the different parts of our Ethics & Compliance Program, the Group Executive Committee decided in 2017 to strengthen governance of compliance globally and locally, increasing our truthfulness to employees, customers and other stakeholders. This strong and agile compliance organization is supported by a Group Compliance Team which follows up the Ethics & Compliance Program across the group.

Due diligence remains a priority for us when it comes to our business partners, including potential suppliers, and will be completely integrated into the Atos automated due diligence tool in 2018. In addition to this, we have identified existing practices which will constitute the basis of the Group vigilance plan: risks related to human rights, environment and health & safety will be now embedded into our Ethics & Compliance program.

We work with EcoVadis to assess the sustainability performance of our principal suppliers. By 2019, EcoVadis is due to have evaluated 100% of our strategic suppliers. That will mean that 70% of our purchasing spend will go to suppliers who can demonstrate social and environmental excellence.

As far as corporate governance is concerned, employee participation was reinforced in 2017 by the appointment of Marie-Christine Lebert as a Board Director to represent employees in addition to the Group's existing employee representation mechanism, the Company Council Participative Committee.



Alexandre Menais
Head of Mergers & Acquisitions and Corporate Development, Legal, Compliance and Contract Management, Atos



Enguerrand de Pontevès
Chief Procurement Officer, Atos

“Good compliance is not only a risk prevention tool, it has become a tremendous source of progress and a major competitive advantage for Atos. In a global and competitive IT landscape, companies want to build long-term partnerships with us based on our exceptional quality of service and trust. Our ethical, compliant and diverse culture is also helping us attract the next generation of top digital talents.”



Five key achievements in 2017

Atos Compliance governance further strengthened

52% ^[A17]

of strategic suppliers assessed by EcoVadis, representing 54% of spend

78/100

Atos sustainability performance score by EcoVadis in 2017

91% ^[GRI 205-2]

of employees completed the e-learning on the Code of Ethics

One

Director appointed to represent employees on the Atos Board of Directors



A trusted partner for business and for society

In all its actions, Atos aspires to maintain the very highest standards of ethics, compliance and social responsibility. We work closely with our clients and suppliers to ensure that our operations are transparent, fair and compliant. We work with local communities to maximize the positive social impacts of our business. In addition, our corporate governance includes progressive approaches to employee representation and places diversity at the core of our growth strategy.

Zero tolerance of corruption

The fight against corruption is an increasing political priority both in developed countries and in developing ones where Atos operates. Legislation such as the Sapin II law in France has increased the momentum for corporations to do more to weed out corruption and maintain an ethical business culture at all times.

In 2017, Atos stepped up its efforts to raise awareness of corruption. Our 'Fight Against Corruption' training and certification program, based on the e-learning tool of the United Nations, became mandatory for all top managers across the Group. In particular, employees working in sales and procurement in certain countries where high risks of corruption are identified are also required to take this anti-corruption training course.

Awareness of corruption is an additional e-learning module on the Code of Ethics, mandatory for all employees. 2017 saw an increase in classroom training sessions for top managers covering the responsibilities and risks of non-compliance for Atos and its managers, and how Atos policies and processes safeguard compliance.



Leading from the top

To address the compliance challenges from operating a growing global digital services company, along with fast-changing regulatory requirements around the world, Atos has updated its compliance organization.

As part of this effort, Atos released a new Group Ethics & Compliance Policy, replacing more than 14 policies and procedures dealing with compliance matters in areas such as competition law, corruption, data protection, human rights, conflicts of interest, fraud, and ensuring a safe and ethical workplace. Combined with the Atos Code of Ethics, these form the framework of the governance of compliance and ethics at Atos.

The new organization places more emphasis on the permanent involvement of senior management at Atos, reinforcing the leadership of compliance in the company.

The roll-out of this new organization into all levels of the company has also enhanced the governance of compliance at local entities and strengthened the role of local compliance officers. This has helped increase the capacity of Atos to assure compliance throughout the company.

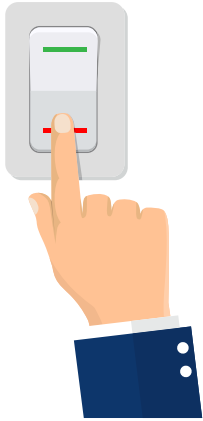
Preparing for a new era in data protection

As data is at the heart of the Atos business model, the General Data Protection Regulation (GDPR) of the European Union will have a major strategic impact on the Group and our customers when it comes into force in May 2018.

To prepare for this new regime, Atos has thoroughly reviewed its organizational measures, updating its Group Data Protection Policy and implementing a range of processes and tools (such as the Group-wide privacy impact assessment automated tool) to assess risks and enhance the management of documentation. During 2017, Atos ran workshops across the entire Group and published practical guidance on the GDPR with best practices.



Sustainable partnerships in the supply chain



Raising the bar in facilities management

ISS, one of the world's largest and most successful facilities management companies, has been supplying Atos sites in the UK with essential services such as security, reception, cleaning and maintenance since 2009.

The company has a strong commitment to corporate social responsibility and is regularly assessed by EcoVadis for its sustainability performance.

In the UK, ISS has helped Atos reduce its environmental footprint, for example reducing electricity consumption by fitting movement sensors and switching lights off at the end of the working day.

As the relationship between Atos and ISS deepens, the two partners plan to work together on social initiatives, with ISS playing an active part in Wellbeing@Work initiatives at Atos and in local social activities organized by Atos.



"ISS and Atos have very similar approaches to corporate responsibility. It is something that is embedded into the way we do business, into our values and into our principles. It is a pleasure to work together with Atos on projects that help the environment and support sustainable development."

Martin Wayman

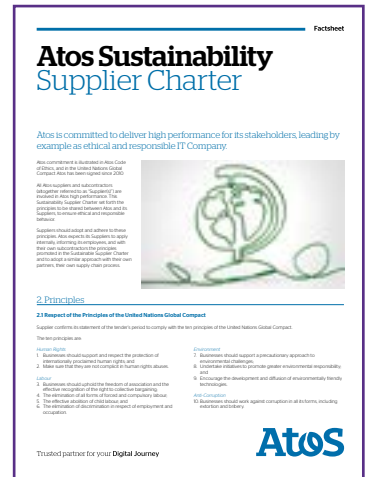
Corporate Responsibility Manager, ISS

Full compliance throughout the supply chain

To minimize the risks of non-compliance in its supply chain, Atos proactively tracks and reviews the performance of its suppliers, especially in countries that are deemed to be high risk.

All suppliers who participate in a request for proposal process are provided the Atos Sustainability Supplier Charter which contains the corporate and social responsibility principles that suppliers must respect if they are to work with Atos. The Charter is attached to all contracts and is accepted by suppliers (unless they have their own comparable charter already in place). It also commits them to respecting the values of the Atos Code of Ethics. In 2017, we began the process of updating the Charter to reflect regulatory changes in major markets.

Furthermore, a system of checks and approvals, known as Atos Rainbow (Risk Assessment In Named Business Opportunities Worldwide) monitors the execution of new contracts.



Tightening standards across the supply chain

In 2017 the French parliament introduced a new Duty of Care law that requires large French companies to have a due diligence process in place regarding their subsidiaries and subcontractors all over the world. Specialist ratings firm EcoVadis evaluates companies' sustainability performance and explains how this potentially groundbreaking legislation will affect companies.

What are the main changes that the new French Duty of Care law introduces for companies?

Sylvain Guyoton, Senior Vice President, Research, EcoVadis: The legislation requires affected companies to take concrete steps to prevent human rights violations, environmental damage or risks to health and safety in their supply chain. Since the enactment of this legislation, impacted companies must implement a diligence program which covers their most significant vendors and their subcontractors. Additionally, they must report publicly on the implementation of this diligence program. These new reporting requirements will come into effect in January 2019.

How has EcoVadis adapted its methodology to encompass the criteria of this new legislation?

Sylvain Guyoton: French companies need to have comprehensive and transparent risk assessment processes and reporting mechanisms in place. To comply with the legislation, affected companies are required to carry out a risk mapping procedure that identifies risks in their supply chain. They must evaluate their subsidiaries, suppliers and subcontractors, implement a mechanism for receiving alerts, take actions to mitigate any risks identified and regularly review the effectiveness of the diligence program. We signpost these elements as part of our assessments.



Sharing value with the community



Increasing inclusion through digital innovation

To mark Global Accessibility Awareness Day, Atos organized events at six of its Business Technology Innovation Centers (BTICs) in May 2017 to raise the profile of digital accessibility and recognize the contribution of people with different disabilities across the Atos community.

Conferences, workshops and demonstrations took place at BTICs in Dallas, London, Madrid, Paris, Pune, and Vienna and were open to all Atos employees. Atos' major partners and clients supported and were present at the events worldwide.

With live streaming options and captions for the hearing-impaired, participants shared their insights into potential digital innovations that could increase the inclusion of people with an impairment into the workplace and into society in general.

Demonstrations included an instant speech transcription service, an application which enables the deaf and hearing-impaired to make phone calls, a payment terminal for the visually impaired, as well as connected glasses.

Palace rides and making millions to transform young people's lives

In 2017, Atos celebrated five years of working with the Prince's Trust, a youth charity founded by the Prince of Wales that helps young people in the UK access jobs, education and training. To highlight the relationship, Atos UK employees participated in Palace to Palace, an annual fundraising bicycle ride from Buckingham Palace to Windsor Castle.

A team from Atos also took part in the Million Makers, an annual competition organized by the Prince's Trust where companies are put to the challenge to generate more than £10,000 from an initial seed fund of £1,500 to raise funds for disadvantaged young people around the UK. In 2017, the Atos team secured over £275,000, pushing the total amount that Atos has raised in the competition to more than £1,000,000 in the six years it has been participating in the national competition.



78/100



Atos sustainability performance score by EcoVadis in 2017

12,596



total number of employees recruited in 2017 [GRI 202-2]

87%



proportion of spending on local suppliers in 2017 [GRI 204-1]

Rebuilding an orphanage in India



When heavy rainfall and flooding badly damaged the Seva Chakkara orphanage in Chennai in southern India, Atos in India provided invaluable assistance in the form of a sizeable sum of money for the renovation of the building.

The orphanage provides shelter for a total of around 110 boys and girls from various backgrounds, including many destitute and street children.

Atos and its employees have been supporting the young residents of the orphanage for more than ten years, during which time dozens of volunteers from Atos Chennai and other units have helped organize festivals, sports days, picnics and special holiday events for the children. Atos UK and employees at other Atos business units have also supported the orphanage with financial contributions and materials. Furthermore, several Atos clients are regular visitors to the institution when they visit Chennai and have made their own donations.

The renovated building was inaugurated in 2017 and it is hoped that this will help the orphanage shelter children who need support in Chennai in the years to come.

Education for Poland's future digital natives

Building on its long-standing relationships with some of Poland's leading universities, Atos went a step further in 2017 by forming a groundbreaking partnership with a high school in Bydgoszcz to encourage students to start thinking about the skills they will need in today's labor market and the careers they would like to pursue.

Working with young digital natives aged 16 to 18, Atos is providing additional teaching in mathematics, computer science and foreign languages including English, German and French.

During the three years of study, students participate in IT courses partly run by Atos employees, additional workshops at school and at Atos offices, and are offered the opportunity of summer internships. The emphasis throughout the course is on practical learning, not only in computer science but also in foreign languages.

Atos hopes this initiative will support the development of the Polish IT services market and create new employment opportunities for the country's young people in the world of IT.



91%



Percentage of employees who successfully completed the Code of Ethics' e-learning in 2017 ^[GRI 205-2]

52%



Percentage of strategic suppliers evaluated by EcoVadis in 2017 ^[A17]

37.97%



Percentage of graduates recruited in 2017 ^[GRI 401-1]

Rising to the climate challenge

We are focused on our efforts to support the necessary transition to a low-carbon economy by reducing our carbon emissions and those from our customers.

During the period 2008-2015, Atos succeeded in reducing its overall carbon footprint by 50% both in intensity and in absolute terms. Our goal is to further cut our carbon emissions by 5% to 15% by revenue (tCO₂ per Million EUR) by 2020. And our carbon intensity targets for 2021 and 2050 were officially approved by the Science-Based Targets initiative in 2017 as being in line with global efforts to limit the rise of climate change below 2°C.

Given our main activities, the most important environmental challenge we face is the energy consumed by our datacenters. We address the energy efficiency of our datacenters through an extremely active program to modernize, and consolidate them and to progressively reduce the global average Power Usage Effectiveness of our strategic datacenters. We try to use as much decarbonized energy as possible to power our datacenters and we offset 100% of all their residual carbon emissions to make our hosting services carbon neutral for our clients.

We are also reducing our carbon footprint by limiting the impact of business travel, and using state-of-the-art communications and networking tools.

Our sites have become much more eco-efficient. 134 of our offices and datacenters have been certified for the ISO 14001 environmental management standard. Indeed, Atos has now received an official multi-site compliance certification ensuring that all our major facilities are aligned with Atos' global targets for environmental performance.

Our solutions also play an important part in helping our customers improve their own environmental performance. Our Bull supercomputers are among the most energy-efficient in the world. And thanks to our hybrid Cloud offerings, our clients can phase out their inefficient datacenters and enjoy the benefits of best-in-breed IT infrastructures.

The potential occurrence of extreme natural events was identified as an emerging environmental risk in 2017 for Atos. Our comprehensive business continuity plans are constantly monitored and updated, and we launched our own Safety and Emergency Response Tool in 2017 to be activated in areas where natural disasters occur that could place Atos employees' safety at risk.



“At Atos we recognize the fact that our use of datacenters, transport and offices create significant environmental challenges for us. We are investing in innovative ways to address these challenges, such as upgrading our datacenters, and using networking technologies. With our digital solutions, we are also helping our clients resolve their own environmental issues.”

Peter Pluim

Head of Infrastructure & Data Management, Atos



Five key achievements in 2017

“A” grade

CDP recognizes Atos as a global climate leader

13% [GRI 305-4]

Reduction in carbon intensity by revenue

1.6 [GRI 302-5]

Overall Power Usage Effectiveness (PUE) of strategic datacenters

95% [GRI 302-1]

decarbonized energy used by Atos' strategic datacenters

SERT

Safety and Emergency Response Tool (SERT) launched for locating employees after natural disasters. Deployed in Mexico, Miami and Houston in 2017



Big business impact with a shrinking carbon footprint

Atos is leading the transition to a low-carbon economy by innovating how datacenters can be run at maximum efficiency, and introducing the most powerful and energy efficient servers in the world.

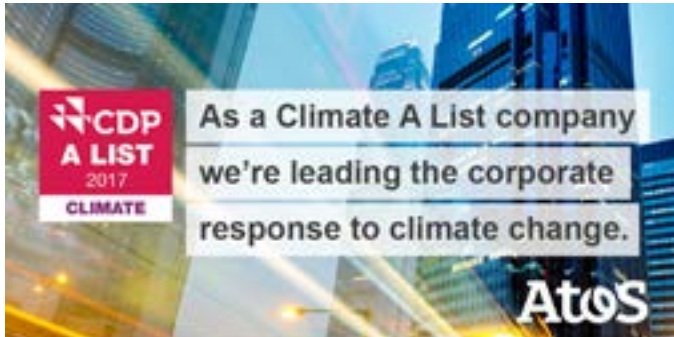
Bringing our A game to the climate

For the fifth consecutive year, in 2017 Atos was again listed on the Climate A list by the CDP.

The CDP, formerly known as the Carbon Disclosure Project, runs the global disclosure system that enables organizations to evaluate and compare their environmental policy.

In 2017, the CDP awarded Atos the highest possible score for climate performance. Of the thousands of companies that submitted information to be independently assessed against the CDP scoring methodology, only 5% received an "A" grade for their performance and actions to cut emissions, mitigate climate risks and develop the low-carbon economy.

This recognition reflects Atos' continuous work to incorporate environmental challenges in its strategy and develop innovative solutions for its clients in their journeys of digital transformation.



Our climate change commitments and targets [GRI 103-2 Energie] [GRI 103-2 Emissions]

Atos supports the global effort to combat climate change and has made four commitments:

1. To adopt a science-based emission reduction target in order to help limit the global rise in temperature to 2°C.
2. To put an internal price on carbon.
3. To engage responsibly in climate policy.
4. To publicly disclose climate change information in its major reports

Atos has set a series of targets to help it fulfil these commitments:

- To reduce by 5% to 15% its CO₂ emissions by revenue by 2020 (2016 base line).
- To gradually improve the average Power Usage Effectiveness of the Group's strategic datacenters.
- Wherever possible, to consume 100% decarbonized electricity in strategic datacenters operated by Atos by 2019.
- To certify, or be in the process of certifying, 80% of the Group's large offices (over 500 employees) and strategic datacenters for ISO 14001 by 2019.

In 2017, the Science Based Targets initiative (SBTi) formally approved Atos' carbon emission targets, and confirmed that Atos' carbon intensity targets for 2021 and 2050 are in line with the world effort to limit the rise of climate change below 2°C.

Atos computing power fights viral diseases

The Pirbright Institute in the UK has selected an Atos supercomputer to help it prevent viral diseases in animals and people.

The Institute is a world-leading center of research into viral diseases of livestock, which can spread from animals to people. With its new Bull supercomputer from Atos, the Institute has enhanced its analytical capability to carry out analysis of animal virus diseases for research and surveillance purposes.

Genomic research requires the management of massive amounts of data, which requires vast computer processing and storage capacity.


Supercomputers are also critical when modelling the spread of disease with realistic simulations that take many factors into account, including work on the foot-and-mouth disease outbreak in the UK in 2001.

Digital technologies have become inseparable from the progress of science and medicine and their use is intended to expand further and further. To optimize their positive impact it is important to focus on the most efficient technologies in terms of energy efficiency and environmental footprint.




134
ISO 14 001 certified
offices and datacenters
[A14]

19.28
GHG emissions by
revenue (tCO₂/M€)
[GRI-305-4]



100%
of strategic
datacenters have
synchronous data
replication capacities [A20]



EcoAct's carbon neutral strategy [GRI 105-5]



How should businesses respond to the challenges posed by climate change?

Thierry Fornas, President of EcoAct:

Climate risk is one of the key global risks for the business sector. Climate action is also a huge opportunity for companies to develop new products, strengthen stakeholders' relationships and improve their overall performance. Because of this, companies need to accelerate the transformation of their business models and put climate and carbon challenges at the heart of their development strategies, collaborating with all stakeholders.

How can businesses such as Atos contribute to the UN Paris Agreement on climate change?

Thierry Fornas: Companies can play a significant role in the economy's low-carbon transition and in the global effort to limit the rise in temperature to below 2°C. With EcoAct's 2°C Program, we have helped Atos implement a bespoke carbon reduction program and construct a long-term carbon neutral strategy.

What part can renewable energy and carbon offsetting play in carbon neutrality?

Thierry Fornas: Companies can reduce and offset residual greenhouse gas emissions by funding low-carbon projects. For example, Atos is investing in certified wind power projects in India which offset completely its residual emissions from its strategy datacenters, and which also have a positive socio-economic impact locally.

Carbon neutrality allows companies such as Atos to stand out from their competitors, to actively contribute to the global fight against climate change and to support populations in their sustainable development.



BullSequana servers power green transformations

In 2017, the Standard Performance Evaluation Cooperative (SPEC) confirmed that the latest generation of BullSequana S servers, have achieved exceptional new performance records.

Moreover, with their unique active-passive power supply and intelligent cooling, bullion servers can deliver energy savings of up to 40%.

Used by over 100 million end-users worldwide, bullion servers are widely deployed in businesses and governments to power their digital transformation at an attractive Total Cost of Ownership. With their power and memory capacity and their energy efficiency, bullion servers are a natural choice for organizations looking to both harness the power of IT to rethink their business models and enhance their sustainability.

Taking the carbon out of energy [GRI 302-1]

Atos is actively exploring opportunities to migrate from carbon-based electricity to low-carbon electricity and steadily reduce the Group's carbon emissions. Our ongoing objective is, wherever possible, to consume 100% decarbonized electricity in our strategic datacenters. At the end of 2017 we reached 95%.

One such opportunity arose recently at our datacenter in Mechelen, jointly owned with the national rail company of Belgium. The AlphaCloud datacenter was built in 2012 and has a Power Usage Effectiveness (PUE) of below 1.5.

Carbon emissions are now set to reduce even more following the addition of 1,150 solar panels onto the roof of the datacenter in 2017. With a kilowatts peak of 332 kW and a continuous production of 270kW, on a sunny day the solar panels can provide around 20% of the power needed by the datacenter. Since the installation, around 230 MWh of solar energy have been produced and the datacenter has become one of the most efficient and profitable in the Atos network.

In addition to this success in Belgium, our major datacenters and offices in Brazil, France, Germany, the Netherlands and the United Kingdom are being supplied mainly with decarbonized electricity.



100%

of all datacenters CO₂ emissions are offset



2021-2050



Atos long term CO₂ targets validated by the SBTi

-13%

in CO₂ intensity versus 2016 (tCO₂/M€) [GRI 305-4]



Supercool, Oregon's datacenter [GRI 302-4]

In the US State of Oregon, Atos has installed state-of-the-art automated cooling infrastructure to reduce the energy consumption of its datacenter in Hillsboro.

Supported by a rebate from the Energy Trust of Oregon, this investment has significantly reduced the site's electricity and natural gas consumption and reduced at the same time both its carbon footprint and operating costs.



Eco-efficient offices for our Business Technologists [GRI 302-1]

In addition to optimizing the energy efficiency of its datacenters, Atos is also focused on reducing the carbon footprint of its offices by cutting their use of energy for light, heating and cooling.

In Germany, we have halved the total number of printers from 580 to 270. We replaced previous models with more energy-efficient printers that consume less power when printing, when on stand-by and when in sleep mode.

In our office in Birmingham in the UK, we are currently replacing all the facility's internal and external lighting with new LED fittings. This process will reduce the site's energy consumption by 50%, with a positive return on investment expected to be achieved in less than four years.

Working with EDF for a low-carbon future [GRI 302-1]

To support the transition to a low-carbon economy, Atos has taken up an innovative offering from French electricity supplier EDF.

By subscribing to a 100% renewable energy option with EDF and through "guarantee of origin" certificates, Atos is assured that the equivalent of the energy consumed in its French operations is introduced into the grid from renewable sources (initially from hydroelectric plants).

As a result, in 2018, 100% of the electricity consumed in France by Atos will come from EDF's renewable sources.



Yannick Duport
Ile de France Regional
Sales Director, EDF



Benjamin Bergeron
Head of Group
Environmental Program,
Atos

"For EDF, the support of forward-thinking customers such as Atos is key to increasing production and financing research and development into renewable energies in France."

"By participating in this offering from EDF, Atos is helping to reduce emissions of greenhouse gases and is supporting the production of renewable energy. It is another example of our commitment to sustainable development."



Leading-edge datacenter cooling in France [GRI 302-1]

At our new datacenter in Les Clayes-sous-Bois just outside Paris, we will be able to reduce the Power Usage Effectiveness (PUE) to a level of just 1.2 following our investment in a state-of-the-art cooling system.

The cooling solution combines the best of two systems for Computer Room Air Conditioning (CRAC). Depending on conditions, it will automatically balance between either dry, indirect free cooling or high efficiency fans and compressors.

Most of the time, chillers will use outside air to reduce the temperature inside the facility. Only on the hottest days of summer will fans and compressors be required to cool the temperature.

The first two modules of the datacenter will be operational in summer 2018. Because of the modular construction of the facility, we will be able to extend the capacity of this next-generation site to four modules in the near future and even eight if required.



Multi-site certification for ISO 14001 ^[A14]

Atos is currently undertaking an ambitious multi-site certification program that will certify all its main facilities around the world for the ISO 14001 environmental management standard.

All strategic datacenters managed by Atos and all large offices with more than 500 internal employees, are required to undergo ISO 14001 certification. By 2019, the target is for 80% of eligible sites to be either certified or in the process of certification.

The certification program covers a wide range of environmental issues, including carbon emissions, energy consumption, waste management, recycling, water use and employee awareness.

Multi-site certification ensures that all our major facilities are aligned with Atos' global targets for environmental performance.

At the end of 2017, 134 offices and datacenters were ISO 14001 certified. Among these was the global headquarters of Atos in Bezons, France, which received its 14001:2015 certification.



François Baudhuin
Head of Group Logistics,
Housing & Real Estate, Atos

"Implementing a multi-site certification process is a challenging and rewarding experience, which ensures that all of our countries and business units are fully aligned with the Atos Environmental Policy. Our commitment to ISO 14001 has been recognized by our external auditors. Our engagement with environmental issues across the Group is a source of great pride."

From hybrid to fully electric cars ^[GRI 302-2]

In recent years, in a bid to reduce the level of greenhouse gas emissions from its fleet of cars, Atos has invested in hybrid cars that are powered by both an electric motor and a petrol engine.

Over the course of 2017, the number of hybrid cars in our fleet increased by 177%, and currently stands at a total of 355. Furthermore, the total number of cars in the Atos fleet has been reduced by 3%.

Atos is currently preparing a new fleet policy which will encourage the purchase of cars which produce even lower carbon emissions, including both hybrid cars and fully electric vehicles.



Protecting our employees from natural disaster ^[A20]

As climate change accelerates, there is expected to be an increase in the frequency and intensity of natural disasters.

To prepare for these conditions, and to do all it can to protect its employees, Atos has deployed a Safety and Emergency Response Tool (SERT).

The SERT is intended for areas where a natural disaster may have endangered the safety of Atos employees. With this tool, we are now able to locate almost all of our employees in less than 48 hours and assess if they need help.

In 2017, SERT was activated in Houston and Miami following the hurricanes that hit the US. It was also used in Mexico in the aftermath of the earthquakes that shook the country towards the end of the year.

Furthermore, Atos has put in place extensive business continuity strategies to minimize the impact of natural events and other causes of disruption. All our strategic datacenters have twins, ensuring complete availability and continuity.



Anne Picot-Periac,
Global Safety &
Physical Security
Officer, Atos

"We have an active policy to ensure as quickly as possible that our employees are safe when a natural disaster hits. We will mobilize our entire Group to minimize any impact on our employees as well as minimizing the impacts to our customers."





GRI Standards Content Index table

Atos has produced its 2017 Corporate Responsibility Integrated Report has been prepared in accordance with the GRI Standards Comprehensive option. Atos has successfully completed the GRI Content Index Service. The overall process is assured by an external auditor. With this approach, Atos demonstrates that its extra financial performance disclosures are accurate and exhaustive. You can find below the entire GRI Standards Content Index table with general and specific standard disclosures and the linkage with EU/France legislation, the UN Global Compact principles and the UN Sustainable Development Goals.

	Page number(s)	Omission			External Assurance	EU/France	UN	UN
		Part Omitted	Reason	Explanation		Grenelle 2	Global Compact principles	Sustainable Development Goals

Organizational profile

102-1	Registration Document P 05 - A.2 Business Profile Corporate Responsibility Report P 07 - Profile				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
102-2	Registration Document RD - P 05 - A.2 Business Profile				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-3	Registration Document RD - P 340 - I.2 Locations				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-4	Registration Document RD - P 04 - A.1.2 By Business Unit RD - P 70 - D.2.1 Employees Atos main asset RD - P 114 - Reporting scope for the indicators resulting from the materiality study				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-5	Registration Document RD - P 260 - G.2.1 Corporate form RD - P 265 - G.2.3 The Board of Directors: composition and functioning				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-6	Registration Document RD - P 04 - A.1 Revenue Profile RD - P 28 - B.2 Market sizing and competitive landscape				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-7	Registration Document RD - P 11 - A.5 Atos in 2017 RD - P 70 - D.2.1 Employees, Atos main asset				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)	I.a) 1.1		
102-8	Registration Document RD - P 70 - D.2.1 Employees Atos main asset RD - P 77 - Smart Working Conditions RD - P 82 - D.2.4 Being a Responsible employer - KPI overview RD - P 243 - F.1.6 Partnerships and subcontractors				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)	I.a) 1.2; I.a) 1.3;	6	8
102-9	Registration Document RD - P 96 - D.4.3.1 A permanent dialogue with Atos suppliers RD - P 97 - Atos' spend 2017 by category Corporate Responsibility Report CRR - P 42 - A culture of excellence based on compliance and responsibility				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	III.c) 2		
102-10	Registration Document RD - P 28 - B.2 Market sizing and competitive landscape RD - P 112 - D.6.1 Scope of the report RD - P 242 - F.1 External risk factors RD - P 245 - F.2 Business risks RD - P 263 - G.3.1 Corporate Governance Corporate Responsibility Report CRR - P 42 - A culture of excellence based on compliance and responsibility				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-11	Registration Document RD - P 241 - F. Risks analysis				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			
102-12	Registration Document RD - P 76 - General statement of respect of international labor right RD - P 112 - D.6.1.1 French legal requirements related to the CR reporting RD - P 112 - D.6.1.2 Respect of the AA1000 standard RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards RD - P 309 - G.5 Code and charts				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)		1, 2, 4, 5	
102-13	Registration Document RD - P 58 - D.2 Atos' stakeholders approach RD - P 76 - D.2.2.1 Working conditions RD - P 87 - D.3.2.2 Protecting personal data in a data driven world				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.)			

Strategy

102-14	Registration Document RD - P 08 - A.3 Interview with Thierry Breton RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 04 - Interview with Thierry Breton CRR - P 12 - Ambition & Strategy CRR - P 18 - Our Integrated Performance Management Dashboard				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	II.a) 1.1		
102-15	Registration Document RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 10 - Market Trends CRR - P 15 - The Group Risk Management Committee CRR - P 20 - Stakeholders' approach CRR - P 22 - Materiality and challenges CRR - P 24 - Risks and opportunities				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (.) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			

	Page number(s)	Omission			External Assurance	EU/France	UN	UN
		Part Omitted	Reason	Explanation		Grenelle 2	Global Compact principles	Sustainable Development Goals

Ethics and integrity

102-16	Registration Document RD - P 94 - The Atos Ethics and Compliance Policy, related processes and controls RD - P 95 - Improvement of compliance awareness RD - P 309 - G.5 Code and charts				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	III.d) 1	10	16
102-17	Registration Document RD - P 94 - The Atos Ethics and Compliance Policy, related processes and controls RD - P 96 - A whistleblowing procedure and internal investigations Corporate Responsibility Report CRR - P 42 - A culture of excellence based on compliance and responsibility				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	III.d) 1	10	16

Governance

102-18	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 263 - G.3.1 Corporate Governance				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-19	Registration Document RD - P 56 - D.1.1 Building an integrated thinking				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-20	Registration Document RD - P 56 - D.1.1 Building an integrated thinking				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-21	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 58 - D.1.2.1 Mapping of stakeholders' expectations				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	III.b) 1		16
102-22	Registration Document RD - P 263 - G.3.1 Corporate Governance RD - P 265 - G.2.3 The Board of Directors: composition and functioning				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			5, 16
102-23	Registration Document RD - P 265 - G.2.3 The Board of Directors: composition and functioning				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			16
102-24	Registration Document RD - P 263 - G.3.1 Corporate Governance				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			5, 16
102-25	Registration Document RD - P 277 - G.2.3.9 Potential conflict of interest and agreements RD - P 279 - Conflicts of interest RD - P 309 - G.5.2.3 Conflicts of Interest				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			16
102-26	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 263 - G.2 Corporate Governance Corporate Responsibility Report CRR - P 14 - Governance				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
102-27	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 58 - Mapping of stakeholders' expectations				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	II.a) 2		4
102-28	Registration Document RD - P 289 - G.2.8 Assessment of the works of the Board of Directors Corporate Responsibility Report CRR - P 14 - Governance CRR - P 28 - Main Key performance Indicators				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-29	Registration Document RD - P 56 - D.1.1 Building an integrated thinking				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			16
102-30	Registration Document RD - P 56 - D.1.1 Building an integrated thinking				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-31	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-32	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 113 - D.6.1.3 Alignment with Global reporting initiative G4 standard				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-33	Registration Document RD - P 96 - A whistleblowing procedure and Internal Investigations				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-34	Registration Document RD - P 96 - A whistleblowing procedure and Internal Investigations				YES : REGISTRATION DOCUMENT RD - P 130 - Report by one of the Statutory Auditors (..)			
102-35	Registration Document RD - P 291 - G.3.1 Directors' fees RD - P 292 - G.3.2 Executive compensation RD - P 301 - G.3.3 Performance share plans and stock subscription or purchase option plans				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 3.1		
102-36	Registration Document RD - P 287 - G.2.7 The Nomination and Remuneration Committee				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 3.1		
102-37	Registration Document RD - P 287 - G.2.7 The Nomination and Remuneration Committee				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 3.1		16
102-38	Registration Document RD - P 75 - Remuneration analysis				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 3.1		
102-39	Registration Document RD - P 75 - Remuneration analysis				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 3.2		

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Stakeholder engagement

102-40	Registration Document RD - P 58 - D1.2.1 Mapping of stakeholders' expectations Corporate Responsibility Report CRR - P 20 - Stakeholders' approach				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
102-41	Registration Document RD - P 79 - Collective bargaining agreements RD - P 83 - D.2.4 Being a Responsible employer - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)		3	8
102-42	Registration Document RD - P 58 - D1.2.1 Mapping of stakeholders' expectations RD - P 60 - D1.2.2 Stakeholder dialogue				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-43	Registration Document RD - P 60 - D1.2.2 Stakeholder dialogue RD - P 84 - D.3.1 Meeting client needs and expectations Corporate Responsibility Report CRR - P 20 - Stakeholders' approach CRR - P 28 - Main Key Performance Indicators CRR - P 36 - New approaches to generating sustainable value for our customers				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) PR5 YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	III.b) 1		
102-44	Registration Document RD - P 58 - D1.2.1 Mapping of stakeholders' expectations RD - P 60 - D1.2.2 Stakeholder dialogue RD - P 62 - D1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 20 - Stakeholders' approach CRR - P 28 - Main Key Performance Indicators CRR - P 36 - New approaches to generating sustainable value for our customers				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			

Reporting practice

102-45	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - Topics Boundaries RD - P 210 - Note 30				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	Principe General 4		
102-46	Registration Document RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 113 - D.6.1.3 Alignment with Global reporting initiative G4 standard Corporate Responsibility Report CRR - P 06 - Integrated Approach CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	Principe General 4		
102-47	Registration Document RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 06 - Integrated Approach CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
102-48	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 115 - Detailed information related to GRI 102-48				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	Principe General 1		
102-49	Registration Document RD - P 61 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 90 - D.3.5 Shape the future with business partners and startups ecosystem RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	Principe Generaux 1 et 2		
102-50	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-51	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards RD - P 291 - G.3.1 Directors' fees				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-52	Registration Document RD - P 112 - D.6.1 Scope of the report				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
102-53	Corporate Responsibility Report CRR - P 65 Contacts				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
102-54	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards RD - P 120 - D.6.2 Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 54 - GRI Standards Content Index table CRR - P 65 Contacts				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	Principe General 3		
102-55	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards RD - P 120 - D.6.2 Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 54 - GRI Standards Content Index table CRR - P 65 Contacts				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	Principe General 3		
102-56	Registration Document RD - P 112 - D.6.1 Scope of the report RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI standards RD - P 120 - D.6.2 Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 54 - GRI Standards Content Index table CRR - P 65 Contacts				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	Principe General 3 Principe Generaux 5,6,7		4

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Economic Performance

103-1	Registration Document RD - P 58 - D1.2 Atos' stakeholders approach RD - P 60 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D1.3.2 Atos materiality matrix RD - P 98 - D.4.4 A trusted partner for the benefits of the local ecosystem Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
103-2	Registration Document RD - P 56 - D1.1 Building an integrated thinking RD - P 56 - D1.1.1 Vision RD - P 56 - D1.1.2 Strategy RD - P 57 - D1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 30, P 36, P 42 - Disclosure on Management Approach				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			5, 16
103-3	Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
201-1	Registration Document RD - P 04 - A.1 Revenue Profile RD - P 98 - D.4.4 A trusted partner for the benefits of the local ecosystem RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview RD - P 115 - Detailed information related to GRI 201-1 and GRI 203-1 KPIs RD - P 314 - G.6.3 Dividend policy Corporate Responsibility Report CRR - P 16 - Value creation model				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 31		2, 5, 7, 8, 9
201-2	Registration Document RD - P 102 - D.5.2.4 Main environmental opportunities and risks RD - P 243 - F.1.3 Environmental risks Corporate Responsibility Report CRR - P 24 - Risks and opportunities				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	II.a) 4	7	13
201-3	Registration Document RD - P 75 - Coverage of the organization's defined benefit plan obligations RD - P 83 - D.2.4 Being a Responsible employer - KPI overview RD - P 195 - Note 20 Pensions				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
201-4	Registration Document RD - P 98 - D.4.4 A trusted partner for the benefits of the local ecosystem RD - P 100 - D.4.5 Ethical and Governance excellence in Atos' sphere of influence - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			

Market Presence

103-1	Registration Document RD - P 58 - D1.2 Atos' stakeholders approach RD - P 60 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
103-2	Registration Document RD - P 56 - D1.1 Building an integrated thinking RD - P 56 - D1.1.1 Vision RD - P 56 - D1.1.2 Strategy RD - P 57 - D1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 42 - Disclosure on Management Approach				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
103-3	Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
202-1	Registration Document RD - P 74 - Minimum wage comparison RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 31	6	1, 5, 8
202-2	Registration Document RD - P 77 - D.2.2.2 Promote Diversity RD - P 100 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.a) 2.1; II.a) 1; III.a) 2	6	8

Indirect Economic Impacts

103-1	Registration Document RD - P 58 - D1.2 Atos' stakeholders approach RD - P 60 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D1.3.2 Atos materiality matrix RD - P 98 - D.4.3 A trusted partner for the benefits of the local ecosystem Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
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Indirect Economic Impacts

103-2	<p>Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards</p> <p>Corporate Responsibility Report CRR - P 14 - Governance CRR - P 42 - Disclosure on Management Approach</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
103-3	<p>Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
203-1	<p>Registration Document RD - P 89 - D.3.4 Meeting sustainability challenges of clients through offerings RD - P 90 - D.3.5 Shape the future with business partners and startups ecosystem RD - P 98 - D.4.4 A trusted partner for the benefits of the local ecosystem RD - P 115 - Detailed information related to GRI 201-1 and GRI 203-1 KPIs.</p> <p>Corporate Responsibility Report CRR - P 46 - Sharing value with the community</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>	III.a) 1; III.a) 2; III.b) 2		2, 5, 7, 9, 11
203-2	<p>Registration Document RD - P 58 - D.1.2.1 Mapping of stakeholders' expectations RD - P 97 - Atos spend by country RD - P 98 - D.4.4 A trusted partner for the benefits of the local ecosystem RD - P 100 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview RD - P 243 - F.1.6 Partnerships and subcontractors</p> <p>Corporate Responsibility Report CRR - P 46 - Sharing value with the community</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>	III.a) 1; III.a) 2		1, 2, 3, 8, 10, 17

Procurement Practices

103-1	<p>Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix</p> <p>Corporate Responsibility Report CRR - P 22 - Materiality and challenges</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
103-2	<p>Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards</p> <p>Corporate Responsibility Report CRR - P 14 - Governance CRR - P 42 - Disclosure on Management Approach</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			1
103-3	<p>Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
204-1	<p>Registration Document RD - P 97 - Atos' spend 2017 by category RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview</p> <p>Corporate Responsibility Report CRR - P 46 - Proportion of spending on local suppliers</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>	III.a) 1; III.a) 2		12

Anti-corruption

103-1	<p>Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix</p> <p>Corporate Responsibility Report CRR - P 22 - Materiality and challenges</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
103-2	<p>Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards</p> <p>Corporate Responsibility Report CRR - P 14 - Governance CRR - P 42 - Disclosure on Management Approach</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
103-3	<p>Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>	III.d) 1	10	16
205-1	<p>Registration Document RD - P 98 - D.4.3.2 Enhance Sustainable relation RD - P 118 - Detailed information related to A17 and GRI 205-1</p> <p>Corporate Responsibility Report CRR - P 24 - Risks and opportunities</p>				<p>YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>	III.d) 1	10	16

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Anti-corruption

205-2	Registration Document RD - P 95 - Number of people who completed the e-learning on the Code of Ethics in 2017 RD - P 95 - Improvement of Anti-corruption awareness RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview RD - P 115 - Detailed information related to GRI 205-2 Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 42 - Disclosure on Management Approach CRR - P 43 - Five key achievements in 2017 CRR - P 44 - A trusted partner for business and for society CRR - P 47 - Percentage of employees who successfully completed the Code of Ethics' e-learning				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	III.d)1	10	16
205-3	Registration Document RD - P 94 - The Atos Ethics and Compliance Policy, related processes and controls RD - P 95 - Improvement of Anti-corruption awareness RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			

Energy

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) CR REPORT CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 48 - Disclosure on Management Approach CRR - P 50 - Our climate change commitments and targets				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) CR REPORT CRR - P 64 - Auditor's Assurance Letter			
103-3	Registration Document RD - P 101 - D.5 Supporting the transition to a low-carbon economy RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
302-1	Registration Document RD - P 101 - D.5.1 Environmental extra-financial performance RD - P 104 - D.5.3.1 Main challenges, main action plans and levers RD - P 106 - D.5.3.3 Energy consumption and intensity ratios RD - P 106 - Offices: Energy efficiency and saving initiatives RD - P 106 - Datacenters: Energy efficiency and saving initiatives RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs Corporate Responsibility Report CRR - P 49 - Five key achievements in 2017 CRR - P 51 - Eco-efficient offices for our Business Technologists CRR - P 52 - Taking the carbon out of energy CRR - P 52 - Working with EDF for a low-carbon future CRR - P 52 - Leading-edge datacenter cooling in France				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			7, 8, 12, 13
302-2	Registration Document RD - P 104 - D.5.3.1 Main challenges, main action plans and levers RD - P 106 - D.5.3.3 Energy consumption and intensity ratios RD - P 107 - D.5.3.4 Travel and new ways of working RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview Corporate Responsibility Report CRR - P 53 - From hybrid to fully electric cars				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) CR REPORT CRR - P 64 - Auditor's Assurance Letter			7, 8, 12, 13
302-3 Energy intensity	Registration Document RD - P 104 - D.5.3.1 Main challenges, main action plans and levers RD - P 106 - D.5.3.3 Energy consumption and intensity ratios RD - P 106 - Offices: Energy efficiency and saving initiatives RD - P 106 - Datacenters: Energy efficiency and saving initiatives RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 116 - Detailed information related to GRI 302-3 KPI Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 48 - Disclosure on Management Approach				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) CR REPORT CRR - P 64 - Auditor's Assurance Letter			7, 8, 12, 13
302-4	Registration Document RD - P 104 - D.5.3.1 Main challenges, main action plans and levers RD - P 106 - D.5.3.3 Energy consumption and intensity ratios RD - P 106 - Offices: Energy efficiency and saving initiatives RD - P 106 - Datacenters: energy Efficiency and saving initiatives RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 116 - Detailed information related to GRI 302-4 KPI Corporate Responsibility Report CRR - P 52 - Supercool, Oregon's datacenter				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			7, 8, 12, 13
302-5	Registration Document RD - P 101 - D.5.1 Environmental extra-financial performance RD - P 104 - D.5.3.1 Main challenges, main action plans and levers RD - P 106 - Datacenters: energy Efficiency and saving initiatives RD - P 106 - Atos' supercomputers: energy optimization RD - P 108 - Big Data & Cybersecurity Hardware Technologies RD - P 92 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview Corporate Responsibility Report CRR - P 49 - Five key achievements in 2017				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			7, 8, 12, 13

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		Part Omitted	Reason	Explanation				
Emissions								
103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 36, P 48 - Disclosure on Management Approach CRR - P 50 - Our climate change commitments and targets				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-3	Registration Document RD - P 101 - D.5 Supporting the transition to a low-carbon economy RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
305-1	Registration Document RD - P 104 - D.5.3.2 Carbon emissions and climate change RD - P 104 - Absolute CO2e emissions RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information GHG Protocol Scopes 1, 2 and 3 [GRI 305-1], [GRI 305-2], [GRI 305-3] RD - P 116 - Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			3, 12, 13, 14, 15
305-2	Registration Document RD - P 104 - D.5.3.2 Carbon emissions and climate change RD - P 104 - Absolute CO2e emissions RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information GHG Protocol Scopes 1, 2 and 3 [GRI 305-1], [GRI 305-2], [GRI 305-3] RD - P 116 - Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			3, 12, 13, 14, 15
305-3	Registration Document RD - P 104 - D.5.3.2 Carbon emissions and climate change RD - P 104 - Absolute CO2e emissions RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information GHG Protocol Scopes 1, 2 and 3 [GRI 305-1], [GRI 305-2], [GRI 305-3] RD - P 116 - Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			3, 12, 13, 14, 15
305-4	Registration Document RD - P 104 - D.5.3.2 Carbon emissions and climate change RD - P 105 - Intensity C2e emissions RD - P 110 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 48 - Disclosure on Management Approach CRR - P 48 - Rising to the climate challenge CRR - P 49 - Five key achievements in 2017				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			13, 14, 15
305-5	Registration Document RD - P 101 - D.5.1 Environmental extra-financial performance RD - P 104 - D.5.3.2 Carbon emissions and climate change RD - P 105 - Intensity CO2e emissions RD - P 105 - Carbon-saving initiatives RD - P 105 - Decarbonized energy RD - P 111 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview RD - P 115 - Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 36 - Disclosure on Management Approach CRR - P 50 - EcoAct's carbon neutral strategy				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			13, 14, 15
305-6	Registration Document RD - P 108 - Biodiversity and land use, air emissions and pollution, catering and food waste				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			3, 12, 13
305-7	Registration Document RD - P 108 - Biodiversity and land use, air emissions and pollution, Catering and food waste				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			3, 12, 13, 14, 15

Employment

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 30 - Disclosure on Management Approach				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			5, 16
103-3	Registration Document RD - P 81 - Being a Responsible employer - KPI overview				YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			

	Page number(s)	Omission			External Assurance	EU/France	UN	UN
		Part Omitted	Reason	Explanation		Grenelle 2	Global Compact principles	Sustainable Development Goals
Employment								
401-1	Registration Document RD - P 70 - D.21 Employees, Atos main asset RD - P 71 - Number of people entering in the Company per Business Unit RD - P 72 - Number of people leaving the Company per Business Unit RD - P 117 - Detailed information related to Human Resources KPIs RD - P 117 - Detailed information related to 401-1 RD - P 81 - Being a Responsible employer - KPI overview RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	l.a) 12; l.a) 13; l.a) 14; l.a) 2.1; l.a) 2.2	6	5, 8
401-2	Registration Document RD - P 74 - Health care coverage, death and disability benefits RD - P 83 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			8
401-3	Registration Document RD - P 80 - Collective bargaining agreements RD - P 83 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	l.f) 1	6	5, 8

Training and Education

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenge				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 30 - Disclosure on Management Approach				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			8
103-3	Registration Document RD - P 81 - Being a Responsible employer - KPI overview				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
404-1	Registration Document RD - P 73 - D.2.1.2 Right People with the right skills RD - P 81 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs RD - P 117 - Detailed information related to GRI 404-1 Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 32 - Nurturing our talents, developing our skills CRR - P 34 - Average hours of training				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	l.e) 2	6	4, 5, 8
404-2	Registration Document RD - P 73 - D.2.1.2 Right People with the right skills RD - P 74 - Service Delivery capabilities RD - P 81 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 33 - Changing skills for changing challenge				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	l.e) 1		8
404-3	Registration Document RD - P 73 - D.2.1.2 Right People with the right skills RD - P 74 - Careers within Atos RD - P 81 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 31 - Five key achievements in 2017 CRR - P 35 - % of employees who received performance appraisal in the last 12 months				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	l.e) 1	6	5, 8

Diversity and Equal Opportunity

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 30, P 36 - Disclosure on Management Approach				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			5

	Page number(s)	Omission			External Assurance	EU/France	UN	UN
		Part Omitted	Reason	Explanation		Grenelle 2	Global Compact principles	Sustainable Development Goals
Diversity and Equal Opportunity								
103-3	Registration Document RD - P 81 - Being a Responsible employer - KPI overview				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
405-1	Registration Document RD - P 77 - D.2.2.2 Promote diversity RD - P 81 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 35 - Embracing differences				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.f) 1; I.f) 2.2; I.f) 3	6	5, 8
405-2	Registration Document RD - P 77 - D.2.2.2 Promote diversity RD - P 82 - Being a Responsible employer - KPI overview RD - P 117 - Detailed information related to Human Resources KPIs				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)	I.f) 1	6	5, 8, 10

Customer Privacy

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 36 - Disclosure on Management Approach CRR - P 42 - Disclosure on Management Approach				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-3	Registration Document RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
418-1	Registration Document RD - P 88 - D.3.2.2 Protecting personal data in a data driven world RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 36 - Disclosure on Management Approach				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			16

Socio-economic Compliance

103-1	Registration Document RD - P 58 - D.1.2 Atos' stakeholders approach RD - P 60 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard RD - P 61 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues RD - P 62 - D.1.3.2 Atos materiality matrix Corporate Responsibility Report CRR - P 22 - Materiality and challenges				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-2	Registration Document RD - P 56 - D.1.1 Building an integrated thinking RD - P 56 - D.1.1.1 Vision RD - P 56 - D.1.1.2 Strategy RD - P 57 - D.1.1.3 Governance RD - P 113 - D.6.1.3 Alignment with Global reporting initiative GRI Standards Corporate Responsibility Report CRR - P 14 - Governance CRR - P 30 - Disclosure on Management Approach CRR - P 42 - Disclosure on Management Approach				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			
103-3	Registration Document RD - P 99 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence -KPI overview				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)			
419-1	Registration Document RD - P 93 - D.4.2.1 Ethics and Compliance Program RD - P 94 - The Atos Ethics and Compliance Policy, related processes and controls RD - P 108 - Big Data & Cybersecurity Hardware Technologies RD - P 118 - Detailed information related to GRI 4191 RD - P 99 - D.4.5 Ethical and Governance excellence in Atos' sphere of influence - KPI overview RD - P 111 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 42 - A culture of excellence based on compliance and responsibility				YES : Registration Document RD - P 130 - Report by one of the Statutory Auditors (..) Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter			16

	Page number(s)	Omission			External Assurance	EU/France	UN	UN
		Part Omitted	Reason	Explanation		Grenelle 2	Global Compact principles	Sustainable Development Goals

Atos Specific KPIs

A2	<p>Registration Document RD - P 80 - Taking into account employees' expectations RD - P 82:83 - Being a Responsible employer - KPI overview RD - P 118 - Detailed information related to A2</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 34 - Enhancing our workplaces</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A3	<p>Registration Document RD - P 87 - Security Key Performance Indicators and reporting RD - P 88 - D.3.2.2 Protecting personal data in a data driven world RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview RD - P 118 - Detailed information related to ISO 27001 Audits</p> <p>Corporate Responsibility Report CRR - P 24 - System security, reliability and continuity of systems CRR - P 28 - Main Key Performance Indicators CRR - P 36 - Disclosure on Management Approach</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A6	<p>Registration Document RD - 79 - D.2.3 Building a Great Place to Work RD - 82 - D.2.4 Being a Responsible employer - KPI overview RD - 117 - Detailed information related to A6 KPI (Diversity Perception)</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
A7	<p>Registration Document RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview RD - P 102 - D.5.2.4 Main environmental opportunities and risks RD - P 107 - D.5.3.6 Sustainable Technologies and Solutions RD - P 118 - Detailed information related to A7</p> <p>Corporate Responsibility Report CRR - P 26 - UN SDGs CRR - P 28 - Main Key Performance Indicators CRR - P 36 - Disclosure on Management Approach</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			8, 12, 16
A10	<p>Registration Document RD - P 88 - D.3.3 Innovative approach of sustainable business RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 36 - Disclosure on Management Approach CRR - P 38 - Unlocking the future with co-innovation</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A11	<p>Registration Document RD - P 83 - D.2.4 Being a Responsible employer - KPI overview</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
A12	<p>Registration Document RD - P 32 - B.3.3 Answer the holistic digital transformation need of large organizations (..) RD - P 36 - C.11 The Atos Digital Transformation Factory RD - P 89 - D.3.4.1 Digital Transformation Factory RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A14	<p>Registration Document RD - P 101 - D.5.1 Environmental extra-financial performance RD - P 102 - D.5.2.3 Environmental Management System and certification RD - P 111 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 48 - Disclosure on Management Approach CRR - P 53 - Certifying multiple sites for ISO 14001</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A16	<p>Registration Document RD - P 77 - Smart Working Conditions RD - P 82 - D.2.4 Being a Responsible employer - KPI overview</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A17	<p>Registration Document RD - P 97 - D.4.3.2 Enhance Sustainable relation RD - P 99 - D.4.5 Ethical and Governance excellence in Atos' sphere of influence - KPI overview RD - P 118 - Detailed information related to A17 and G4-205-1</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 42 - Disclosure on Management Approach CRR - P 43 - Five key achievements in 2017</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			
A19	<p>Registration Document RD - P 108 - Waste and e-waste RD - P 92 - D.3.6 Generating value with co-innovation and innovative business solutions - KPI overview</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p>			
A20	<p>Registration Document RD - P 102 - D.5.2.4 Main environmental opportunities and risks RD - P 111 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview</p> <p>Corporate Responsibility Report CRR - P 28 - Main Key Performance Indicators CRR - P 48 - Disclosure on Management Approach CRR - P 53 - Protecting our employees from natural disaster</p>				<p>YES: Registration Document RD - P 130 - Report by one of the Statutory Auditors (..)</p> <p>Corporate Responsibility Report CRR - P 64 - Auditor's Assurance Letter</p>			

Auditor's Assurance Letter

Report of one of the Statutory Auditors on the social, environmental and societal information published in the corporate responsibility report.

Year ended December 31, 2017. This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

For the attention of the general management.

Pursuant to your request and in our capacity as Statutory Auditors of ATOS SE, we hereby present you with our limited assurance report on the social, environmental and societal information presented in the corporate responsibility report on pages 1 to 53 (hereinafter the "Information").

Responsibility of the company

This Information has been prepared under the responsibility of the Corporate Responsibility Department in conjunction with the Human Resources Department, in accordance with internal protocols for measuring and reporting used by the ATOS SE (the "Reporting Criteria") at the company's headquarters within these Departments.

As disclosed in the Corporate Responsibility Report, ATOS SE takes into account the GRI (Global Reporting Initiative) standards and the AA1000 APS (2008) standard in order to identify the main issues of corporate responsibility and select the indicators (KPIs "Key Performance Indicators") used to manage these issues and to communicate the performance of the Group externally.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics (Code de déontologie) of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Responsibility of the Statutory Auditor

Based on our work, it is our responsibility to express a limited assurance on the fact that the social, environmental and societal information presented in the corporate responsibility report, taken as a whole, are presented, fairly, in all material aspects, in accordance with the Reporting Criteria.

To assist us in conducting our work, we referred to the corporate responsibility experts of our Firm.

We conducted the following procedures in accordance with the professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and with ISAE (International Standard on Assurance Engagements) 3000¹.

Nature and scope of procedures

We have carried out interviews with the people responsible of preparing the Information within the departments in charge for the data collection process and, when appropriate, those responsible for internal control and risk management procedures, in order to:

- **Assess** the appropriateness of the Reporting Criteria with respect to its relevance, completeness, neutrality, clarity and reliability, by taking into consideration, when relevant, the sector's best practices;
- **Review** the procedures of establishing the material information and their perimeters "Identified Material Aspects and Boundaries" and managing of the dialogue with stakeholders "Stakeholders engagement";

- **Verify** the set-up of a process to collect, compile, process, and check the completeness and consistency of the selected Data.

We determined the nature and scope of the tests and controls according to the nature and significance of the Information with regard to the company's characteristics, the social and environmental challenges of its activities, its sustainable development strategies and the sector's best practices. Concerning the Information that we have considered to be most important and identified, for quantitative information, by the sign ✓ in the "Key Performance Indicators" table in pages 28-29²:

- **for the consolidating entity**, we consulted the documentary sources and conducted interviews to corroborate the qualitative information³ (organization, policies, actions), we performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the data consolidation, and we verified their consistency with the other information presented in the corporate responsibility report;
- **for a representative sample of entities**³ that we have selected according to their activity, their contribution to the consolidated indicators, their location and a risk analysis, we held interviews to verify the correct application of the procedures and performed substantive tests using sampling techniques, consisting in verifying the calculations made and reconciling the data with supporting evidence. The selected sample represents 19% of the workforce and between 18% and 25% of quantitative environmental data disclosed.

Regarding the other consolidated Information, we have assessed its consistency in relation to our understanding of the Group.

We believe that the sampling methods and sizes of the samples we have used in exercising our professional judgment enable us to express limited assurance; a higher level of assurance would have required more in-depth verifications. Due to the use of sampling techniques and the other limits inherent to the operations of any information and internal control system, the risk that a material anomaly be identified in the Information cannot be totally eliminated.

Conclusion

Based on our work, we did not identify any material anomaly likely to call into question the fact that the social, environmental and societal information, published by ATOS SE as requested by the GRI standards and presented in pages 1 to 53 of the corporate responsibility report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines.

Neuilly-sur-Seine, April 24th, 2018

One of the Statutory Auditors
Deloitte & Associés

Jean-Pierre Agazzi
Partner

Erwan Harscoët
Director

¹ISAE 3000: Assurance engagements other than audits or reviews of historical information

²Quantitative information: Average hours of training that employees have undertaken during the year; Number of digital certifications obtained per year; Percentage of employees with an Individual Development Plan; Percentage of females within Atos; Percentage of women identified in talents pool; Atos Trust Index* informed by Great Place to Work (GPTW); Absentee rate (%); Net Promoter Score; Innovation workshops delivered with customers; Percentage of coverage of ISO 27 001 certifications; Total number of material complaints regarding breaches of customer privacy and losses of customer data resulting in judicial action; Digital transformation factory revenue (M Eur); Total Revenue of "sustainability offering" (M Eur); Offsetting of all datacenters GHG emissions (%); Percentage of females within the Board of directors; Attendance rate at Board meetings; Percentage of employees who successfully completed the Code of Ethics' e-learning; Number of significant fines (higher than 100k EUR); Percentage of strategic suppliers evaluated by EcoVadis; Total percentage of spend assessed by EcoVadis; Total number of employees recruited; Percentage of graduates recruited; Energy intensity by revenue (GJ per Million EUR); Energy intensity by employee (GJ per employee); GHG emissions by revenue (tCO2 per Million EUR); GHG emissions by employee (tCO2 per employee); Number of sites certified ISO14 001; Percentage of the strategic datacenters that have synchronous data replication capacities.

³Qualitative information: Zero tolerance of corruption ; A culture of excellence based on compliance and responsibility ; Full compliance throughout the supply chain ; Enhancing our workplace ; Blockchain all set for blockbuster role in media

⁴Sample of entities: Atos Spain, Atos Germany, Atos Singapore, Worldline Germany and Worldline France

Contacts

For further information or questions related to Atos' Sustainability program, please contact: sustainabletopics@atos.net

Head of Corporate Responsibility

Olivier Cuny	Executive Vice President Group General Secretary
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Corporate Responsibility & Sustainability Office

Pilar Barea	Global Program Leader
Sophie Chambon	Business Development
Benjamin Bergeron	Environmental Commitment
Audrey Morin	Legal and Compliance
Delphine Delsaux	Global Communications & Social Responsibility
Sébastien Mandron	Worldline
Jean-Michel Estrade	Global Human Resources
Hiko Wan	Global Human Resources
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Peter Hobday	Global Procurement
Beata Bauman	Global Procurement
Anne Marieke Eveleens	Benelux & The Nordics
Jeff Chater	UK & Ireland / Carbon Reporting
Andreas Koeller	Germany / ISO 14001 Certifications
Balaji Krishnamachari	India
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Corporate Responsibility Report Contributions & Assurance

Stéphane Larrière	Global Data Protection
Francisco Pinheiro	Global Innovation
Paul Bayle	Global Security
Ian Kirkham	Global Security
Simon Blake	Global Security
Joop Overeem	Global DataCenter program
Sarah Walker	Global IT
Amara Phul	Global IT
François Baudhuin	Group Logistics & Housing & Real Estate
Joe Norton	Quality and Customer Satisfaction
Jean Pierre Creusat	Infrastructure & Data Management
Emmanuelle Bluon-Vannier	Global Risks Management
David Jond Necand	Global Finance
Kaci Saheb	Corporate Tax Department
Delphine Sak Bun	Global Litigation
Date Reitsema	Global Wellbeing@work program
Lydia Borchers	Atos University
Lise Besné	Worldline
Laurianne Egidio-Lopez	Worldline
Eva Carro Solana	Global Data Consolidation
Herman Verbaken	Global Data Consolidation

More than 700 employees from around the world have contributed to reaching our global 2017 corporate responsibility performance goals by collecting and interpreting all KPIs relevant data. Their dedication is crucial to transform Atos into a sustainable Firm of the Future.

Atos 2017 Reports







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About the Corporate Responsibility Report 2017

For the sixth year running, Atos has produced an integrated Corporate Responsibility Report containing key information about the Atos Group, its financial results, strategy and operations.

The Atos Corporate Responsibility Report 2017 has been prepared in line with the latest GRI Standards Comprehensive option guidelines of the Global Reporting Initiative. It forms part of our regular corporate communication with stakeholders. This document sets out how Atos seeks to maintain its leadership role in corporate responsibility and covers Atos' priorities, programs and progress in this area. The main highlights of 2017 and the testimonials from our employees, clients, partners and other key stakeholders clearly illustrate the importance of corporate responsibility at Atos as a key driver for business competitiveness.

In this data-driven and connected world, organizations need both pragmatic and innovative trusted partners to help them in their digital transformation. Atos' Digital Transformation Factory will help our customers navigate towards digital transformation, providing them with enhanced security, greater computing power and deeper collaboration, thus continuing to capitalize on the Group's technological strengths and our people and technical skills in 73 countries.