

# Integrated Report 2019

Trusted partner for your **Digital Journey**

**Atos**

# Integrated Report 2019

## Overview

This Integrated Report provides a comprehensive snapshot of the financial and extra-financial performance of Atos in 2019. This is our second annual Integrated Report, in which Atos sets out its vision, strategy, business model, governance and our main financial and extra-financial achievements of the year.

Based on a series of financial and Corporate Social Responsibility (CSR) indicators, this report analyzes our risks and opportunities, evaluates our impact on and our efforts to create sustainable long-term value for our major stakeholders, as encapsulated by the *raison d'être* or sense of purpose that our shareholders approved in 2019.

The report provides detailed information on how the action plans and solutions of Atos contribute to the United Nations Sustainable Development Goals.

The structure of this report reflects the integrated thinking approach that Atos applies when making decisions, defining strategic action plans and monitoring its performance.

## Methodology

Atos has maintained a consistent approach to methodology to ensure a transparent and credible reporting environment that enables us to articulate our strategy, drive performance and maintain a dialog with our stakeholders to meet their expectations.

As a member of the International Integrated Reporting Council, we closely follow the principles and concepts of its International Integrated Reporting Framework. We carry out an annual Materiality Assessment with our stakeholders to help us identify the main financial and extra-financial risks, opportunities and challenges faced by Atos and to determine the Key Performance Indicators (KPIs) for monitoring our progress in these areas.

This Integrated Report has been produced in accordance with the Global Reporting Initiative (GRI) Standards Comprehensive option and is in line with our Universal Registration Document. The overall process and reports have been assured by an external auditor. The names of the indicators (GRI labels) are placed at the top of specific pages with the following codification: [GRI XXX:XX].

## Our *raison d'être*

In 2019, Atos became the first member of the CAC40 index to publish a *raison d'être* or sense of purpose.

As proposed by the Board of Directors and approved by Atos shareholders at the Annual General Meeting in April 2019, our *raison d'être* embeds the mission and the core values of Atos into our bylaws and serves to strengthen our relationships with all our stakeholders:

*The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.*



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A portrait of Bertrand Meunier, a middle-aged man with grey hair and glasses, wearing a dark suit, white shirt, and a blue patterned tie. He is smiling slightly and has his hands clasped in front of him.

“It is a great privilege to present to you this Integrated Report 2019, my first as Chairman of the Board of Directors of Atos.

**Bertrand Meunier**

Chairman of Atos SE Board of Directors

**The Board of Directors determines the Company's strategic orientations and oversees implementation. This report is a very tangible expression of our ability to deliver on these orientations and turn them into concrete results.**

## **Positive results and trends**

From a strategic perspective and regarding the financial results, 2019 was a very important year for our Company.

The total revenue reached €11,588 million, up +1.4% organically, and the operating margin rose to €1,190 million, i.e. 10.3% of revenue, compared to 9.8% in 2018 at constant scope and exchange rates.

Order entry reached €12.2 billion and a full qualified pipeline amounted to €7.4 billion, compared to €6.9 billion at the end of 2018, demonstrating our business dynamism.

## **Clear strategic orientations**

These positive results reflect the Company's strategic vision.

The acquisition of Syntel in the second half of 2018 was a major event in the Company's progress towards creating a comprehensive digital transformation company, which has world-class technology, an obsessive outcome-based focus and the agility to deliver exceptional results for our customers. The sale of Atos's stake in Worldline has given the Company increased financial flexibility to develop its strategic ambitions, while enhancing shareholder returns.

In the era of Data Management, and despite the Covid-19 crisis, Atos is well positioned, as far as technological skills are concerned, based on its outstanding expertise, and also commercially through its increased customer centricity thanks to the Spring program launched earlier this year, and also financially through its strengthened balance sheet, to contribute to the post-crisis reconstruction, to benefit from the many opportunities it is facing and, in consequence, to drive shareholder and stakeholder value.

## **Towards a safe, secure and sustainable digital space**

Atos's strategic intentions are underpinned by its sense of purpose, its *raison d'être*, which was presented to shareholders in 2019.

It is the Company's sense of purpose to contribute fully and actively to making the digital space safe, secure and sustainable for our customers and all who work in the Company, in line with its stated fiduciary and social responsibility.

During 2019, Atos received a number of awards for its efforts in sustainability and its willingness to provide transparent, standardized and commonly accepted indicators.

This transparency is a long-standing commitment made by Atos to its clients, employees, and the communities in which it operates. It is a critical time for the technology industry, for the environment and for society as a whole which makes this commitment as important as ever.

## CEO Interview

A portrait of Elie Girard, Chief Executive Officer of Atos, is positioned on the left side of the page. He is a middle-aged man with short, dark hair, wearing a dark blue suit jacket over a white shirt. He is looking directly at the camera with a slight smile. The background is a solid dark grey with a subtle, light grey curved shape on the right side.

“ In today’s world, business performance cannot be decoupled from environmental and social ambitions.”

**Elie Girard**

Chief Executive Officer, Atos

## What were Atos's highlights in 2019?

2019 was the year of Atos repositioning as a pure digital player, with the acquisition of Syntel and the disengagement from Worldline, while enhancing shareholder return, in particular with the distribution of €2.3 billion of Worldline shares and by reimbursing the Group's debt.

We also ended the year on a strong note, with an organic growth above +2% in the fourth quarter. These results were notably driven by an acceleration of our performance in cloud, and in big data and cybersecurity across the year.

From a financial perspective, we also improved our operational profitability in 2019 and delivered a solid free cash flow exceeding 600 million euros. I am proud of the dedication of the Atos teams in attaining such a performance.

I believe that this strong performance is a reflection of our particular ability, both as a company and as individuals, to associate technological excellence and industry-specific expertise, in order to deliver innovation to support our customers' end-to-end digital transformation with a superior user experience.

It is precisely what demonstrated our 110,000 colleagues across the globe during the Covid-19 crisis by providing outstanding reaction to our clients' challenges through the implementation of the "Always Ready" program which combines the Group's solutions specifically geared to the current situation. As international leader in digital transformation, we have also mobilized our technological leadership, our skills and our innovation resources to participate to the global effort against Covid-19.

Today, our minds and efforts are focused towards the post-Covid period as we are actively preparing the "new normal" — this new era which will witness an acceleration of the specific needs for our clients, in particular Data Platforms, Cybersecurity, Cloud migration, Digital Workplace and Decarbonization, that we have embedded into our "Future Ready" portfolio of solutions.

## In relation to 2020, how do you see the year ahead?

The Group is solidly positioned to navigate through the crisis thanks to longstanding relationships with its clients in all sectors, and also thanks to resilient activities and to a solid balance sheet which offers a strong financial flexibility. However, we will succeed mainly thanks to the enthusiasm and the aim of our teams to continue to take our Company to the next level.

With the launch of *Spring* transformation plan, the Group is moving to an Industry approach, developing and attracting the highest level of expertise in each Industry, reshaping its portfolio of offerings as well as its go-to-market to serve our clients even better.

To make this transformation a success, we invest in our people — we help our employees acquire new digital skills, to achieve relevant certifications for our clients, and elevate the "employee experience". We invest in technologies, including bolt-on acquisitions targeted in key offerings of our portfolio. Last but not least, we invest in our multiple partnerships and alliances.

## What will be the key trends of 2020 and beyond?

The first trends are adaptability and innovation: our clients' needs evolve at a brisk pace and it will be amplified by the impacts off the Covid-19 crisis. They all need a partner with the capabilities and flexibility to anticipate and adapt.

This need for adaptability applies to every area of their business, from remote collaboration across the globe to smarter production sites.

Second trend: the company as a platform — the development of digital platforms has become a must-have in most industries. These platforms support the explosion of business-critical applications, many of which require local processing of data.

Both trends serve one common goal: being able to deliver a superior customer experience — the experience of their customers — which includes the ability to bring them innovation in real time.

Both trends share a common prerequisite: security, in the broadest possible sense. It encompasses cybersecurity and data privacy, but also data portability, assuring them that they do not depend on a single technology provider, particularly when it comes to the Cloud.

Finally, the tidal wave which is even more amplified by the current crisis is the wave of decarbonization. Our clients are increasingly eager to join forces with a partner who can support them on this path, and accelerate their journey towards being sustainable, carbon-neutral, even aiming at positive carbon impact.

Atos is ideally positioned to seize the opportunities brought by all those key trends and to enhance value creation for its clients and all its stakeholders.

## Profile

# Your global partner in digital transformation

**Atos is a trusted partner guiding the digital transformation of its clients across the sectoral landscape, deploying cutting-edge technologies to bring about sustainable growth and long-term value.**

Atos is a global leader in digital transformation and is the European number one in cloud, cybersecurity and high-performance computing. We provide end-to-end vertical solutions, smart data platforms and infrastructure solutions, working closely with global technology partners and leveraging innovations in business platforms, customer experience and digital workplace, artificial intelligence and hybrid cloud.

The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and

research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

Our solutions and services provide agile, scalable and trusted foundations to support clients in their digital journey. With our know-how and industry-specific expertise, we help clients digitize their customer experience, foster business reinvention, streamline operational excellence and guarantee trust and compliance.

Our leadership in cybersecurity and corporate social responsibility ensures a safe, ethical and sustainable journey of digital transformation. With a business strategy that integrates financial and extra-financial priorities, our 110,000 people in 73 countries combine business acumen with a commitment to addressing the environmental, ethical and social challenges we all face.

Atos is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos|Syntel, and Unify. Atos is a SE (Societas Europaea), listed on Euronext Paris and included in the CAC40 stock index.

## Maintaining our leadership in sustainability in 2019



Ranked for the third time as the most sustainable company in the IT and software services sector by the Dow Jones Sustainability Indexes (DJSI) World and Europe.



Atos is ranked in the top 10% of its sector by ISS Oekom.



In the CDP's 'A List' in 2019 for our leading efforts to tackle climate change.



Triple A score for Atos in the Environmental, Social, Governance rating by Morgan Stanley Capital International, which ranks Atos among the top 5 companies in the IT and software services sector.



Gold level from EcoVadis for corporate social responsibility assessment.



This 2019 Integrated Report has been prepared in accordance with the GRI Standards and has successfully completed the GRI Content Index Service.

**€11,588 million**  
Annual revenue

**10.3%**  
Operating margin revenue

**€605 million\***  
Free cashflow

\* excluding €37 million of one-off items related to Optional Exchangeable Bond

**110,000 employees working in 73 countries representing 134 nationalities**



**North America**

11,000 employees  
€2,725 M revenue

**South America**

3,000 employees  
€180 M revenue

**Germany**

9,500 employees  
€2,167 M revenue

**France**

13,000 employees  
€1,796 M revenue

**UK & Ireland**

9,500 employees  
€1,669 M revenue

**Benelux & The Nordics**

5,500 employees  
€1,047 M revenue

**Central & Eastern Europe**

5,000 employees  
€874 M revenue

**Iberia**

5,500 employees  
€468 M revenue

**Middle East & Africa**

2,500 employees  
€163 M revenue

**Asia Pacific**

45,500 employees  
€499 M revenue



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2019 Universal Registration Document  
> Section D - Corporate Responsibility

**€235 million**  
annual investment in R&D

**31%**  
female employees

**4,500**  
active patents

## Governance

# Board of Directors

**The Board of Directors defines the strategy of the Atos group and oversees the implementation of the strategy. The Board endeavors to promote long-term value creation by the company by considering the social and environmental aspects of its activities.**



### Bertrand Meunier

*Chairman of the Board of Directors (appointed November 1, 2019 following the resignation of Thierry Breton as Chairman and CEO)*

*Independent Director and Member of the Nomination and Remuneration Committee and Audit Committee*



### Elie Girard

*Atos Chief Executive Officer (appointed as CEO on November 1, 2019 following the resignation of Thierry Breton as Chairman and CEO, and appointed as Director on December 16, 2019)*



### Vivek Badrinath

*Independent Director and Member of the Audit Committee*

*Chief Executive Officer of Africa, Middle East Asia and Pacific, Vodafone*



### Aminata Niane

*Lead Independent Director  
International Consultant*



### Nicolas Bazire

*Independent Director, Chairman of the Nomination and Remuneration Committee*

*General Manager of Groupe Arnault SE*



### Lynn Paine

*Independent Director and Member of the Audit Committee and CSR Committee*

*John G. McLean Professor of Business Administration, Harvard Business School, Senior Associate Dean for International Development*



### Valérie Bernis

*Independent Director, Chairman of the CSR Committee  
Company Director*



### Vernon Sankey

*Independent Director, Chairman of the Audit Committee and Member of the CSR Committee  
Officer in companies*



### Cedrik Neike

*Director*

*Member of the Managing Board of Siemens AG and CEO Smart Infrastructure*



### Jean Fleming

*Director representing the employee shareholders and Member of the Nomination and Remuneration Committee  
Leadership Coach, United Kingdom*



### Colette Neuville

*Independent Director  
Chairman & Founder of ADAM*



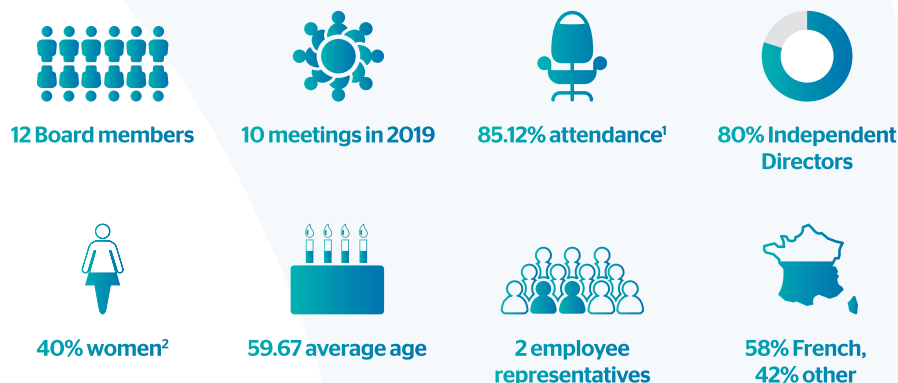
### Farès Louis

*Employee Director  
Business Developer*

## Activities of the Board of Directors and of the Board's committees in 2019

### Board of Directors

In 2019, the Board of Directors controlled and audited the integrity of the financial statements and reviewed and approved the 2020 budget as well as all financial information, reports and forecasts. The Board approved the company's strategic plan, proposed the distribution of Worldline shares to Atos shareholders which was approved by the 2019 Annual General Meeting, agreed the sale of Worldline shares and the issue of bonds exchangeable into Worldline shares, and approved several acquisitions, including the acquisition of Maven Wave, a Cloud transformation leader based in North America. The Board also approved the Atos group's CSR initiatives and targets and developed the company's proposal for a *raison d'être*.



¹ for 2019

² In accordance with art. L. 225-23 and L. 225-27-1 of the French Commercial Code, the Directors representing the Employee shareholders and the Employees are not taken into account when determining the ratio of gender diversity on the Board of Directors.

### The Audit Committee

The Audit Committee prepares and facilitates the work of the Board of Directors in its analysis of the accuracy of the company's corporate and consolidated accounts and monitors the financial reporting process. In 2019, the Audit Committee reviewed the accounting and financial documents, including statements related to off-balance sheet items, before their presentation to the Board. The Committee also reviewed the main accounting items and methods and examined the quarterly financial reports on the Group's performance, the consolidated accounts for 2018, the half yearly accounts for 2019, and the draft financial press releases before their submission to the Board of Directors.

### The Nomination and Remuneration Committee

The Nomination and Remuneration Committee seeks and examines any application for an appointment to the position of member of the Board of Directors or to a position of manager who holds a corporate mandate of the Company. In addition to examining Board members' potential conflicts of interest, the Committee formulates proposals in relation to senior management compensation and makes recommendations for the company's profit-sharing policy. In 2019, the Committee made proposals for the compensation of the newly appointed Chairman of the Board of Directors and CEO and proposals in connection with a performance-based share plan for Group employees which includes CSR performance conditions.

### The Corporate Social Responsibility Committee

The Corporate Social Responsibility Committee has been in place since January 2019. It reviews Atos's social and environmental responsibility strategy and the rollout of related initiatives together with its social and environmental responsibility commitments in light of the challenges, risks and opportunities specific to Atos's business and objectives, in areas such as Wellbeing@work, diversity and the environment. In 2019, the Committee formulated opinions and recommendations for the Board of Directors about the Group's CSR initiatives and targets and developed proposals for the company's *raison d'être*.



**Independent Director Chair**  
4 Members



75% Independent Directors  
(100% from February 18, 2020)



7 Meetings in 2019



92.9% Attendance



**Independent Director Chair**  
3 Members



67% Independent Directors



5 Meetings in 2019



86.7% Attendance



**Independent Director Chair**  
3 Members (from April 25, 2019)



100% Independent Directors



3 Meetings in 2019



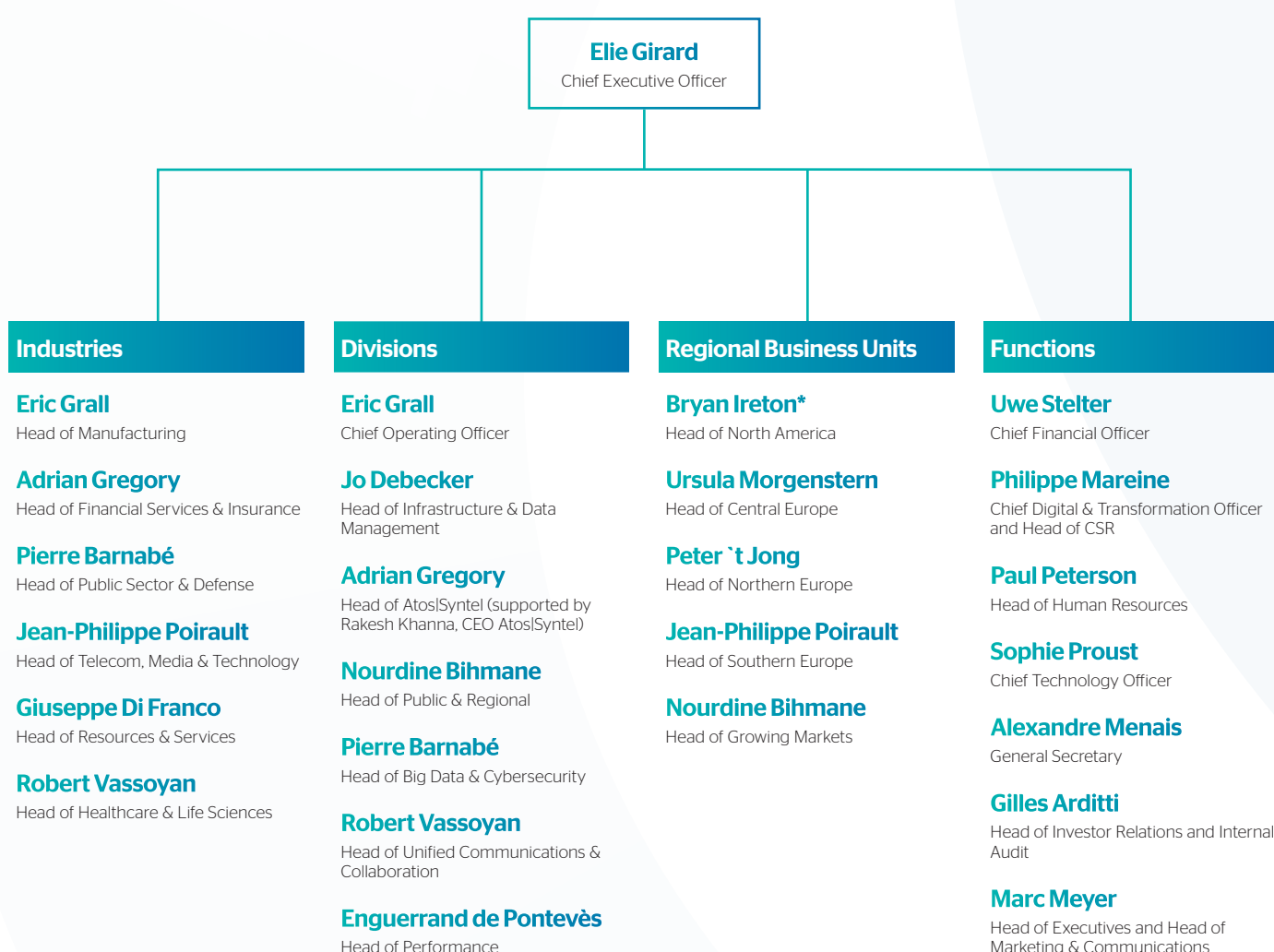
100% Attendance

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> Corporate Governance

# Group Management Committee

**In February 2020, Atos established a Group Management Committee, replacing the former Group Executive Committee.**

The Group Management Committee's role is to execute the Group strategy and to ensure value is delivered to all customers and stakeholders. The Group Management Committee is composed of the CEO and 19 members, the heads of Industries, Regional Business Units, Divisions and Functions.



\* As of June 2020



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## Robust governance in all areas

### The Group Risk Management Committee

The Group Risk Management Committee meets on a monthly and if required weekly basis to review the most significant and sensitive contracts. The Committee is chaired by the Group Chief Financial Officer and led by the Senior Vice-President for Bid Control and Business Risk Management. Permanent members of the Committee include the Senior Executive Vice-President Operations, Executive Vice-Presidents in charge of the Global Divisions and several other representatives from the Global Functions, including Finance and Legal.

### The Advisory Ethics Committee

The Group Management Committee determines the direction and priorities of ethics and compliance at Atos, establishing a culture of integrity, ethics and compliance, allocating necessary resources and monitoring progress.

An Advisory Ethics Committee, composed of independent and highly respected external professionals, provides advice to the Group Management Committee on ethical and compliance issues requiring ethical judgements, notably in connection with Atos's operations. The Advisory Ethics Committee is sponsored by the Group Chief Executive Officer and supported by the General Secretary and Chief Compliance Officer.

### The Corporate Social Responsibility Program

While the Board-level Corporate Social Responsibility (CSR) Committee is directly involved in defining the CSR strategy and priorities, the Group Management Committee validates the Group's CSR strategy and implementation program.

The CSR Program and the core global CSR team are supervised by the Chief Digital & Transformation Officer, who is the Head of CSR and a member of the Group Management Committee and who reports directly to the CEO.

Weekly and monthly reviews are organized to design, implement, and monitor the main actions and targets. Specific channels are in place to facilitate communications across business units and regions.

Members of the Scientific Community and other Atos talents support the CSR Program by providing innovative ideas and proposals for strengthening Atos's CSR commitments and enhancing its positioning in the market.

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## Market trends

# Welcome to a world of exponential change

The data revolution started in the 1960s when mainframe computers began to transform the processes of large organizations. In the 1980s and 1990s, the arrival of the PC and the worldwide web raised productivity to a new level. More recently, social media, smartphones, cloud computing and analytics have changed consumer life forever.

We are now at the dawn of a new era in the information age. As technologies such as the Internet of Things, edge computing, artificial intelligence, blockchain and quantum computing accelerate, data is emerging as the fundamental driver of businesses in all sectors.

With the development of neurotech, genomics and other cutting-edge innovations, it will not be long before data begins to drive life itself.

Now more than ever, at this turning point of the digital revolution, businesses need robust, innovative and sustainable partners. If they are to successfully navigate the challenges of digital transformation and seize the opportunities, not only their models but also their values must evolve.

As a global leader in digital transformation and corporate social responsibility, Atos aims to be the trusted partner of its clients as they progress on their journey of sustainable transformation.

Drawing on our expertise in cutting-edge technologies and on our ecosystem of strategic partners, Atos is uniquely positioned to help its clients thrive. By implementing smart data platforms and services, managing

ecosystems of multiple infrastructures, and delivering industry-specific digital solutions, Atos is helping to build the industries of tomorrow and is turning customer-centric, data-driven ecosystems into a reality.

Pervading all our offerings, our leadership in cybersecurity and CSR puts trust and sustainability at the heart of the digital enterprise.

As our *raison d'être* or sense of purpose makes clear, our mission is to design the future of the information space in a safe, secure and sustainable way. At a time of dramatic technological, political, social and environmental changes, our strong set of values, our commitment to shared value and digital responsibility are more important than ever before.

## Digital transformation drives business singularities



### Security

Digital security, trust & compliance becomes vital



### Critical operations

Ecosystems and IoT change the critical operations game



### Customer centricity

Customers expect real-time multi-experience



### New business models

Data-driven platform models are the next big thing



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## Strategy

# Global leadership in digital services – whatever the challenges

**In 2019, Atos published an ambitious three-year plan for 2019-2021.**

This plan reflects our ambition to grow as a company, with the agility to support its clients and all its stakeholders to rise to every challenge, including that posed by the Covid-19 pandemic, with the objective of working and developing sustainably in a safe and secure information space.

The new strategy is bolstered by the emerging culture and values that support the Atos group's *raison d'être*, which became part of the company's by-laws in 2019. Linked to this is our approach to corporate social responsibility which is a significant business enabler for Atos and is an integrated part of our growth strategy as a global pure play digital leader.

### Four main levers

- 1 **Technology expertise** and partnerships, based on our pool of experts, patents, annual investments of c. €235m in R&D and our partnerships with key technology enablers.
- 2 Mobilize and develop **people skills** and key talents, attracting the best talents from leading universities, developing their skills.
- 3 **Industry focus** with a vertical go-to-market approach, focusing on six key industry sectors.
- 4 Enhance and automate the Atos **delivery model**, to improve client satisfaction, minimize lead time, maximize productivity and increase margins.

### Transforming Infrastructure & Data Management

By 2021, Atos will have mostly completed the migration to its Cloud and Hybrid Cloud offering for its main clients. Atos will reposition its Infrastructure and Data Management business to meet clients' needs for the new levers of growth in this business: the Internet of Things and Edge Computing.

### Accelerate business transformation with Atos|Syntel

Following to the acquisition of Syntel, over the next three years Atos Business & Platform Solutions aims to double its revenue from Digital (AI, Analytics, IOT, Automation, CX, Mobility, Cloud), leveraging the skills and competences of its worldwide technology and services platforms.

### Big data and cybersecurity for trusted intelligence

Atos Big Data & Cybersecurity provides the high-end computing powering big data algorithms, cybersecurity and mission critical technologies, helping customers succeed in the data era. Our "cybersecurity everywhere" approach represents the foundations of the Atos digital value proposition.

### Focus on industry verticals

Atos is strengthening its customer-centric approach through a reinforced vertical go-to-market approach, using all of Atos's capabilities from Infrastructure & Data Management, Business & Platform Solutions, Big Data & Cybersecurity and from its partners.

We are focusing on six key vertical markets; Manufacturing; Financial Services & Insurance; Public Sector & Defense; Telecom, Media & Technology; Resources & Services (includes former *Retail, Transportation & Logistics* and *Energy & Utilities*); Healthcare & Life Sciences.

### RACE: digital productivity and agile collaboration

With RACE, Road to Agile Competitiveness & Excellence, Atos aims to take full advantage of automation to enhance its productivity and increase its operational profitability.

### Maintain excellence in people skills and CSR

At a time of increasing complexity and digital dilemmas, Atos recognizes that it will only be able to achieve its ambition if it integrates strong values and best practices in corporate social responsibility across all its operations. The success of our strategy is closely linked to our continued commitment to training our people in digital skills for the data economy, attracting the best talent and applying strong ethical values and best practices in CSR.

Our People strategy is based on five major Human Resources programs:

- **My Future:** creating a unique end-to-end value proposition for our employees;
- **Be Digital:** equipping all our employees with certified digital skills by 2021;
- **MyExperience:** building on the successful Wellbeing@work initiative putting specific emphasis on social value, diversity and inclusion;
- **Value Sharing:** further engaging all employees in the company's success; and
- **Entrepreneurship:** exploring new ways of working and leveraging our ecosystem of startups and contingent workers.

### IT industry consolidation

Our M&A strategy will focus on specific verticals and on the acquisition of new clients and technological capabilities. The Group will also play a major role in the consolidation of the cybersecurity market. All acquisitions will be carried out with the same financial discipline as in previous years.

# Roadmap to a sustainable digital future

## The pace of digital transformation is accelerating as information moves beyond traditional datacenters and the cloud.

In this fast-changing era, real-time data orchestration, open platforms and intelligent automation are becoming critical to the future of enterprise.

As part of its growth plan, Atos is building the customer-centric, data-driven business systems of the future while assisting our clients to meet the challenges and uncertainties posed by Covid-19. We are developing ecosystems of multiple infrastructure solutions, creating smart data platforms and services and providing industry-specific expertise and solutions. End-to-end sustainability and security are critical imperatives across this new generation of data-fueled business services.

Our offerings in these areas leverage key innovations from Atos's partners and from our own R&D programs, including eight strategic technologies:

### Advance computing

This comprises the design of advanced hardware systems with the associated software stacks, plus our pioneering program for quantum computing. Atos is number one in high performance computing in Europe.

### Artificial intelligence

Atos is the leading AI player in Europe and AI capabilities include pretrained Machine Learning/AI models as well as the capability to design, train and run new models on multiple infrastructures.

### Automation

As the largest integrator in Europe, Atos designs the technology to enable the automation of IT operations, taking Robotic Process Automation to the next level.

### Edge computing

Atos designs and manages edge devices, processing, securing and gaining insights of data coming from sensors of the Internet of Things (IoT) and Operational Technology (OT).

### Immersive experience

Our solutions address the transformation that is taking place in the digital workplace and customer experience, including communications, online collaboration and cutting-edge innovations.

### Hybrid cloud

Atos is the largest cloud player in Europe. Our hybrid cloud solutions encompass agnostic multi-cloud management and orchestration, providing mobility for our client's data and workloads, as well as dedicated solutions with our global cloud partners.

### Modern applications

Through the design, development, deployment and management of cloud-native applications with fast time-to-market, as well as blockchain-based platforms, Atos is creating the open and agile business platforms of tomorrow.

### Cybersecurity

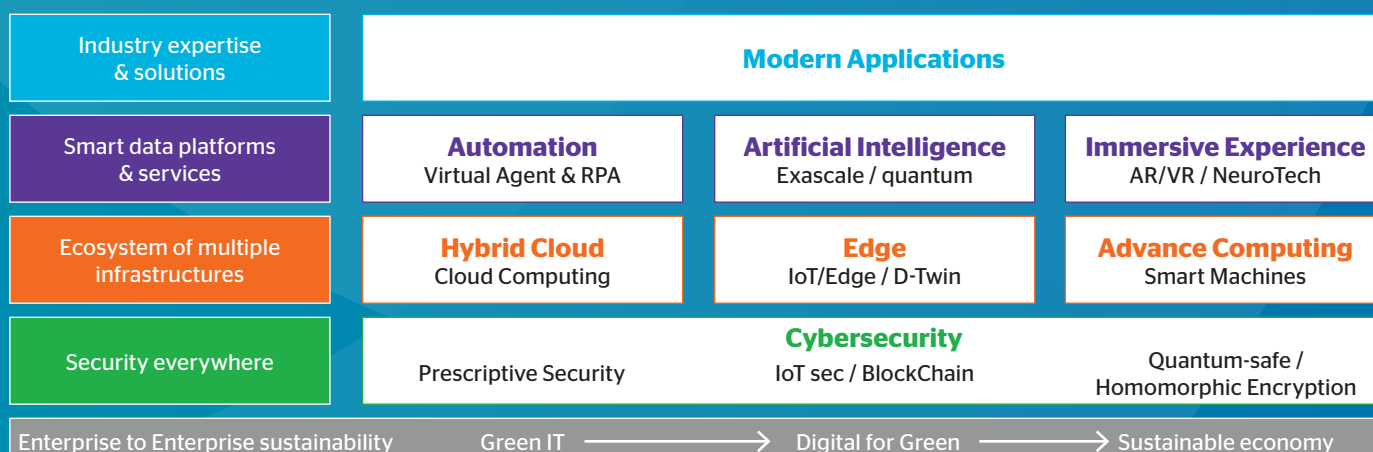
Atos deploys technologies that power encryption, identity and access management, and end-to-end prescriptive security solutions which identify and block threats before they materialize. Atos is the world's third largest Managed Security Services provider and a pioneer in IoT security.

Across our €235 million annual R&D investments, sustainability, ethics and security are incorporated by design. This reflects the commitment expressed in our *raison d'être* to design the future of the information technology space and to enable all members of society to live and work sustainably in this new era.

The innovations that emerge from our R&D efforts support our vision of using technology to create a more sustainable, responsible and fairer world.

## Pioneering the future of technologies

Our innovation ecosystem helps you get one step ahead



Strategic partnerships with Dell Technologies, Google, Microsoft, Oracle, SAP, Cisco, Siemens.

## Strategy

# Imagining the future

With Sophie Proust, Chief Technology Officer, Atos



### **You were appointed Atos CTO in January 2019. What role does technology play in Atos's growth strategy?**

Digital is transforming our day-to-day lives. With the increasing amount of data available, the business models of our clients are facing major disruption. Technology is enabling these huge changes, and Atos is investing significantly (€235M in 2019) in Research & Development (R&D) and innovation.

Our technological expertise and our capacity for innovation are major drivers of client satisfaction and business growth.

## How can new technologies help address the challenges of sustainability in the IT world?

Our *raison d'être* commits Atos to designing a more sustainable digital future. Just like security, end-to-end sustainability is an imperative that permeates all our R&D activities.

For example, Atos is the European leader in high performance computing. As we advance toward exascale, supercomputing without doubt will consume more energy. We are focused on increasing energy efficiency as much as on increasing computing performance. Thanks to innovations such as our patented Enhanced Direct Liquid Cooling system, which uses wafer water rather than air for cooling, our supercomputers (23 Atos systems are in the Green500 list) are some of the most energy efficient supercomputers in the world – as well as some of the most powerful.

## How are these innovations helping Atos's customers respond to their own CSR challenges?

Atos is mobilizing its technological expertise and its CSR values to fight Covid-19. At this challenging time, Atos provides solutions and computing power to help contain the spread of the virus, support the scientific community, accelerate vaccine research and ensure business continuity for critical activities. For example, Atos has designed EpiSYS, an Epidemic Management System (EMS) which helps healthcare professionals to control the spread of the virus and manage the epidemic. Also, our supercomputers are at work around the world – whether they are used for simulation to build predictive models, analyze the progress of the disease or develop new treatments.

We have a client-centric approach. We believe above all in technology that is usable – in technology that makes a difference. In today's world, nowhere is it more important to make a difference than in the area of sustainability. For example, our supercomputers are enhancing the ability of scientific institutions to model climate change and sequence human genomes. The innovations we produce are also meeting growing demand from our clients for IT for Green offerings, such as precision farming and earth observation services.

## What are the main strengths of R&D at Atos?

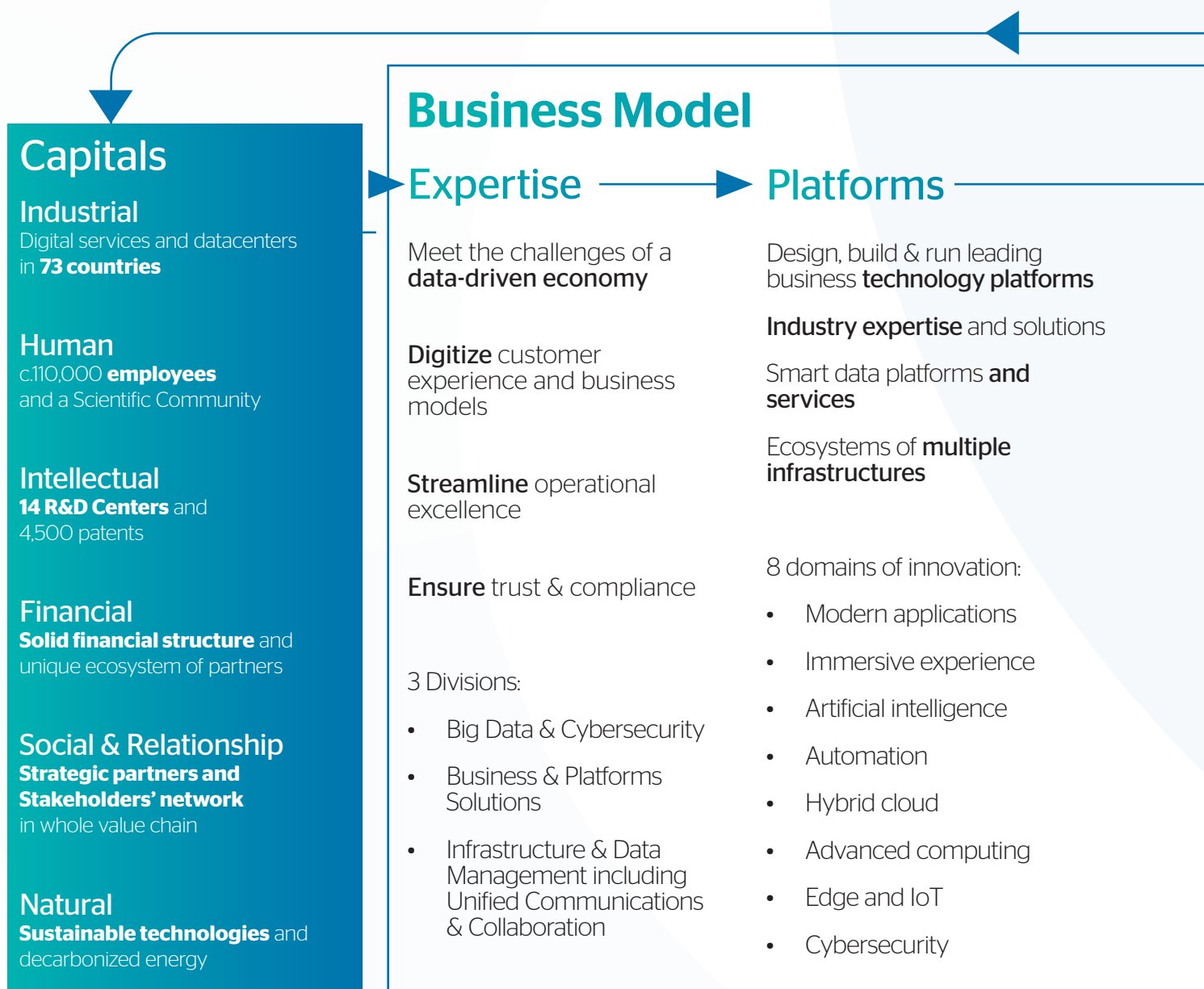
Thanks to our size, we are in a real position to make a real difference. We have around 4,500 active patents and produce more than 100 patents each year. We have a network of 14 R&D centers around the world. Another lab will open in France in 2020, focusing on artificial intelligence. We are at the center of a large and growing network of partnerships, from major technology providers to top universities and promising startups.

However, there is much more to R&D at Atos than just our size. It is above all the quality of our people and the values that we share that gives Atos such a powerful culture of innovation. Across the 160 members of our Scientific Community and the more than 2,200 people in our Expert Community, we all believe in driving effective change where it matters most. As technology reaches a new tipping point, it is more important than ever to adopt a human-centric, responsible approach to innovation. This is what makes Atos unique.

# Sustainable and inclusive value creation

To fulfil its principal aim of being the trusted partner of its clients in their journeys of digital transformation, Atos has developed a solid business model based on sustainable growth, distinctive technology platforms, industrial expertise and vertical solutions.

This business model enables Atos to continuously create shared and inclusive value for all its stakeholders: employees, clients and partners, investors, suppliers, community and society in general. Atos's integrated management dashboard illustrates how we measure both financial and extra-financial performance.



## Solutions

Deliver vertical focused solutions and services to **thrive in a digital world**

- Healthcare & Life Sciences
- Energy & Utilities
- Telecom, Media & Technology
- Retail, Transport & Logistics
- Public Sector & Defense
- Manufacturing
- Financial Services & Insurance

## Value created for our stakeholders

### People

Highly skilled employees and great place to work

### Clients & partners

Client satisfaction, co-innovation and competitiveness

### Investors

Business growth and long-term relationships development

### Suppliers

High risk management standards and ethical value chain

### Communities & society

Inclusive economic growth & eco-friendly operations

## KPIs dashboard

- Employees' satisfaction
- Great Place to Work Index®

- Customer Loyalty
- Net Promoter Score

- Organic growth revenue
- Operating margin rate
- Free cash flow

- Sustainable supply chain
- Total spend assessed by Ecovadis
- Ethical behavior

- Carbon Intensity



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> Corporate Responsibility

## Financial performance

# Acceleration and an industry approach

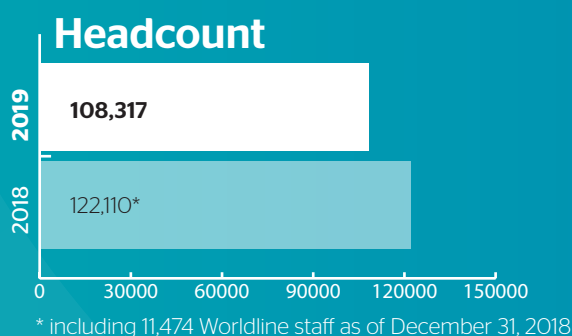
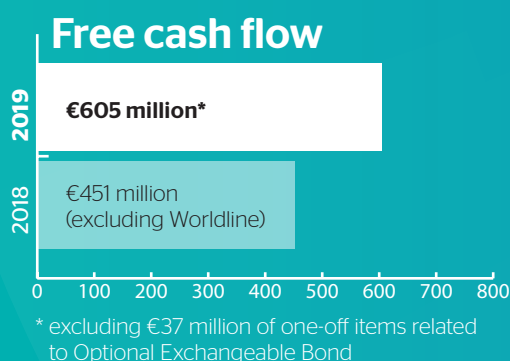
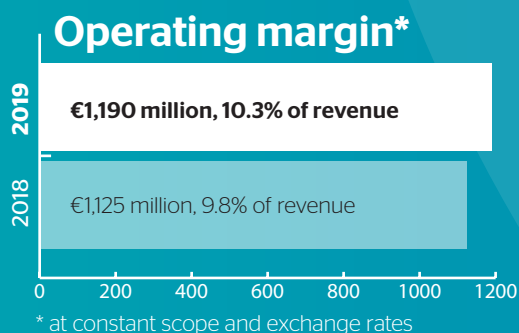
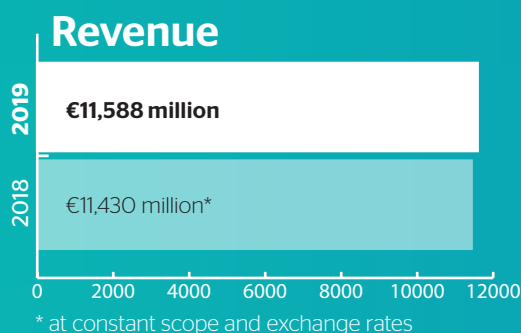
**After a year of strong commercial activity Atos completed 2019 with organic revenue growth of 2.2% in the fourth quarter, led by an acceleration of our performance in Cloud, Big Data and Cybersecurity.**

Over the course of the year, our ability to drive our clients' enterprise-wide and end-to-end digital transformation generated significant new contracts across our business units and divisions. Order entry reached €12.2 billion, representing a book-to-bill ratio of 106%. During the fourth quarter, the book-to-bill ratio reached 121%.

We also improved our operational profitability in 2019 and delivered free cash flow exceeding €600 million. The operating margin was €1,190 million, representing 10.3% of revenue, compared to 9.8% in 2018 at constant scope and exchange rates.

Each division contributed to the increase in profitability, with Infrastructure & Data Management benefitting from automation and the RACE program, Business & Platform Solutions from the cost synergies with Syntel, and Big Data & Cybersecurity from double-digit topline growth.

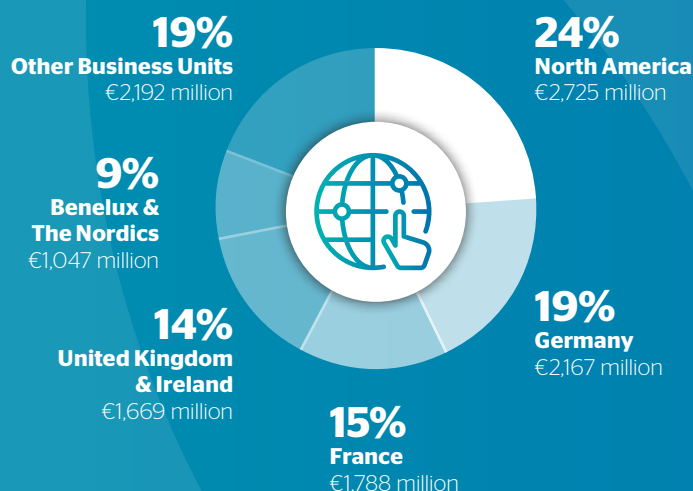
With the acquisition of Syntel and the disengagement from Worldline, Atos has successfully begun to reposition itself as a pure digital player. To serve our customers even more effectively, we are now moving towards an industry-led organization, reshaping our portfolio of offerings and reinforcing our go-to-market approach.



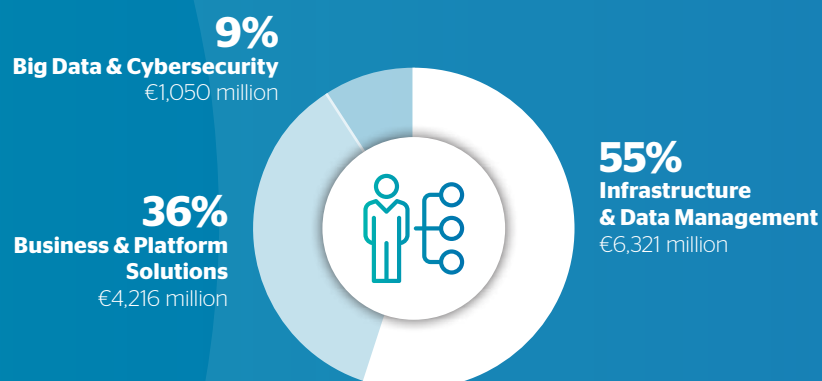
## Breakdown of revenue in 2019

2019 statutory figures

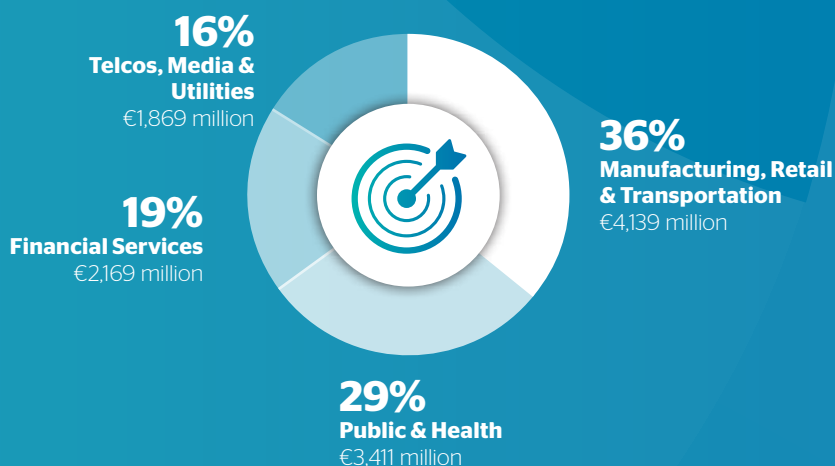
### By Geographic Business Unit



### By Division



### By Market



“Atos recorded strong financial performance in 2019, with an acceleration in revenue and an improvement in operational profitability. Driven by our expertise in technologies such as hybrid cloud, big data and cybersecurity, organic growth exceeded 2% in the fourth quarter. Our leadership in sustainability is generating new business opportunities for us and is ensuring the responsible digital transformation of our clients.”

**Uwe Stelter**

Chief Financial Officer, Atos



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## Integrated performance dashboard

# Measuring our integrated performance

At a time when investors and stakeholders are increasing their focus on companies' environmental and social performance, Atos outperformed in all areas in 2019 and confirmed its position as a global leader in corporate social responsibility. By integrating social, ethical and environmental dimensions into our strategy and the design of our digital solutions, we are playing a major role in shaping a more sustainable future for the information society, in line with the mission of our *raison d'être*.

## Finance

KPI	Organic growth revenue	Operating margin rate	Free cash flow
2017	<b>+2.3%</b>	<b>10.2%</b>	<b>0.7bn</b>
2018	<b>+1.2%</b>	<b>10.3%</b>	<b>0.7bn</b>
2019	<b>+1.4%</b>	<b>10.3%</b>	<b>0.6bn</b>
2021	As the three-year plan presented at the Investor Day held on January 30, 2019 and covering the period 2019-2021 was pre Covid-19 effect, the Group suspends its targets for 2021, the last year of the three-year plan. The Group will present its vision as well as its mid-term targets at the 2020 Analyst Day.		

## People

**KPI** To increase the Atos Great Place to Work Trust Index© reflecting employee satisfaction

2017 **54%**

2018 **57%**

2019 **59%**

2021 to **Top10%** Industry Benchmark based on the number of countries recognized as a Great Place to Work®

## Business & Innovation

**KPI** To maintain the good score of the Net Promoter Score for our clients

2017 **48%<sup>(1)</sup>**

2018 **48%** (including Worldline)

2019 **59%** (excluding Worldline)

2021 **50%<sup>(2)</sup>**

## Ethics & Governance

**KPI** To increase the % of employees trained in the Code of Ethics

2017 **91%**

2018 **92%**

2019 **95%**

2021 **100%**

To increase the % of total spend assessed by supplier sustainability rating agency EcoVadis

**54%**

**55%**

**56%**

**70%**

## Environment

**KPI** To reduce CO<sub>2</sub> emissions by revenue (tCO<sub>2</sub> per €Million)

2017 **24.9<sup>(3)</sup>**

2018 **22.5<sup>(3)</sup>**

2019 **21<sup>(3)</sup>**

2021 **-7 to -20%<sup>(4)</sup>**

<sup>(1)</sup> NPS for top clients including Worldline

<sup>(2)</sup> above 50% for larger client scope

<sup>(3)</sup> Global GHG emissions (tCO<sub>2</sub>e) after uplifting to 100% and rebaselining taking into account acquisitions and divestitures

<sup>(4)</sup> 2016 baseline

## Main achievements

# A year of purpose and progress

## 2019 key achievements

### January

#### **Atos launches its strategic growth plan**

At its Investor Day, Atos launches its three-year plan to reinforce its global profile as a pure player in digital services.

#### **Trailblazer in managed workplace services**

Atos is positioned as a leader by Gartner in its Magic Quadrant for managed workplace services for both Europe and North America.

#### **Secure communications for the vehicles of the future**

Atos releases its new Horus security suite for intelligent transportation systems (ITS), a solution which provides security to communications in connected vehicles.

### February

#### **Support for LGBT+ rights at work**

Atos signs the United Nations' Standards of Conduct for Business and the Autre Cercle Charter of LGBT+ Commitment, pledging its support for lesbian, gay, bisexual, transgender and intersex people at work worldwide.

#### **Atos advances the quantum revolution**

Atos delivers its most powerful quantum simulator to the Hartree Center, the UK's high performance computing research facility, to accelerate its study of new quantum-based computing applications.

#### **Climate change leader**

Atos is recognized by the CDP as a global IT sector leader taking action to reduce emissions and mitigate climate risks.

#### **Momentum grows to advance cybersecurity**

Together with the other signatories to the Charter of Trust, the world's first agreement of its kind to drive cybersecurity across global supply chains, Atos welcomes two government authorities as associate members who are committed to advancing cybersecurity.

### March

#### **5-year contract to digitize healthcare in Australia**

The Western Australian Department of Health selects Atos to transition its digital infrastructure into a more agile and accessible cloud-based solution to improve patient care while reducing cost.

#### **Facial recognition at the Olympic Games**

Atos will enhance the security of the Olympic & Paralympic Games Tokyo 2020 with its Advanced Access Control System, based on a NEC facial recognition software and Panasonic cameras, for athletes, coaching staff, journalists and volunteers.

#### **Enabling mass-production of satellites**

Atos supports OneWeb in the successful launch of six satellites, making the world's first mass-production of satellites a reality.





## April

### Digital transformation for energy in Italy

Italian energy company Illumia digitally transforms its business in just 15 months using Atos's digital energy platform.

### Atos meets carbon emission targets

Atos confirms that in 2018 it offset 100% of carbon emissions from its datacenters, offices and business travel, through a dedicated wind farm project in India.

### AI research partnership in France with Google Cloud

Atos and Google Cloud officially launch a joint artificial intelligence laboratory, unique in France.

### New global delivery center in India

Atos opens a new 100-acre campus in Tirunelveli, southern India, where 2,300 software engineers will deliver digital and technology solutions to global clients.

### Recognition as a SAP HANA and S/4HANA leader

Global research firm NelsonHall assesses Atos as a leader based on its capabilities to provide end-to-end services, support client adoption of S/4HANA in the cloud and its ability to leverage analytics and IoT to deliver business cases.

### Atos shareholders make history in France

Shareholders at the Atos Annual General Meeting overwhelmingly approved the adoption of the company's *raison d'être* or sense of purpose which is now part of the Atos Group's Articles of Association. Atos is the first CAC40 company to take this step.

## May

### Democratizing quantum learning

Atos launches myQLM offering free access to quantum programming for researchers, students and developers worldwide.

### World-leading edge computer

Atos launches BullSequana Edge, the highest-performing edge computing server in the global market.

### Worldline carve out

Following the approval by Atos shareholders at the Annual General Meeting of April 30, 2019 of the exceptional distribution of around 23.5% Worldline's share capital to Atos shareholders, Atos distributes in kind Worldline shares at a ratio of two Worldline shares for every five Atos shares held, leading to the deconsolidation of Worldline from the Atos group.

## June

### Managed workplace services for National Grid

Atos signs a \$150 million contract to deliver digital Managed Workplace Services for National Grid's core energy business, spanning the UK and northeastern US.

### Leader in datacenter outsourcing

Gartner positions Atos as a leader in its Magic Quadrant for datacenter outsourcing and hybrid infrastructure managed services for both Europe and North America.

### France's most powerful research supercomputer

Atos delivers to France's high performance computing organization GENCI its Joliot-Curie supercomputer, whose processing power is expected to reach 22 petaflops.



## Main achievements

# A year of purpose and progress

## 2019 key achievements

### July

#### **Atos expands Google Cloud partnership**

Atos supplies its high-performance BullSequana S servers to two regional Google Cloud datacenters in Germany and North America, to support Oracle's database customers.

#### **Agriculture solution wins Atos IT Challenge 2019**

Students from the Technical University of Berlin win the Atos IT Challenge 2019 with an app that uses machine learning to reduce the amount of fertilizer and pesticide used in agriculture.

#### **Microsoft Azure**

Atos becomes a Microsoft Azure Expert Managed Service Provider (MSP).

### August

#### **Transforming emergency communications in California**

The State of California awards Atos a five-year contract to transform its 911 emergency communications system.

#### **Quantum cooperation with India**

Atos and India's Center for Development of Advanced Computing agree to collaborate in the fields of quantum computing, artificial intelligence and exascale computing at Atos's operations base in Pune.

### September

#### **Leadership in CSR performance**

Atos is ranked Number 1 in the IT and software services sector in the Dow Jones Sustainability Indices for the World and Europe and is awarded Gold level by EcoVadis for its performance in corporate social responsibility.

#### **AI lab in Munich**

The latest addition to Atos's global artificial intelligence (AI) network opens in Munich to develop business solutions using AI and other cutting-edge technologies for its clients.

#### **New HPC test Lab in Angers**

Atos inaugurated its new global High-Performance Computing (HPC) Test Lab in Angers (France) providing its clients worldwide with the unique opportunity to thoroughly test their supercomputing equipment under real-world conditions.





## October

### **Bayer selects Atos for digital workplace**

Atos signs a major contract to deliver Digital Workplace Services to German multinational pharmaceutical and life sciences company Bayer.

### **AI lab in Texas**

Atos unveils its North American Artificial Intelligence Lab in Irving, Texas, in partnership with Google Cloud.

### **Atos acquires IDnomic, a digital identity leader**

Atos completes the acquisition of IDnomic, the European leader in digital identity management infrastructure and PKI.

### **X-Perion acquisition boosts Worldgrid activity**

Atos acquires X-Perion, a leading IT consultancy within the energy sector, which is combined with the Atos owned subsidiary ENERGY4U to strengthen Atos's global strategy for the energy and utilities market.

### **Atos completes sale of Worldline shares**

Following the sale of c.14.7 million Worldline shares, Atos also issued zero coupon bonds exchangeable into Worldline shares and transferred €230 million of Worldline shares to Atos's pension fund. Atos retains a stake of approximately 13% of the share capital and 22% of the voting rights in Worldline.

## November

### **Atos CFO Elie Girard appointed CEO**

After 11 years as Atos Chairman and Chief Executive Officer, Thierry Breton resigns in preparation for his appointment as France's European Commissioner, and Bertrand Meunier (as Chairman of the Board) and Elie Girard (as CEO) take the helm to lead Atos into its next era of transformation. Uwe Stelter takes on the role of Chief Financial Officer.

### **Powering Triple Five Group's American Dream**

Triple Five Group enlists Atos to build and manage a smart IT experience using IoT and AI for American Dream, its three-million square foot entertainment and retail complex in New Jersey.

### **Optimizing renewable electricity with Météo-France**

Atos and Météo-France, the French national meteorological service, collaborate to develop a service platform which uses machine learning algorithms to optimize the production and management of renewable electricity within the European grid.

### **Improving employee experience with Google Cloud**

Atos launches Workplace as a Service | Google Edition, leveraging Google Cloud to provide an optimal employee experience.

## December

### **Top rankings from MSCI**

Atos obtains a triple A score in the ESG rating from MSCI (Morgan Stanley Capital International) and is ranked among the top five companies in the IT and software services sector.

### **Boosting the development of quantum applications**

Atos creates the world's first Quantum User Group, comprising QLM customers, research centers, universities and global industrial companies, to drive advances and share best practice in quantum programming and simulation.

### **Acquisition of Maven Wave**

Atos acquires Maven Wave, a US-based Google Cloud Premier Partner which specializes in digital transformation for large enterprises.



# Our sense of purpose

**Atos's *raison d'être* (sense of purpose) has been enshrined in the company's Articles of Association since April 30, 2019.**

“The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.”

## Shaping the IT space

In France, the Pacte Act of 2019 gives companies the opportunity to include a *raison d'être* in their articles of association, focusing on long-term and collective endeavors to which their business activities contribute.

As an early mover in this area, Atos sets itself apart from other major digital companies operating at the global level. Our *raison d'être* commits Atos to shaping the future of digital space, making it safe and accessible to all, sustainable and respectful of the environment.

The Atos *raison d'être* is not limited to our corporate social responsibility program. It inspires our engagement with all our stakeholders: employees, customers, shareholders, industrial partners and the wider ecosystem. It deeply connects our business lines with the public interest, reflects our unique responsibility as a technology leader and embodies our ambition to contribute over the short-, medium- and long-term to the civic construction of the digital future.

## Three pillars

Atos's *raison d'être* has been organized into three pillars:

- Guaranteeing safety, inclusion, security and trust in the digital space
- Contributing to environmental transition
- Promoting scientific and technological excellence.

For each of these pillars, Atos has further broken down its *raison d'être* into three parts:

- A vision of the key issues at stake
- A doctrine of contribution expressing Atos's unique commitments
- Actions, objectives and indicators.

## Governance

To ensure that we fulfill the *raison d'être*, Atos has set up a multi-functional organization coordinated by the General Secretary, under the supervision of the Chief Executive Officer who reports to the Board of Directors.

This organization is based on a working group of twenty Atos employees from different operational and support functions. The contributors are each responsible, within their area of activity, for deploying and promoting the *raison d'être*. The Board of Directors regularly reviews progress in this area.

# Directions for 2020

## Coordinating

and highlighting existing actions and initiatives for the Atos Group and its employees, in line with the three pillars of the *raison d'être*

## Identifying

the indicators used to monitor Atos's compliance with its *raison d'être* over time

## Implementing

internal sharing and communication actions to ensure that all employees take ownership of our *raison d'être*



## Pillars, commitments, actions

### Building a trusted digital space

#### Our commitment

Atos intends to provide everyone with the skills to use digital technologies confidently, and to mitigate the risks derived from the exposure of individuals, companies and states in the digital space.

#### Our field of actions

- 3rd global player in Managed Security Services (source: Gartner 2019)
- 5,000+ security experts
- 14 Security Operations Centers globally
- Protecting IT for the IOC and NATO
- Charter of Trust signatory
- Valuable 500 charter signatory

### Taking part in environmental transition in the face of the climate emergency

#### Our commitment

Atos's ambition is to improve the environmental performance of digital solutions and to turn new technologies into a lever for environmental transition.

#### Our field of actions

- Reduced CO2 emissions by nearly 20% per euro million of revenue since 2015
- Long-term carbon intensity reduction targets for 2021-2030 and 2050
- Environmental performance incorporated into the long-term compensation of Atos's top managers
- A#1 in the DJSI World & Europe in the IT and software services sector

### Contributing to scientific and technological excellence

#### Our commitment

Atos will continue to contribute to excellence in scientific and technological progress and will support the sharing of knowledge and research.

#### Our field of actions

- R&D and Innovation laboratories
- Partnerships with academic world
- Creation of university chairs
- Joseph Fourier Prize
- Atos IT Challenge
- PhD sponsorship
- 2,200 Experts
- 160 members of the Scientific Community



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2019 Universal Registration Document  
> Section A - Group overview

# Corporate Social Responsibility

People  
Business & Innovation  
Ethics & Governance  
Environment





## Risks & opportunities

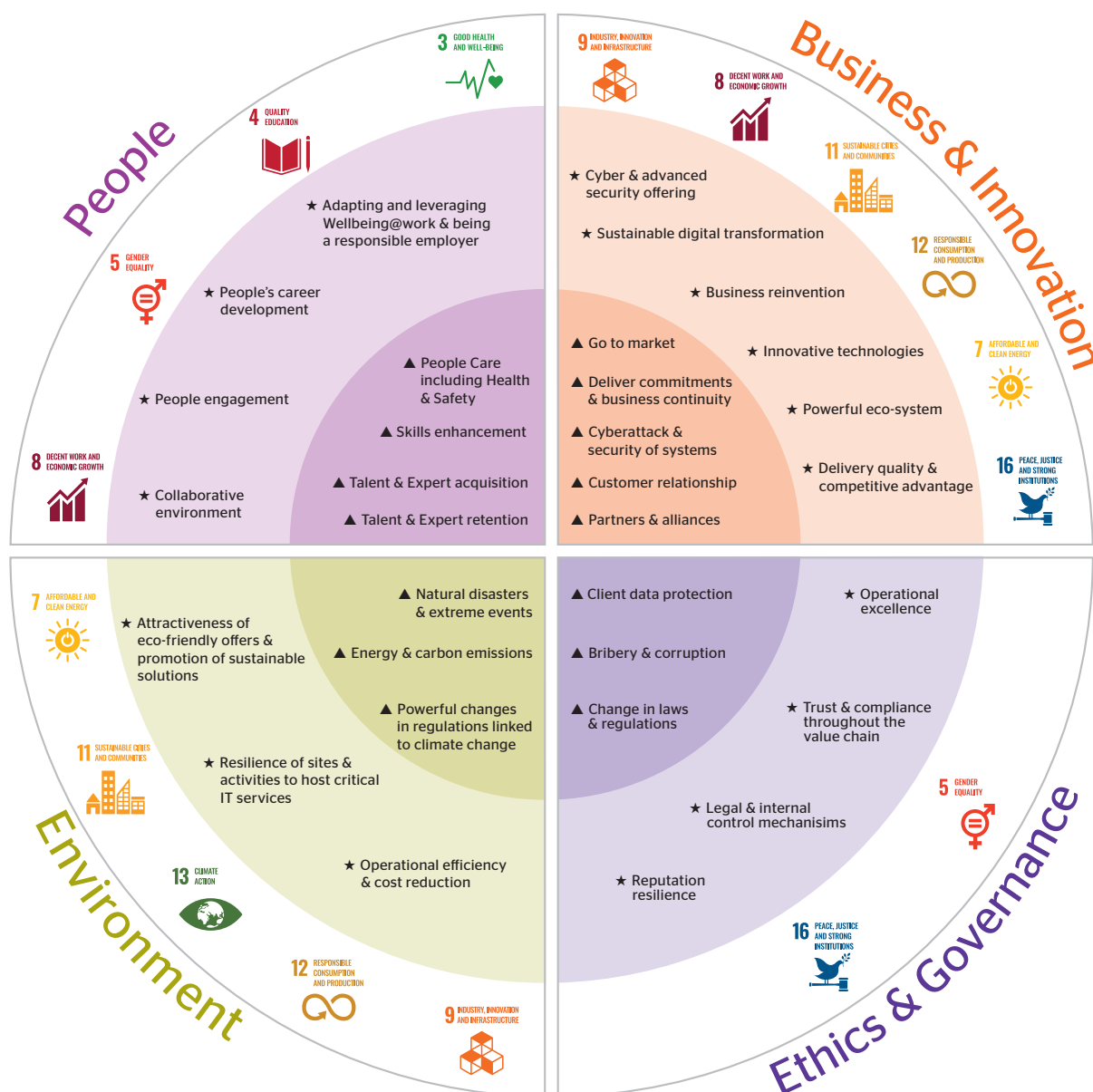
# Managing risks, seizing opportunities

Atos operates in a fast-changing world in which it needs to assess and manage a series of financial and extra-financial risks, that may impact its business, finances, reputation and growth prospects.

Each year we review the enterprise risks including extra-financial risks, faced by our company. Those are then continuously followed and monitored. These extra-financial risks are in the four priority areas identified by our corporate social responsibility program: People, Business & Innovation, Ethics & Governance and Environment. We carry out a mapping exercise which enables us to select and rank the most material risks. The magnitude of these risks varies in terms of impact on Atos business or results and/or likelihood of occurrence.

2020 started in a highly challenging and uncertain context with the Covid-19 pandemic situation. The risk profile should be adapted, emphasizing employees' health and well-being as well as economic disruption.

The following chart illustrates the extra-financial risks we identified in 2019, updated due to Covid-19 impacts that could adversely affect the achievement of our goals to create value as well as the potential opportunities for Atos and our clients to balance those risks. It also maps the link between these risks and opportunities and the UN Sustainable Development Goals that Atos supports through its actions and solutions.



- ▲ Main risks relating to Atos's four CSR challenges
- ★ Risks balanced by opportunities

# Our four priority challenges

## People risks

### ▲ People care including Health, Safety and Physical Security

In the current pandemic context, the vigilance in the care of Atos employees and their families is the highest priority. Atos must always protect their health and safety and should now adapt its well-being initiatives to take into account changing working practices. In addition, Atos needs to continue to meet employees' and potential employees' expectations on personal development and workplace culture.

### ▲ Talent and expert acquisition

Our success depends on our ability to attract key qualified people who can apply their digital skills for the benefit of clients in today's highly competitive labor market.

### ▲ Talent and expert retention

Our ability to retain key qualified staff and to use their skills to create value for our clients is a key driver for our company, therefore a primary focus is required considering the dynamic labor market.

### ▲ Skills enhancement

We need to continuously up/reskill our employees in order to meet customer demand and to transform their new acquired skills into experience.

## Mitigation

- ★ Adapting and leveraging Wellbeing@work and being a responsible employer
- ★ People engagement
- ★ People career development
- ★ Collaborative environment

A Global Crisis Management Team (CMT) has been set up which aims to constantly monitor, define and coordinate the mitigation actions related to (but not limited to) People Care. We adhere strictly to the World Health Organization's instructions and closely follow the evolution of the infection. Measures to avoid contamination at the office, ensure home office readiness, and promote wellbeing initiatives, such as avoiding people in isolation and ensuring balance with family duties, are undertaken. The decisions taken as well as the information given during the Global CMT meetings are then cascaded to the local CMTs. Constant interactions are in place to ensure consistency.

Atos is focused on providing attractive career opportunities, on digital competence building and on developing internal mobility using its Internal First people program. We are continuously improving our recruitment processes and career management programs. Our investment in social media platforms, career mobility and individual development is increasing retention and helping us attract new talents. We have launched a three-year digital certification program and global learning programs for leaders at all levels. The We Are Atos program is supporting Atos in creating a collaborative, diverse and inclusive environment which is successfully engaging the workforce, as shown by our improved score on the Great Place to Work® survey.

## Key contributions to the UN Sustainable Development Goals

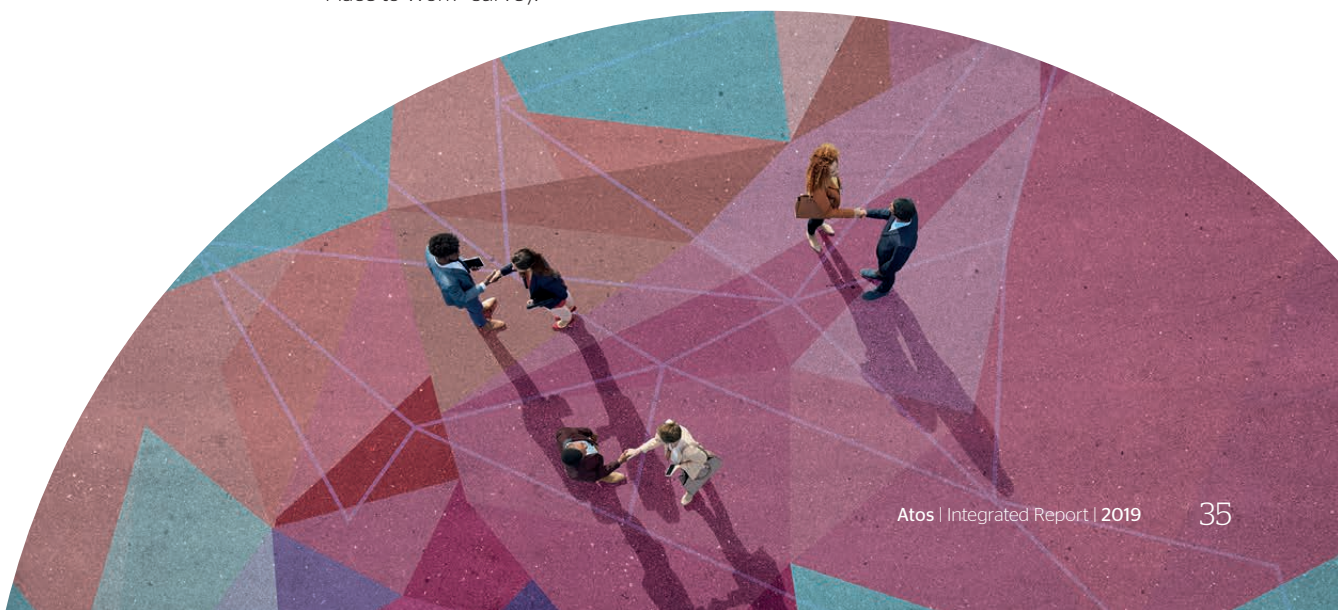
Through the We are Atos engagement program as well as the on-going plans to fight against the pandemic, Atos provides direct support towards achieving SDG 3 (Good health and well-being). The objective is to adapt and leverage on the successful Wellbeing@work initiative putting specific emphasis on Health, Care, social value, diversity and inclusion while creating a collaborative environment underpinned by individual development and career mobility plans such as Internal First (which also has a direct impact on SDG 4).

There is a direct link between SDG 5 (Gender diversity) and the Atos Group's gender diversity policy. Our objective is to double the percentage of women in top management by 2021 while decreasing the gender compensation gap by 3% per year.

Our skills development program contributes to our efforts towards SDG 4 (Quality education). The development and certification of digital skills and competencies in technology, while maintaining industry knowledge relevant to our personnel, remains a priority. Skills enhancement and performance is managed through our on-going investment in certifications, adaptive and multi-channel learning and the development of the Atos University.



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> Section F - Risks analysis



## Business & innovation risks

### ▲ Cyberattack and security of systems

It is of the utmost importance for Atos to maintain the security of our internal and clients' systems as security is the essence of our business. An information breach, unauthorized access and/or a loss of sensitive or confidential information could have a long and significant impact on our business operations and/or our reputation.

### ▲ Deliver commitments and business continuity

Delays, deficiencies and unsatisfactory levels of services may adversely affect our customers, impact the customer relationship and result in penalties and litigations. In the current pandemic context, it is of the utmost importance that continuity of the business is maintained, to secure our clients' activities. Atos also faces the risk of poor performance resulting from third parties supporting us in the delivery of goods and/or services for our customers. Delivery quality is therefore essential; proactive and close monitoring is the foundation for reducing the risk.

### ▲ Customer relationship

The digital services and solutions we provide to clients are a critical element for the performance of their commercial activities and business development. Client relationships are extremely important for Atos in terms of impact and are therefore proactively and closely monitored.

### ▲ Go to market

Atos's activity depends on demand in our clients' markets. In the context of the current Covid-19 pandemic, volatile and uncertain economic conditions could adversely affect client demand for our services and solutions. Therefore, we must be reactive and fully understand our clients' needs to support them during this difficult period. In addition, at a time of rapid technological development and accelerated digital shockwaves, there is a risk that Atos will fail to identify technological shifts or neglect business model disruptions. Our continued success depends on our ability to explore new ideas and concepts, to support innovation and the digital transformation of our clients.

### ▲ Partners & Alliances

Ever-increasing client expectations can lead to broader and more complex contracts which cannot be delivered by a single contractor. As a result, Atos builds partnerships and strong alliances to complement its expertise, increase client satisfaction and sustainable growth. However, a growing network of partnerships and alliances represents a risk if the relationship is not well managed.

### Mitigation

- ★ **Cyber and advanced security offering**
- ★ **Delivery quality & competitive advantage**
- ★ **Business reinvention**
- ★ **Sustainable digital transformation**
- ★ **Innovative technologies**
- ★ **Powerful ecosystem**

For Cyber and Security purposes, we have deployed an information security management system which is certified to the ISO 27001 standard. We have also established a Cyber Emergency Policy and implemented a Computer Security Incident Response Team to manage all security events and security incidents worldwide, employing a 24x7 follow-the-sun methodology.

In response to the Covid-19 pandemic, we have set up a Global/local Crisis Management Team which constantly monitors, defines and coordinates mitigation actions to ensure business continuity, including establishing a pandemic plan, activating Business Continuity Plans, coordinating suppliers and clients, undertaking legal reviews, introducing a remote on-boarding process for new joiners, and reinforcing security rules.

Regarding client satisfaction, in the event of a deterioration in a customer's Net Promoter Score, we diagnose the case to understand the causes and address them specifically.

Atos regularly reviews its markets to plan and adapt its activities. To better adapt to customer demand, our solutions are defined on an industry basis.

In the current pandemic context, the "Atos Always Ready" program has been launched with three essential objectives: to serve our communities, help our clients' transition, and bring our technology to the fight against the virus. As part of this plan, we are deploying immediately available Atos solutions and technologies that are tailored to support our clients during and after the Covid-19 crisis.

Based on the work of the Scientific Community and our network of experts, under the supervision of the Chief Technology Officer, we have deployed a proactive strategy to look ahead for future trends. We address the risks related to the safeguarding of innovation through a dedicated Intellectual Property Factory managing all types of IP assets.

The Atos Rainbow™ bidding process enables our teams to detect potential risks in deals and helps ensure that the solutions requested by clients are ready to be delivered. Atos minimizes the risks related to delivery quality using rigorous review processes right from the offer stage. The Atos Rainbow Delivery process allows us to take mitigating actions where appropriate and to follow up on outstanding actions. In order to further strengthen our operational excellence, a Group contract management program is deployed on major accounts. Taskforces are set up in the event of delivery issues, aimed at responding quickly and adequately to failures.

### Key contributions to the UN Sustainable Development Goals

Through our strategic growth plan, as well as our ongoing plans to fight against the Covid-19 pandemic, Atos directly and indirectly impacts SDG 8 (Decent work and economic growth). The plan focuses on clients' needs and aspirations by promoting innovative technology (such as IoT, edge computing, big data & cybersecurity), the creation of long-term sustainable value and higher levels of productivity for sustained economic growth. The direct impacts come through the internal focus of the RACE program (a productivity, excellence and efficiency program) as well as encouraging entrepreneurship to explore new ways of collaboration and to further leverage our ecosystem of startups and consultants.

Atos brings direct and indirect impacts towards achieving SDG 9 (Industry, innovation and infrastructure), SDG 12 (Responsible consumption and production) and SDG 16 (Peace, justice and strong institutions). Technological progress is part of the Atos business model: we invest in scientific research, identification of future trends and innovation. Our solutions also address governmental challenges such as dealing with crimes and engaging better with citizens, as well as economic and environmental challenges such as promoting energy efficiency (green datacenters).

Atos is indirectly supporting SDG 7 (Affordable and clean energy) and SDG 11 (Sustainable cities and communities) through its offsetting program and sustainable solutions.

## Ethics & governance risks

### ▲ Client data protection

Atos is subject to numerous laws and regulations which protect personal data and the privacy of individuals in the digital world, such as the European Union's General Data Protection Regulation. Data Protection is the essence of our business and deficiencies in this area would significantly affect our capacity to maintain and generate further business.

### ▲ Change in laws and regulations

Atos faces regulation and conformity risks as a result of the proliferation and increasing complexity of local and global changes in laws and regulations in multiple areas.

### ▲ Bribery & corruption

Atos does business across the globe, where the legal, political and economic environment varies. The risk of corruption therefore exists and the company could be materially adversely affected if it fails to maintain business integrity and ethical behavior.

### Mitigation

- ★ Operational excellence
- ★ Legal and internal control mechanisms
- ★ Trust and compliance throughout the value chain
- ★ Reputation resilience

In order to limit the risks of data breaches, we have implemented a strong and coordinated data protection organization at all levels to provide training, support and expertise. Atos has also rolled out a worldwide awareness training program, which is mandatory for all employees. A data protection policy is in place and controls have been reinforced to ensure compliance with the law.

To tackle compliance risks, Atos has a dedicated compliance program and has implemented robust preventative measures, including the Atos Code of Ethics, training and awareness programs and due diligence processes on third parties, especially business partners.

### Key contributions to the UN Sustainable Development Goals

Through our Ethics and Compliance Program, Atos directly contributes to the objectives of SDG 16 (Peace, justice and strong institutions). The program is built around five key regulatory areas: Anti-corruption, Trade Regulations and Export Control, Competition, Human Rights in the context of the duty of vigilance in the supply chain and Anti-Money Laundering. This program includes concrete actions such as due diligence on third parties, our compliance training program for employees, the Group Alert System, and a compliance risk mapping process.

## Environmental risks

### ▲ Powerful changes in regulations linked to climate change

Considering the predictable and massive consequences of global warming, key players such as political institutions, main financial and economic organizations, NGOs, clients and students' initiatives, often request companies to disclose climate-change-related information. Regulation is planned to evolve, and Atos must be able to respond to these new requests.

### ▲ Natural disasters and extreme events

Climate change will result in more frequent and more extreme natural events. The consideration of natural disasters needs to address both the safety of employees and the resilience of activities, including upstream preparation, resistance capacity during an event and the recovery capacity after an event.

### ▲ Energy and carbon emissions

Energy and carbon emissions are among the priority challenges considered by Atos. The continuous effort is on the one hand to reduce energy consumption, improve efficiency, limit travel impact and reduce carbon emissions to progressively improve the Atos Group's ability to operate in a low-carbon economy. On the other hand, to provide the adequate solutions/products to our clients to support their energy and carbon emissions challenges.

### Mitigation

- ★ Operational efficiency and cost reduction
- ★ Resilience of sites and activities to host critical IT services
- ★ Attractiveness of eco-friendly offerings and promotion of sustainable solutions

The actions and targets of the Atos Environmental Program help to reduce our environmental impact and prepare Atos to operate in a low-carbon economy. They address challenges such as carbon intensity, energy efficiency, low-carbon and renewable energy, travel impacts and sustainable solutions.

Atos complies with all relevant environmental regulations and the ISO 14001 certification of all Atos major sites involves legal monitoring and constant information on potential changes.

We have also implemented dedicated processes aimed at assessing employees' safety and at ensuring business continuity in event of natural disasters. In 2019 our Safety and Emergency Response Tool was activated in the Asia Pacific following natural disasters, in North America following hurricanes, in Greece after an earthquake and in South America for geopolitical reasons. Our business continuity strategies, such as twin datacenters with full duplication capacity, enable us to provide services from different locations in the event of extreme natural events.

Our deep understanding of environmental risk helps us not only to minimize our exposure but also to create value and generate new business opportunities for Atos and our clients, with eco-friendly offerings (Green IT) and sustainable solutions (IT for Green).

### Key contributions to the UN Sustainable Development Goals

Through our Environmental Program, Atos directly supports SDG 12 (Responsible consumption and production) and SDG 13 (Climate action). The program encompasses Atos's Environmental Policy, Environmental Management System and ISO 14001 certifications implemented worldwide, all of which drive significant progress at local and global levels. In addition, specific action plans throughout the Atos group are implemented to accelerate responsible consumption and production (for example by improving datacenters' average power usage effectiveness and rolling out energy-saving initiatives) as well as climate actions such as offsetting 100% of the Atos group's residual emissions. By supporting our clients to meet their own sustainability challenges, for example through our fully carbon-compensated sustainable solutions as well as new solutions and technologies to reduce energy consumption, Atos indirectly impacts these SDGs.



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## Materiality & challenges

# The central role of materiality analysis

The Atos approach to corporate social responsibility is based on an analysis of the material issues for the Atos group and the expectations of its stakeholders.

Our annual materiality analysis allows Atos to focus on those issues that are truly critical in order to achieve the organization's goals, strengthen its business model and manage its impact on society.

The input of our stakeholders plays a crucial role in defining our materiality matrix. Our regular and structured communications with external stakeholders allow us to identify and address their key requirements. We also work closely with our IT sector partners to collaborate on innovation for sector-specific

challenges. Internally Atos holds annual interviews with the Group's Management Committee's members and Business Unit managers to discuss our materiality and corporate responsibility strategy.

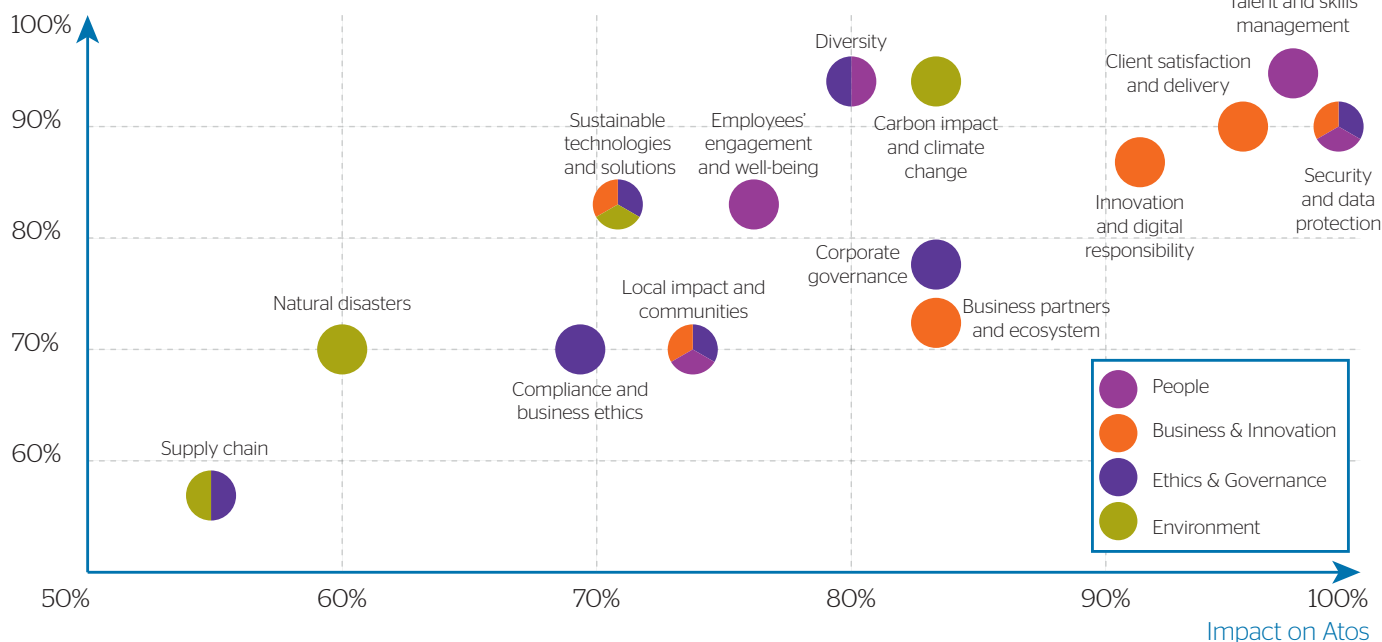
In addition to benchmarking best practices of our main competitors regarding sustainability reporting and strategies, we also apply international independent standards and regulations such as the Global Reporting Initiative, the framework principles of the International Integrated Reporting Council, the AA1000 standard and the French extra-financial reporting standards in order to help management and Corporate Responsibility teams prioritize their challenges.

The next materiality assessment by an external consultancy will be carried out in 2020 and will involve interviews with external and internal stakeholders in order to survey their expectations of our extra-financial performance, with particular reference to Atos's contributions to the UN Sustainable Development Goals.

The materiality analysis carried out in 2019 confirmed the four areas for priority focus by Atos: People, Business & Innovation, Ethics & Governance and Environment. The following Materiality Matrix summarizes our Corporate Responsibility challenges related to each key stakeholder group.

## Atos materiality matrix

Relevance to stakeholders



## People

### Being a responsible employer

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

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

#### Talents and skills management:

Atos has developed an employee management approach that spans the critical steps of the employee lifecycle: recruitment system, performance management, learning and development, mobility and succession planning, all orchestrated by talent workforce planning. One of our main objectives is to ensure that all our employees receive an annual performance and career development review, resulting in an Individual Development Plan.

**Diversity:** Atos has deployed a global diversity program that aims to share best practices in our operations around the world in areas such as gender equity, disability, cultural diversity, seniority and other diversity issues.

**Employee engagement and well-being:** We believe that the overall performance of our company reflects the commitment of every single employee and the support they receive from our human resources policies, learning and development and wellbeing programs. Our objective is to ensure that all our employees operate in a best-in-class working environment. We apply best practices for health and safety in the workplace, using a Health@work framework which puts the concept of "Care" at its heart and which aims to ensure that everyone at Atos understands the importance of looking after and caring for the physical and mental health of our colleagues.

## Business & Innovation

### Generating value for clients through sustainable and innovative solutions

Leveraging a global ecosystem of partners, Atos creates innovative and sustainable solutions to deliver value for clients, while ensuring the highest levels of security and data protection and promoting a culture of digital responsibility.

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

#### Client satisfaction and delivery:

Atos is committed to ensuring a high level of client satisfaction and improving scores every year.

**Security and data protection:** Atos has developed a comprehensive data protection approach that relies on its Group Data Protection Policy, the principle of privacy by design in its technologies and the continuous development of employee skills. The overall objective is to reduce the number of incidents and to avoid any breaches of customer privacy and losses of customer data.

**Innovation and digital responsibility:** Atos is continually strengthening its portfolio of offerings to better meet the sustainability challenges of its clients. Innovation is encouraged via the development of relationships with industrial analysts, partners, start-ups and academics. To accelerate open innovation with clients, Atos sets yearly objectives for innovation workshops, and involves members of the Scientific Committee at these client events.

**Business partners and ecosystem:** Atos forges long-term partnerships with leading IT industry players while increasingly involving start-ups in solution design and delivery.

**Sustainable technologies and solutions:** Atos is committed to developing solutions that are not only eco-designed and energy efficient, but that also contribute directly or indirectly to attaining the 17 U.N. Sustainable Development Goals. Our approach is to encourage the use of digital in all sectors and to estimate the impact of our solutions from a sustainability perspective.

## Ethics & Governance

### Being an ethical and fair player within our sphere of influence

As a global company, Atos is expected to have strong corporate governance and ethical standards shared along the whole value chain.

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

**Corporate governance:** Atos has established robust and diverse corporate governance standards and bodies. In 2019 the Board of Directors was composed of 40% of women, exceeding the threshold of the Copé-Zimmerman law in France. Furthermore, five nationalities were represented on the Board.

#### Compliance and business ethics:

At Atos, high ethical standards, supported by group-wide strategy, policy and training procedures, underpin the delivery of our business technology solutions. Our objective is to always be compliant and to act as a fair player in business.

**Supply chain management:** Atos has developed a permanent dialog with its suppliers to enforce strong and fair relationships and to ensure the respect of its values and rules and to build trust. Our objective is to carry out assessments on key new suppliers originating for example from acquisitions.

#### Local impact and communities:

Atos contributes to developing local economies with its products and services. With the delivery of innovative and sustainable technology solutions that help reduce the digital divide, Atos is enhancing its social impact in the community. Atos also supports a number of volunteer programs and corporate citizenship actions.

## Environment

### Supporting the transition to a low-carbon economy

To support our clients in the necessary transition to a low-carbon economy Atos improves the efficiency and resilience of its operations and mitigates the risks arising from natural disasters.

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

#### Carbon impact and climate change:

Since 2012, Atos has reduced its carbon emissions by 50% both in intensity and in absolute terms. Our carbon targets contribute to limiting the rise of climate change to 2°C and have been approved by the Science-Based Target initiative. Atos is considered a global leader by the CDP for its actions to combat climate change. We run a global Environmental Program which designs, promotes and consolidates specific initiatives addressing environmental challenges such as carbon intensity, energy efficiency, low-carbon and renewable energy and the impact of travel.

#### Resilience to natural disasters:

In a warming climate, resilience to extreme natural events is becoming more and more material. Atos uses dedicated tools and processes to monitor the specific risks related to natural disasters in order to assess employees' safety and ensure business continuity.



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## Stakeholder's dialogue

# Shaping effective dialog with stakeholders

**At Atos we understand the value of effective dialog to drive innovation and deliver positive transformation.**

During 2019, we intensified our conversations with all our stakeholders including our employees, business partners and suppliers, investors and clients, local communities and society in general.

We initiate dialog with stakeholders to consult them on our business and sustainability strategy, as well as to involve them in certain cases in defining and delivering our action plans. We also collaborate with stakeholders to build long-term relationships and promote innovation across the value chain.

In 2019, Atos created a specific CSR committee of the Atos European Works Council, Societas Europeas Council (SEC), with nine employee representatives in order to enrich the dialog related to social and environment topics and to provide them with regular updates on the Group activities.

## Clients and partners

**Expectations:** Our clients expect innovative digital tools and solutions that will create value by helping them meet their own challenges and optimize operational performance. These solutions also need to come with guaranteed high levels of security and data protection.

**Challenges:** Client satisfaction. Client trust. Anticipation of clients' future needs. Security and data protection. Innovation.

**Value created by Atos:** The Atos business model is founded on creating value for its clients and partners through innovative and sustainable business solutions that will meet their needs in the new digital economy. Atos's unique partnership ecosystem includes both major IT industry players and startups that work together with Atos labs and Business Technology Innovation Centers, allowing us to combine a disruptive mindset with best-in-class technologies in our digital solutions for our clients.

SDGs addressed:



## Investors and Analysts

**Expectations:** Our investors expect profitability, efficiency and transparency. Atos keeps investors informed about our strategy and corporate social responsibility achievements and objectives, while also meeting their requests for clarity and transparency regarding value creation and resource management.

**Challenges:** Integrated thinking. Effective reporting to articulate strategy. Transparency. Credibility.

**Value created by Atos:** Atos discloses its sustainability KPIs and integrates financial and non-financial factors, providing valuable information to investors. Atos also creates significant value for investors and shareholders due to continuous business and profit growth.

SDGs addressed:



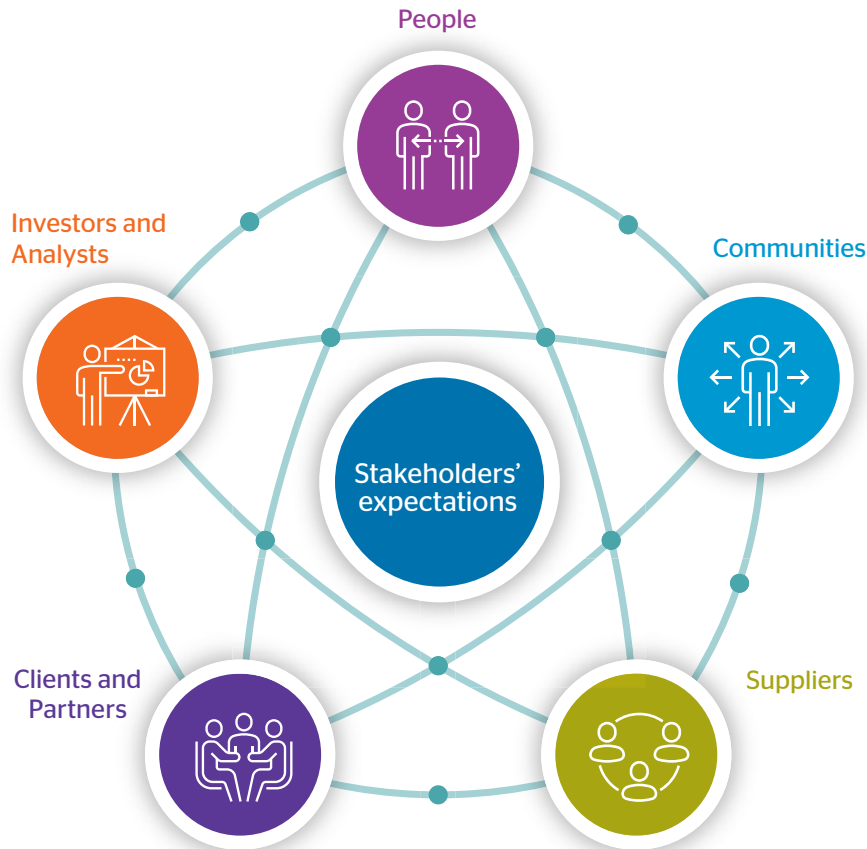
## The discussions of tomorrow, today

During the 2019 global CSR stakeholders meeting, participants engaged in dialog concerning the digital dilemmas underlying tensions between the 'art of the possible' and the 'art of the permissible'. They also considered the roles of diversity and inclusion as drivers of business performance and how corporate digital responsibility can become a reality for clients. They concluded with the environmental challenges, action plans and performances regarding Energy & Travel, Targets & Offsetting and anticipation assessments to tackle climate change.

The views expressed by stakeholders on these important issues will contribute to the development of future Atos policy and initiatives regarding corporate social responsibility.

The CSR stakeholder workshop was held alongside Atos Technology Days in May, during which Atos business and technology experts explored the theme of 'Gaining the Digital Edge: IoT in Action' in talks covering topics that ranged from Internet of Things and artificial intelligence to edge computing and cybersecurity. Many of our stakeholders attended the event after the workshop.





## People

**Expectations:** Our employees expect to work in the best possible environment in which their work is recognized, their data is protected, and their ambitions and potential can be realized via opportunities to grow and develop within the company.

**Challenges:** Employee commitment, engagement and satisfaction. Brand appeal. Talent retention. Ensure Wellbeing@work. Drive diversity.

**Value created by Atos:** Atos recognizes that its role as a responsible employer means providing a diverse, inclusive and rewarding work environment while preparing its people for the workplace of the future. We have programs in place to train and develop our employees and encourage internal hiring and promotion. At the same time, Atos has developed strong partnerships with major universities on a worldwide basis to attract the best young talents.

SDGs addressed:



## Suppliers

**Expectations:** Our suppliers want to benefit from access to new markets, revenue growth and fair margins. Our suppliers expect long-term relationships underpinned by ongoing dialog that ensures the observance of contracts, shared ethical values and trust.

**Challenges:** Ethics and responsibility in the value chain. Collaboration. Knowledge sharing. Efficiency.

**Value created by Atos:**

As the first ICT company to obtain approval for its Binding Corporate Rules (BCR) by European data protection authorities, Atos continues to place data protection as a key component in our business culture. Our governance framework uses ethics and compliance to drive organizational processes and business thereby securing a sustainable supply chain. Atos works closely with suppliers to ensure that they meet required standards regarding the environment, labor and human rights, ethics and sustainable procurement.

SDGs addressed:



## Communities and Society

**Expectations:** The expectations that society and local communities have of Atos include our ability to deliver socio-economic benefits through job creation, smart solutions and new technologies. We are also expected to reduce our environmental impact and help our clients and suppliers do the same. Public bodies deliver administrative authorizations and determine the regulatory context in which Atos does business.

**Challenges:** Savings. Performance. License to operate. Education and knowledge equality. Youth empowerment. Digital inclusion.

**Value created by Atos:** Atos is committed to generating economic value that creates value for society by addressing its needs and challenges. As recognized leaders in sustainability in the IT sector we minimize and offset environmental impacts and generate sustainable profits to support innovation. Through our support for volunteer programs, university relations and corporate citizenship actions we aim to make a positive and long-term impact on local economies, support social progress and reduce the digital divide.

SDGs addressed:



# Creating sustainable solutions and driving growth

With Alexandra Knupe, Group Head of Corporate Social Responsibility, Atos



“CSR is now a major driver of business growth, differentiating Atos with our customers, our employees and our investors.”

**Alexandra Knupe**

Group Head of Corporate Social Responsibility, Atos

## How does Atos see its role in helping clients adapt to the digital world?

As the growth of the digital economy accelerates, Atos has an extraordinary opportunity to create value for our clients, and also for our stakeholders and society in general. This vision is reflected in the *raison d'être* or sense of purpose that our shareholders approved in 2019.

This *raison d'être* commits us to designing the future of the information space and enabling people to live, work and develop sustainably and confidently. Corporate Social Responsibility (CSR) is fully integrated into our business strategy and is a clear driver of opportunity and innovation.

## How can Atos's digital solutions bring broader benefits to society?

At Atos we believe that technology can make a major contribution to social development and human progress. The Covid-19 pandemic has highlighted the potential of technology, when combined with a strong culture of corporate social responsibility, to fight against disease and bring communities together.

The secure digital solutions that we design support the ambitions of the UN Sustainable Development Goals, notably SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production) and SDG 16 (Peace, Justice and Strong Institutions).

We engage with a broad variety of stakeholders, including our employees, clients, investors, partners, suppliers and not for profit associations. In 2019, Atos provided comprehensive information to the Manifesto for an Ecological Awakening movement about our activities to minimize and reduce our environmental footprint. This student-led environmental initiative encourages young people to find out about the environmental commitments and practices of their employers and prospective employers.

## How important is it for Atos to be a leader in CSR?

Our leadership in CSR is an important enabler of business opportunities for Atos. For example, with our IT for decarbonization offerings, such as energy-efficient mobile applications, we are delivering the innovations our clients need to reduce their environmental impact. At the same time, we are improving the environmental performance of our own operations, for example by reducing the energy consumption of our datacenters and supercomputing infrastructure.

We also believe that technology can make a major contribution to social inclusion and accessibility. Atos is a recognized leader in assistive technologies and innovations, helping to integrate people with physical and mental disabilities into the workforce.

By maintaining and extending our leadership in CSR, we aim to enhance our appeal to a new generation of talent, accelerate innovation, enable new business opportunities and drive digital transformation in a more sustainable direction.

## Main Key Performance Indicators

# Creating sustainable solutions and driving growth

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos's corporate social responsibility in 2019 linked to its four challenges. The complete set of KPIs is contained in the Universal Registration Document.

### Being a responsible employer

ATOS CHALLENGES	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2019	2018	2017	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being a responsible employer	Talent and skills management	Average hours of training that employees have undertaken during the year	404-1	✓	38.76	37.90	36.27	85%	-
		Percentage of employees with an Individual Development Plan	404-3	✓	85%	85%	80%	82%	-
		Number of digital certifications obtained per year	404-2	✓	51,736	40,316	35,263	100%	-
	Diversity	Percentage of females within Atos	405-1	✓	30.92%	29.42%	29.17%	100%	-
		Percentage of women identified in talents pool	405-1	✓	28.18%	27.88%	27.43%	86%	-
	Employees' engagement and well-being	Atos Trust Index® informed by Great Place to Work (GPTW)	A2	✓	59%	57%	54%	62%	-
		Absentee Rate (%)	A16	✓	2.42%	2.38%	2.33%	64%	-

### Generating value with co-innovation and sustainable business solutions

ATOS CHALLENGES	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2019	2018	2017	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Generating value with co-innovation and sustainable business solutions	Client satisfaction and delivery capability	Net Promoter Score for all clients	102-43 102-44	✓	59%	48%	not disclosed	-	64%
	Innovation and digital responsibility	Client Innovation Workshops delivered	A10	✓	370	297	290	-	100%
	Security and data protection	Percentage of coverage of ISO 27001 certifications	A3	✓	100%	100%	100%	-	100%
		Total number of material complaints regarding breaches of customer privacy and losses of customer data giving rise to legal proceedings with an amount claim of at least €300K	418-1	✓	0	0	0	-	100%
	Sustainable technologies and solutions	Offsetting of all datacenters GHG emissions (%)	305-5	✓	100%	100%	100%	-	100%
	Corporate Governance	Percentage of females within the Board of Directors	405-1	✓	40%	50%	50%	100%	-
		Attendance rate at Board meetings	102-28	✓	85%	84%	91%	-	100%

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

ATOS CHALLENGES	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2019	2018	2017	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being an ethical and fair player within our sphere of influence	Compliance and business ethics	Percentage of employees who successfully completed the 'Code of Ethics' e-learning	205-2	✓	95%	92%	91%	75%	-
		Number of significant fines (higher than €100K)	419-1	✓	0	0	0	-	100%
	Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	A17	✓	52%	57%	52%	-	100%
		Total percentage of spend assessed by EcoVadis	A17	✓	56%	55%	54%	-	100%
	Local impact and communities	Total number of employees recruited	401-1	✓	12,051	13,510	12,596	78%	-
		Percentage of graduates recruited	401-1	✓	42.93%	45.67%	37.97%	100%	-

## Supporting the transition to a low-carbon economy

ATOS CHALLENGES	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2019	2018	2017	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Supporting the transition to a low-carbon economy	Carbon impact and climate change	Energy intensity by revenue (GJ per € million)	302-3	✓	220.68	227.07	227.35	-	98%
		Energy intensity by employee (GJ per employee)	302-3	✓	23.97	28.11	29.68	97%	-
		GHG emissions by revenue (tCO <sub>2</sub> per € million)	305-4	✓	20.97	22.46	24.88	-	98%
		GHG emissions by employee (tCO <sub>2</sub> per employee)	305-4	✓	2.25	2.30	2.51	97%	-
		Number of offices and datacenters ISO 14001 certified	A14	✓	103	119	134	-	100%
		Percentage of offices and datacenters ISO 14001 certified			89%	85%	80%	-	100%
	Natural disaster	Percentage of core datacenters that have synchronous data replication capacities	A20	✓	100%	100%	100%	-	100%

### 2019 FOOTNOTES:

**404-1:** Indirect employees/Subco/Externals/Interns (with grant or salary) excluded.

**A2:** The population targeted by the GPTW survey is 94% of the headcount.

**A10:** See the methodological note in "Scope of the report" of the 2019 Universal Registration Document, section D Corporate Responsibility

**205-2:** the e-learning excludes Syntel.

All environmental KPIs exclude Belorussia, Bosnia and Herzegovina, Algeria, Tunisia and Mali.

**302-1, 302-3, 305-1, 305-2, 305-3, 305-4** for **Offices** include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Croatia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Luxembourg, Malaysia, Netherlands, Philippines, Poland, Romania, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay and USA.

**302-1, 302-3, 305-1, 305-2, 305-3, 305-4** for **Datacenters** include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Malaysia, Netherlands, Philippines, Poland, Romania, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay and USA.

**302-3** the Energy Intensity includes the office's and datacenter's scope of countries. The employees included in that scope of countries are 105,495. The revenue applicable for that scope of countries are 11,458.40 million of Euros.

**302-2, 305-1, 305-3, 305-4** for **Travels** include Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Croatia, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Italy, Ivory Coast, Lithuania, Luxembourg, Malaysia, Mexico, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates, United Kingdom and USA.

**302-2** the Travel Intensity includes the travel's scope of countries. The employees included in that scope of countries are 105,946. The revenue applicable for that scope of countries are 11,487.55 million of Euros.

**305-4** the Greenhouse Gas emissions Intensity includes the offices' and datacenters' and travels' scope of countries. The employees included in that scope of countries are 106,150. The revenue applicable for that scope of countries are 11,506.65 million of Euros.



## People

# Increasing our focus on digital skills



“Our ambition at Atos is to be seen as the innovative, inclusive and ethical employer of choice in the technology sector.”

**Philippe Mareine\***

Chief Digital & Transformation Officer  
and Head of CSR, Atos

\*Head of Human Resources in 2019

## As a multinational technology company with a workforce of close to 110,000 people, Atos is responsible for helping its employees develop the digital skills they need to advance in today's data-driven economy.

Our people strategy for 2019-2021 strongly contributes to the UN Sustainable Development Goals 3 (good health and wellbeing), 4 (quality education) and 5 (gender equality).

In a fast-changing industry, Atos is investing in building the digital skills and competences of its people. In 2019, the total number of digital certifications achieved by our employees increased by more than 25% to 51,700, well above our target for the year.

As well as training our people in new technological skills, we are proposing digital business frameworks to help us meet the challenges of the digital era. In 2020, the Atos University in Bangalore will roll out new

courses in topics such as design thinking and agile methodology to develop the capabilities of our engineers.

As automation and robotization increase, our investment in training aims to establish a learning culture at Atos to help every employee to succeed in the data economy.

In this respect, our new employee experience program, We Are Atos, extends the success of Wellbeing@work to develop an engaged and diverse workforce.

We have placed a specific focus on helping talented women build rewarding careers and steadily rebalancing the gender ratio of the company through diversity initiatives

such as Women Who Succeed, talent management programs and succession planning for key management and expert positions.

At Atos, we believe that diversity drives performance. Our diverse, engaged and talented workforce is a clear source of competitive advantage for Atos, helping us to prepare employees, customers and society in general for the challenges and opportunities of the future.



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## Ambitions for the future

**Increase** the Atos Great Place to Work® Trust Index© score to the top **10%** industry benchmark by 2021

**Increase** the number of women in Executive roles to **30%** by 2021

**Decrease** the gender compensation gap by **3%** by 2021

## People

# Preparing our agile workforce for the digital world

### Employees first

Atos has seen a continued growth of its Internal First program, which prioritizes existing staff when filling new positions.

In 2019, reflecting the success of the program, Atos filled 81% of its positions (levels four to nine) with its own employees, ahead of its target of 80%. As a responsible employer, it is important to ensure a secure future for our people. Internal First helps us achieve this as a key enabler for career progression and continuous skills development among the Atos workforce.

As part of our commitment to our existing employees, we also organized a series of well-attended internal careers events in India, Poland, Romania, France, Germany, Mexico, the US and elsewhere. Other ways in which we help our people progress at Atos include monthly podcasts on LinkedIn, support for employees returning to work after extended time off and a wide range of initiatives to support inclusion and diversity in the Atos workplace.

### Reaching out to female candidates

In 2019, Atos partnered with Textio, a leading external vendor in the augmented writing area. We used their technology to improve our external-facing job adverts and make them more gender-neutral in their tone in order to better appeal to women.

Our partnership with Textio has rapidly increased the number of female applicants for our positions. Since our rollout of Textio in February 2019, the number of women hired has increased by 4%. The initiative is supporting our ambitions to build a more gender balanced workforce and we will be expanding our relationship with Textio in 2020.



### Atos Evolve for internal mobility

To increase engagement and to make internal job mobility easier and more effective, in 2019 Atos unveiled the Atos Evolve app.

This innovative app delivers targeted vacancies and job offerings to our employees' mobile phones, based on their career aspirations and their goals for professional development.

Employees can use Evolve to access all available openings. They can choose to be informed by push messaging of opportunities which meet any criteria that they have selected. The development of talented professionals is crucial to Atos's growth plans and we are constantly innovating to support the progress of our people. Based on early usage data, Atos Evolve will make an important contribution to increasing internal mobility at Atos.



**“At Atos, protecting our people always comes first. In response to the Covid-19 pandemic, we quickly deployed our digital workplace solutions to enable our people to work from home safely and efficiently. Atos employees are working hard to ensure**

**business continuity and cybersecurity for our customers at this challenging time. In the best traditions of Atos, as well as providing their unwavering commitment to ensuring the business continuity of our customers, many colleagues have also made important personal contributions to the global response to this pandemic. They are an inspiration to us all.”**

**Paul Peterson**

Head of Human Resources, Atos

**38.76** average hours of training that employees have undertaken in 2019

**2.42%** Absenteeism Rate in 2019

**30.92%** of the Atos workforce are women in 2019

## Africa's got talent: prize for Senegalese travel app

A team from the Polytechnic School of Dakar in Senegal won second prize in the Atos IT Challenge 2019 with their app "Weego", designed to increase public transport use in developing countries by making it more efficient. There were entries into this year's competition from teams in 20 countries around the globe. The Weego app uses crowdsourced data and machine learning techniques to provide accurate bus locations and travel times in countries where bus localization infrastructures are rare and traffic is hard to predict.

As runners up, the Senegalese team behind Weego received €5,000 to help bring their app to market with the support of Atos executives. The team members were also invited to apply for internships to work as part of the Atos organization as we continue to recruit promising talent from around the world.



## Introducing We are Atos

In 2019, Atos launched a wide-ranging employee experience program: We are Atos.

Building on the success of Wellbeing@work, We are Atos aims to ensure the continuous improvement of the way we work at Atos, with a greater focus on social value, diversity and inclusion. By increasing the employee value proposition and meeting the expectations of a new generation, We are Atos will enhance our status as an employer of choice in its industry.

The program combines wellbeing initiatives launched as part of Wellbeing@work with new efforts to help Atos become the most diverse company in the marketplace and to integrate all communities into the digital world.

We are Atos is structured into five main tracks: Diversity & Inclusion, Social Value, Wellbeing, Life@work and Employee Experience with our Customers. We aim to share the lessons of our motivated and socially engaged workplace to help our clients improve their own customer relationships and increase client satisfaction.

## A renewed focus on training

Skills development remains a major priority for Atos. As a core part of our strategy, we have launched the Be Digital program to equip our employees with the digital skills that will drive the continued growth of our business.

In 2019, the first year of Be Digital, the number of digital certifications achieved increased by more than 25% to reach a record high of 51,700 and exceed our target for the year. These certificates are attained when an employee completes a college-like course in a topic consisting of lectures, assignments and exams.

The focus of Be Digital is not only on technical skills: it also aims to develop critical business skills such as sales, pre-sales, management and service delivery. With the support of the Atos University, we are now rolling out new training frameworks that cover a wide range of business topics, from design thinking to project management, finance and leadership.

## Towards an inspiring workplace

Atos saw record numbers of employees participate in its recent employee satisfaction survey, with the highest scores ever for its performance in trust-related topics.

Since 2010 Atos has surveyed its employees with an annual Great Place To Work Survey managed by the Great Place to Work Institute®. The survey helps Atos determine employees' expectations and areas for improvement.

In 2019 the survey was conducted in 71 entities in 62 different countries. The highest number of people in our history participated in this year's survey: 66,969 people, or 62% of our total workforce.

With an improvement in its performance on the Trust Index by 2% to 59%, Atos achieved its highest ever score in this annual survey. There was an improvement in nearly all the 58 areas included in the index, partly reflecting the contribution of the We are Atos program launched in 2019.

**81%** positions filled with internal candidates in 2019

**51,736** digital certifications obtained in 2019

**59%** Atos Trust Index® informed by Great Place to Work® (GPTW) in 2019

## People



### A diverse Games

In support of the Olympic and Paralympic Games Tokyo 2020, Atos is deploying its most diverse team ever.

As the Worldwide IT Partner for the Olympic & Paralympic Games, Atos's wide-ranging role will include managing remote cloud-based operations for the Games. The Atos team is 49% female and comprises members from 15 different nationalities. The composition of our team and the values that they share fully reflect the Olympic & Paralympic movement's commitment to sustainability and diversity.

### Driving the accessibility agenda

In 2019, Atos became one of the first companies to sign up to the Valuable 500 campaign for inclusion and accessibility. The company is the first member of the CAC40 to join the campaign.

The aim of Valuable 500, launched at the World Economic Forum in Davos in 2019, is to put disability on the leadership agenda of at least 500 large, multinational enterprises and influence the companies around them.

Atos is a recognized pioneer and influencer in this area. We are a partner for several major initiatives aimed at improving digital accessibility around the world, working with national governments, intergovernmental organizations and multinational companies. We have identified accessibility as a significant driver of the changing relationship between humans and the digital world and as a key to the emergence of new technologies.

In 2019, Atos appointed a Global Head of Accessibility and launched a wide-ranging accessibility policy which makes accessibility a mandatory consideration in the specifications of all the ICT products and services we purchase and deliver. We are also developing training and skills development and contributing to new standards in this area.

### A passion for innovation

Since launching our Expert Community in 2017, the membership of this unique group of technology experts has increased to more than 2,200 people around the world and now covers 13 different domains, on topics ranging from quantum computing to the digital workplace.

As well as helping boost innovation for our customers and guiding them into the future, the Expert Community plays an important part in talent development at Atos. To support our technical talents and retain expertise in the company, we launched a professional career development path for our experts in 2019. The new Expert Career Path identifies four levels: Expert, Senior Expert, Distinguished Expert and Fellow. Experts are selected for two years and can reapply to remain members of this exclusive and rewarding community.

Also in 2019, Atos held its Expert Convention in Madrid, welcoming 300 technological experts from multiple Atos countries for a one-of-a-kind event, alongside leading experts from our partners. At the convention, top-performing talents were presented with awards to recognize their expertise and their strategic importance to the future of Atos and our clients.

### Women who succeed

Atos's new Women Who Succeed initiative gained traction in 2019 in support of the company's ambition to increase the number of women at senior levels in Atos. The program ensures that female candidates are included in succession planning for all key roles. Once talented women have been identified, they benefit from extensive support and professional development to prepare them for future promotion.

Atos firmly believes in the value of diversity as a driver of growth and competitiveness. We are committed to improving the gender balance in our workforce and in our talent programs. Gender is one of the four main dimensions of our Diversity Program, alongside Cultural Diversity, Disability and Generations.

In 2019 we rolled out a range of initiatives across Atos to support women at all levels, including monthly tech talks from women in the Expert and Scientific Communities, a Women in Action learning program, a women's book club, peer coaching circles, return-to-work groups and others.

**28.18%** women identified in talents pool in 2019

**87.38%** employees received regular performance and career development reviews in 2019

**23** different skills identified per employee in 2019



## Spotlight on management development

Endorsed by the Group Management Committee, Atos runs a series of programs for various management groups across the workforce. More than 5,000 individuals have been trained in the various programs.

Each year, 80 high-achieving colleagues are invited to take part in the prestigious Gold for Business Leaders program. In cooperation with business school HEC Paris, Gold for Business Leaders aims to develop the future leaders of the company and nurture the future ambassadors for the company's values. The program consists of face-to-face modules in Germany, India and France, complemented by online elements.

The Atos Gold for Technology Leaders program aims to give Expert leaders the end-to-end vision and the industry capabilities that will help our clients prosper. Atos talents from across the world participate in this global program which is run in cooperation with the Institute for Manufacturing Education and Consultancy Services of Cambridge University in the United Kingdom and the Software Innovation Campus Paderborn (SICP) of Paderborn University in Germany. In 2019, one of the projects within the program developed the Remote Expert Assistant solution, which combines augmented reality with the Circuit platform to significantly enhance remote working. The solution will enable Experts to provide their expertise

without the need to travel, as such increasing their availability and improving accessibility.

In association with Harvard Business Publishing, Atos has developed another extremely successful leadership development program called Leading in the Digital Age (LDA). More than 700 Atos managers have already benefitted from LDA, which uses blended learning, including virtual seminars with Harvard Business School, to help participants develop the mindsets and skillsets for success in the age of digital transformation. Thousands of managers have also been trained and certified using Harvard Manage Mentor, a sophisticated online leadership development platform.



**“For me the Gold for Technology Leaders talent program was one of the most transforming experiences in my life. Networking with peers, strategic management and technology experts from academia was invaluable for me to be able to become more confident, inspired and entre/intrapreneurial.”**

**Yanica Ilieva**

Success Factors HCM Application, Atos



**“The Gold program was a fantastic experience and even exceeded my expectations. The program brought together a mix of senior people, cultures and disciplines as we pooled our expertise and made use of the training to come up with the ‘My Atos Ambassador Portal’.”**

**Zoltan Szekelyfoldi**

Global Head of Industry and Digital Solutions Sales, Applications & Cloud, Atos



**“As a global leader, we constantly develop our people through talent programs, digital training, coaching and mentoring. At Atos we foster innovation and are always looking for people who are eager to learn, make a difference and set trends for our industry and our clients.”**

**Marc Meyer**

Head of Executives and Head of Marketing & Communications, Atos

**12.13%** employees who received a horizontal or vertical promotion in 2019

**134** different nationalities in Atos in 2019

**85%** employees with an Individual Development Plan in 2019

## Business & innovation

# Steering our clients towards a sustainable future

A portrait of Robert Vassoyan, a middle-aged man with dark hair and glasses, wearing a dark suit, white shirt, and a light blue patterned tie. He is smiling slightly and looking towards the camera. The background is a solid orange color.

“Corporate social responsibility is an integrated part of our commercial strategy, enabling significant new business opportunities for Atos and our clients.”

**Robert Vassoyan\***

Head of Healthcare & Life Science,  
Head of Unified Communications & Collaboration, Atos

\*Group Chief Commercial Officer in 2019

## Creating value for our clients with innovative, sustainable business solutions lies at the heart of the Atos business model.

We believe passionately that digital technology, when combined with end-to-end security and an ethical approach to innovation, can not only transform the businesses of our customers but can also be a major driver for the sustainable development of our entire planet.

Our solutions will help accelerate progress towards UN Sustainable Development Goals 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production) and 16 (Peace, Justice and Strong Institutions).

As a recognized leader in environmental technology and IT for decarbonization solutions, we are helping our clients reduce their environmental impact and improve their positive contribution to sustainable growth, all while tackling their business challenges.

And with our IT for decarbonization offerings such as energy-optimized datacenters and

supercomputers, Atos provides its clients with eco-friendly and carbon-neutral digital services that are on the cutting-edge of innovation.

Sustainability is a significant enabler of client satisfaction and value creation. Atos's leadership in corporate social responsibility is helping to accelerate our customer performance. In 2019 we recorded a major increase in our Net Promoter Score, a key measurement of client satisfaction, which rose from 48% in 2018 to 59% for 2019.

Co-innovation and co-creation are also major drivers of client satisfaction. We are continuing to develop our capabilities in this area, leveraging our Client Innovation Team and our global network of R&D labs and Business Technology and Innovation Centers. In 2019, we organized 370 innovation workshops and events around the world, including a series of high-level StratHacks to explore the opportunities of emerging technologies for our clients.

Our performance in data protection, compliance, cybersecurity and social value is another source of competitive advantage for Atos, earning us the trust and confidence of our clients. On these foundations we are building long-term partnerships with our clients, enabling them to maximize new business opportunities with an ethical and responsible approach to digital transformation.

With CSR fully integrated into our business strategy, supported by an increased focus on key industry verticals and a reinforced go-to-market approach, Atos is now delivering the next wave of sustainable digital transformation.



**TO KNOW MORE**  
**2019 Universal Registration Document**  
> Section D - Corporate Responsibility

## Ambitions for the future

Net Promoter Score (NPS)  
**above 50% by 2021**

**>8/10** Overall Customer Satisfaction  
above 8 out of 10 by 2021

## Business & innovation

# Innovation for a greener world

### New milestone for the Scientific Community

In 2019, the Atos Scientific Community celebrated its tenth anniversary. Bringing together more than 160 of the best business technologists from all Atos geographies and businesses, the Scientific Community plays a starring role in shaping Atos's vision of the future.

In the ten years of its existence, 340 people from more than 20 countries have been members of the Scientific Community, helping prepare our clients for the business challenges awaiting them in the future.

With regular blog posts, white papers, Ascent magazine and above all the Journey publications released every two years (most recently Journey 2022), the Scientific Community has helped position Atos as a thought leader and has steered our clients safely through the challenges of the digital enterprise.

In total, members of the Scientific Community have participated in more than 2,000 client innovation workshops in the last ten years. They have also played a major part in supporting patent creation at Atos and developing a wide variety of cutting-edge proofs of concepts.

In nine Atos IT Challenges over the years, members have mentored around 2,000 university students, supporting the next generation of IT talents from universities around the world.

Working with the Atos Expert Community, Atos R&D Centers and our external research partners, members of the Scientific Community help to bring groundbreaking concepts and services such as quantum computing into the Atos portfolio, ensuring that our clients enjoy early access to the revolutionary technologies that will transform their businesses. With their rich mix of skills and backgrounds, community members are recognized creators of change.

### Rewarding innovation in next-generation computing

Atos highlighted the achievements of scientists on the cutting-edge of computing innovation in 2019, distributing generous prizes as part of the Atos Joseph Fourier Award 2019.

Organized with French computing body GENCI, the awards aim to accelerate research and innovation by recognizing projects in the fields of high performance computing and artificial intelligence. In 2019, cash prizes and supercomputing time were awarded to teams for innovations in areas such as complex modelling, cosmological simulations, autonomous machine learning and quantum physics. By giving these researchers access to its supercomputing capacity, Atos is supporting innovations that will have significant industrial applications in the future.



### New highs in client satisfaction

Client satisfaction is a major driver of our strategy for growth and value creation. Our focus on sustainable, innovative solutions and our commitment to the highest levels of service quality, reliability and availability, is helping deliver value for clients across all our business divisions and to increase our Net Promoter Score as part of our three-year plan.

Our objective is to maintain the Net Promoter Score (NPS) above 50% for all Atos clients by 2021. In 2019, we recorded an NPS for all clients of 59% (excluding Worldline), exceeding our targets of 52% for the first half of the year and 55% for the second half.

Throughout 2019 Atos continued its efforts to increase links and collaborations with existing clients and to improve their satisfaction, which is considered an essential objective of Atos quality policy. A specific NPS Turnaround Program at customer account level was launched to foster the positive global NPS tendency of the past seven years. In addition, our high-level conversations with key clients (StratHacks) explored their future business options enabled by new and emerging technologies, with the involvement of Atos top management.



**59%** Net Promoter Score for all clients in 2019

**370** Client innovation workshops delivered in GBUs in 2019

**4,500** patents in 2019



## Going for green with the IOC

In 2019, the International Olympic Committee (IOC) published a sustainability report tracking the progress it is making towards achieving its 18 sustainability objectives for the next Olympic Games.

The report shows substantial progress being achieved in most of the organization's sustainability objectives, less than two years after the publication of the IOC Sustainability Strategy, thanks in part to Atos's IT for Green solutions.

As part of the "Olympic Agenda 2020 - The New Norm" report, sustainability principles are now present throughout the entire lifecycle of the Olympic Games. The goal is to ensure that the Olympic Games act as a catalyst for sustainable development within the host city and region.

As Worldwide IT Partner for the Olympic and Paralympic Games, Atos is contributing to ensure a long-term positive impact on sustainable development.

Since 2014, Atos has created and deployed a "build once use many times" model, enabling a central team, based in Barcelona, to support multiple events. The site is called Central Technology Operations Center (CTOC), and provides virtual operations support 24/7 to the Technology Operations Center (TOC) in the host city. The Olympic Winter Games PyeongChang 2018 were the first Olympics to have all critical IT applications remotely managed by Atos and hosted over Atos Hybrid Cloud and will be delivered for the first time in summer edition of the Games in Tokyo. This new delivery model, scalable for every future Olympic & Paralympic Games, has helped to deliver significant reductions in the carbon impact of people travelling to the host city, the number of physical servers, power usage, square meters and heat production.

## Digital independence for the military

Atos and its partners have been selected to provide a prototype sovereign big data platform to the French Defense Procurement Agency (DGA), as part of the second phase of Project Artemis.

Project Artemis will provide France with a bulk data processing capability which will enable it to act independently in the areas of military intelligence, operational command and digital innovation.

In this second phase of the project, as leader of the consortium Atos will design the sovereign platform for mass data storage and management. This will include physical high performance computing infrastructure, consisting of BullSequana servers from Atos, as well as a collaborative application development environment and various security aspects.

The project will enable the Ministry of the Armed Forces to use digital innovations in multiple use cases, including the monitoring of soldiers' health, the predictive maintenance of equipment and the visualization of strategic and tactical information.

## Digital advances for the rice value chain in Madagascar

Experts from Atos have proposed a leapfrog digital method for modernizing the rice sector in Madagascar, raising the standard of living of farmers and smallholders, reducing food imports and leading the country towards self-sufficiency in agriculture.

Funded by the French FASEP program and fully aligned with the Ministry of Agriculture, Livestock and Fisheries of Madagascar, Atos has prepared an in-depth study of a proposed digital platform which would connect all players in the rice value chain and give farmers access to a new range of value-added services. Farmers would be able to use the platform to access information about weather conditions, prices, mobile payment and micro-finance. In the longer term, data from satellite imagery and IoT sensors could enable precision farming to develop in Madagascar.

The project envisages that the data from the platform would also help increase the quality of statistics and support real-time decision-making by authorities.

**€235 million** annual research & development investment in 2019

**2,200** members of the Expert Community in 2019

## Business & innovation

### Energy efficient supercomputer for Météo-France

Atos has signed a four-year contract with Météo-France, the French national meteorological service, to supply two BullSequana XH2000 supercomputers.

The new systems are amongst the most powerful meteorological supercomputers in the world and will multiply Météo-France's computing power by more than fivefold. They will enable the organization to provide more precise and reliable forecasts and carry out deeper research into climate change.

Thanks to a water-cooled patented DLC (Direct Liquid Cooling) solution, the BullSequana XH2000 is one of the most energy efficient supercomputers in the world. The system minimizes global energy consumption by using warm water for cooling.



**“This innovative service will support the development of renewable energies within the French and European electricity grid.”**

**Valérie Mermoud**

Director of Energy Market, Météo-France



### Smarter, more sustainable retail

Atos and renewable materials company Stora Enso have launched a global partnership to develop revolutionary automated solutions and services for the retail market. This new service is based on the concept of “Intelligent Cabinets”, which are RFID (Radio Frequency Identification) enabled e-kiosks designed for on-the-go purchasing using both smartphones and standard card payments.

The tags are paper-based, providing a plastic-free and recyclable solution for packaging authentication.

To buy a product from the intelligent cabinets, the consumer only needs a compatible payment app or payment card. The consumer is charged via the app for the items taken out of the cabinet. The solution is based on Codex for Retail, part of the Atos portfolio of IoT solutions for the retail sector.

### Renewable energy for local communities

Atos is participating in a major research project to promote the clean production and shared distribution of energy in local communities.

Funded by the European Commission's H2020 program, *Renaissance* will focus on four local energy communities across Europe: a hospital (Belgium), a university (Greece), a ski resort (Spain) and a suburban municipality (the Netherlands).

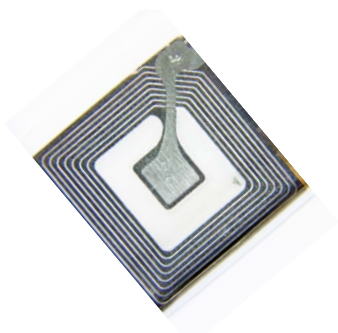
The project will aim to determine the optimal configuration of renewable energy assets at each site. It will also investigate the potential for energy trading within the communities, based on an information platform developed by Atos.

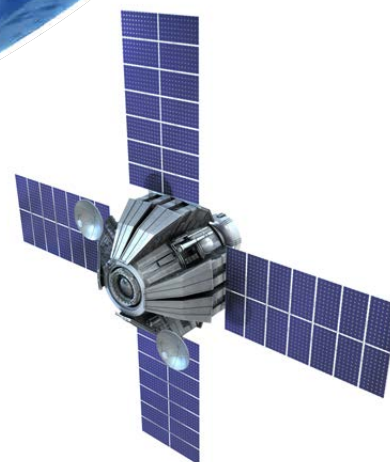


**“With our partnership with Atos, we are entering the automated new retail market, where our sustainable RFID technology can bring the unmanned consumer experience to the next level.”**

**Martin Ros**

Head of Intelligent Packaging, Stora Enso



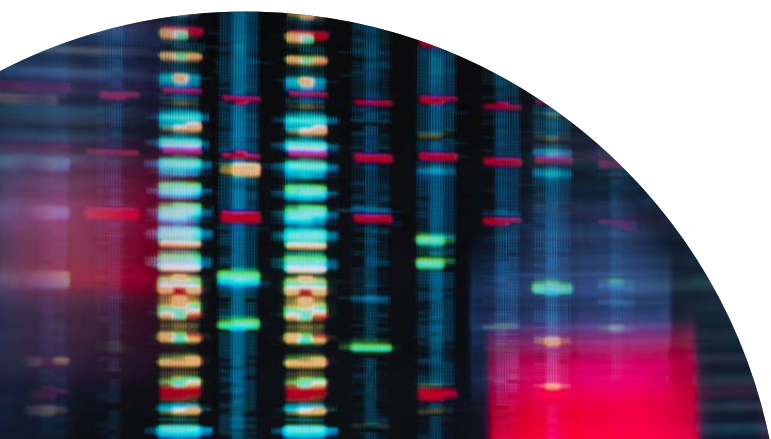


## Accelerated DNA sequencing

The Centro Nacional de Análisis Genómico (CNAG-CRG) in Barcelona has chosen an Atos supercomputer to support its work in large-scale DNA sequencing and analysis.

Atos worked closely with CNAG-CRG to build a custom-made analytics capability which can drive insights ten times faster than the previous system. With increased supercomputing capacity from Atos, CNAG-CRG has consolidated its position as one of the top European centers in genome sequencing and one of the leading genomic research institutions in the world. It can now offer deeper and more complete genomic analysis to health organizations and research groups in vital topics such as cancer genetics, rare diseases, host-pathogen interactions, preservation of endangered species, evolutionary studies and the improvement of agriculturally useful species.

**60 billion**  
genomic bases analyzed  
everyday by CNAG-CRG



## Communications for offshore wind

Atos was appointed by global offshore wind leader Ørsted in 2019 to supply critical communications solutions for its offshore wind farms in Taiwan.

Atos is providing two wind farms with solutions based on TETRA (Terrestrial Trunked radio) technology. We will be responsible for the whole value chain from engineering and design through to installation, testing and commissioning, as well as maintenance support. The contract builds on an existing European agreement between the two companies and is testimony to our proven engineering competencies in the harsh and challenging environment in which offshore wind farms operate.



## Satellites to bridge the digital divide

In February 2019, Atos helped OneWeb achieve the successful launch of six satellites, playing a major role in the world's first mass production of satellites.

The OneWeb Constellation Program, developed by Airbus OneWeb Satellites, consists of the design, development and manufacturing and testing of more than 600 satellites which will provide affordable high-speed Internet access across the globe. Satellites have never been mass-produced to this extent before.

Atos is Airbus OneWeb Satellites' largest and preferred supplier for Electrical Ground Support Equipment (EGSE). We provided all the Assembly, Integration and Testing (AIT) equipment for the first satellites, helping ensure an optimal performance.

Our suite of EGSE solutions enables satellites to be tested on the ground prior to launch, reducing the strategic and financial impact of a potential faulty component. To help OneWeb Satellites achieve its ambition of bridging the digital divide by 2027, Atos has delivered 80 EGSE systems for the satellite production lines in Toulouse and Florida, an unprecedented amount for the satellite industry.

## Business & innovation



### Quantum innovation for business

As part of its strategy of supporting the growth of the quantum computing ecosystem, Atos is helping Houston-based startup Xofia develop AI solutions for the enterprise that are powered by quantum computing.

Atos has delivered Quantum-Learning-as-a-Service (QLaaS) to Xofia to build quantum-based algorithms which will help with solving problems, generating insights and responding to big data challenges within the enterprise. Xofia's research and development team will access a remote Atos Quantum Learning Machine, a stand-alone appliance that provides access to a quantum programming environment and simulates the behavior of any kind of quantum computing technology.

Xofia's quantum-based algorithms already support use cases in the energy and healthcare sectors, supported by Atos's QLaaS. For example, Xofia is developing accurate and affordable quantum-based image processing which could reduce costs and complexity and help improve the world's access to healthcare.



### Pushing the envelope in India

In India, Atos has signed a major cooperation agreement with C-DAC, the national Center for Development of Advanced Computing, on advancing technologies in the cutting-edge areas of quantum computing, artificial intelligence and exascale computing.

As part of the agreement, Atos will provide C-DAC with its Quantum Learning Machine, the world's highest-performing commercially available quantum simulator, and will help create a Quantum Computing Experience Center at C-DAC's headquarters in Pune.

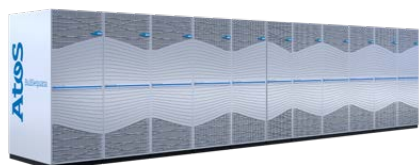
The cooperation agreement also aims to develop a long-term program which will include the sharing of experiences about exascale computing, in accordance with C-DAC's roadmap for developing supercomputing in India.

**“Xofia and Atos are supporting the development of quantum software and our work aims to provide the enterprise with insights, value and a competitive advantage.”**

**Carlos Sanmiguel**

Lead Visionary, Xofia





## Norway chooses BullSequana XH2000

As part of a four-year contract signed in 2019, Atos will deliver the BullSequana XH2000 to Norway's national e-infrastructure provider, Uninett Sigma2.

The arrival of the Atos BullSequana XH2000 will enable Norwegian researchers to carry out important research, including advanced climate change modeling. The machine represents the cutting-edge in sustainable supercomputing and features Atos's 100% water-cooled Direct Liquid Cooling solution. The energy efficiency of BullSequana will be complemented by the Norwegian facility, where the electricity used by the computer is generated by hydroelectric power plants. The facility will also be able to recover most of the energy that the supercomputer consumes by reusing the hot water to heat buildings on the Norwegian University of Science & Technology campus.

## Smart energy grid for new eco-cities

In the French city of Grenoble, Atos Worldgrid is implementing a smart grid which will improve energy management and support the emergence of a more sustainable urban way of life in a new region under development between the historic city and the science campus.

In one of the flagship projects of France's ÉcoCité urban planning program, Atos Worldgrid is developing the smart grid in partnership with grid management company Gaz Électricité de Grenoble and other local utilities.

The smart grid project, Smart Grid ÉcoCité, relies on technical infrastructure and software supplied and implemented by Atos Worldgrid, including 500 next-generation smart meters for electricity, network sensors, data aggregators, monitoring systems, public displays and other connected devices. The grid will support Grenoble's aspirations to develop zero-carbon energy, implement sustainable transport options, control electricity consumption and reduce its carbon footprint.



## Drones for Paris hospitals

Atos has entered into a partnership with Public Hospitals Paris and Nantes to develop a drone delivery scheme for the hospitals of the future. The partnership will see Atos combine technology from the automated drone company Azur Drones with its own software platform, designed to optimize and automate the delivery and transportation of medical products to hospitals.

The software will allow medical professionals to choose the delivery method - whether via air drones, automatic river barges or the road network - that is most efficient or best able to overcome factors such as adverse weather or traffic. The partnership has the potential to save lives. The initiative will also, by providing alternatives to road transport, help Atos address wider environmental issues such as increased road traffic and pollution in urban areas.



## A growing ecosystem

Effective partnerships with leading technology providers and industrial companies are critical to success in the digital services industry, helping Atos source cutting-edge innovations and develop value-creating solutions for its customers.

Atos has built a network of strong relationships with global technology companies as well as with innovative startups and is continuously growing its ecosystem.

Our Global Alliances represent the highest category of partnerships and are managed at global level. In 2019, we launched Global Alliances with Worldline, AWS, ServiceNow, and Hitachi Vanatara, at the same time as developing our established global alliances with partners including Siemens, Google Cloud, Dell Technologies, SAP, Microsoft, Oracle and Cisco.

Atos was recognized as the Google Cloud Global Breakthrough Partner of the Year, reflecting the outstanding growth in our client base and our role in extending the reach of the Google Cloud ecosystem.

Dell EMC rewarded Atos as the Systems integrator & strategic outsourcer partner of the year for EMEA and Global Alliances Growth Partner of the Year in recognition of an exceptional year-on-year revenue growth in the context of one of the largest partnership relationships Dell EMC has anywhere in the world.

Our alliance with Siemens is unique in the IT services industry. With a joint go-to-market strategy in a series of sectors and a joint innovation fund, we are maximizing our combined strengths and creating compelling value propositions for our clients in areas such as cybersecurity and industrial IT.



## Ethics & governance

# Leading the way in ethics and compliance

“ Our objective is to minimize risk within the supply chain through robust management of our key global strategic suppliers, including compliance with our corporate social responsibility criteria.”

**Aurélia Tremblaye**

Chief Procurement Officer, Atos

“ From the way we manage contracts and monitor corporate social responsibility in the supply chain, to the way we develop new products and solutions, ethics is at the heart of the Atos business model.”

**Alexandre Menais**

General Secretary, Atos

## As a major global provider of digital transformation solutions, Atos complies with increasingly stringent regulations governing fields such as anti-corruption, trade regulations and export controls, competition, human rights and anti-money laundering.

For Atos, navigating these complex and constantly evolving laws is not only a challenge. It is also an opportunity for us to demonstrate our leadership as an ethical, responsible and dynamic business, with compliance integrated at all levels of our operations.

A dedicated compliance program built on continuous improvement and robust preventative measures tackles compliance risks across the organization. All Atos employees are required to comply with the Code of Ethics. Training and awareness programs ensure understanding of compliance issues throughout the company.

In 2019, 95% of employees completed the e-learning module on the Code of Ethics, up from 92% in 2018 and moving toward the 100% target for 2021.

Across Atos, a Group Alert System Procedure enables our employees and third parties

to raise concerns of possible compliance breaches. In 2019, between 100 and 120 alerts were raised, of which 85% were admissible, illustrating the effectiveness of the system.

As a global player, we extend our ethical approach into our ecosystem. We embed sustainability deep into our supply chain, in compliance with legislation and the expectations of our clients. Atos suppliers must accept the "Atos Business Partners' Commitment to Integrity" or apply their own policy which is expected to have the same levels of ethics principles.

Through the management of our global strategic suppliers we aim to minimize both financial and extra-financial risks. Working with expert consultancy EcoVadis, Atos assesses strategic suppliers for their corporate social responsibility performance. In 2019, suppliers representing 56% of our spend were assessed by EcoVadis. In 2019,

we examined in detail how our procurement processes could better embed sustainability at every stage.

As we move into the future, new technologies are raising a series of ethical and social challenges. As our *raison d'être* makes clear, at Atos we are committed to integrating ethical considerations into the innovations that we develop and deploy.

We are rolling out a policy of "ethics by design" that will incorporate these concerns into our research and development, ensuring that new technologies will help humanity respond ethically and effectively to the great challenges of our time.



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## Ambitions for the future

**100%** of employees to complete e-learning on the **Code of Ethics** by 2021

**70%** of total spend assessed by EcoVadis by 2021

## Ethics & governance

# Taking a responsible approach in our supply chain and in society

### Raising awareness of corruption risks

On 9 December 2019, colleagues across Atos took part in a series of events to mark the United Nations International Anti-Corruption Day. The occasion provided a valuable opportunity to remind employees about the primary importance of the Atos Code of Ethics and about the zero-tolerance approach to corruption at Atos.

A learning session was held at Atos headquarters in Bezons, France while banners were placed on the My Atos landing pages for employees in many geographies. The Group General Secretary and Chief Compliance Officer, Alexandre Menais, sent a message to all senior managers to remind them about the utmost importance of ethics and compliance at Atos. Global business unit CEOs also sent messages to remind their teams about the processes and support in place to keep Atos safe from compliance risks, in particular corruption.

### Reducing risks in the supply chain

In 2019, Atos enhanced its management of business partners to deliver greater insight into our value chain and minimize the risks of corruption.

We relaunched our Business Partners Policy in order to ensure that it has greater visibility and clarity. Information sessions about the policy were carried out by the Global Compliance Team for compliance officers and general counsels. With a supplier base of around 16,000 organizations, assessing accurately the level of risks of third parties is vital for mitigating corruption risks at Atos.

Screening business partners before contracting with them is a legal obligation and a key risk management process for Atos. It is crucial for a successful business relationship with our partners. In 2019, Atos rolled out a new Business Partner Tool which allows us to check the integrity of

our potential business partners, including agents, intermediaries, consortium partners and consultants before signing contracts with them.

The tool is deployed globally and is now used by approximately 400 employees involved in relationships with business partners. All users have been trained in the tool by local compliance officers. Depending on the level of risk associated with the entity when the tool is used, approval for a business relationship is granted by the Global Compliance Team, local compliance officers or local management.

The Business Partner Tool has been strengthened following the adoption of the Sapin II law in France, confirming Atos's compliance with the highest international standards in this area.



**95%** of employees who successfully completed the Code of Ethics e-learning in 2019

**52%** of strategic suppliers evaluated by EcoVadis in 2019

**12,051** employees recruited in 2019

# Partnering with suppliers to achieve best practice in sustainability



**Beata Baumann**

Global Procurement Process Manager, Atos

Beata Baumann summarizes how Atos is embedding its CSR requirements at every stage of its procurement processes.

## What are the main challenges faced by Atos when it comes to procurement?

**BB:** As the basic structure of supply chains become increasingly complex, it is essential that Atos has a comprehensive overview of its vendors' activities. Monitoring CSR is more and more a fundamental requirement from our clients, as well as a legal obligation in some jurisdictions. Our clients want to know the extent of our CSR commitments, all the way through our supply chain.

To assess the performance of our major suppliers, Atos works closely with an expert third party, EcoVadis. EcoVadis analyses suppliers using an evidence-based methodology to look at their performance in environment, labor and human rights, ethics and sustainable procurement. This analysis provides Atos with valuable insights into its strategic suppliers' CSR approach, including their strengths, their weaknesses and possible areas for improvement.

## How does Atos embed its CSR criteria into every stage of its procurement processes?

**BB:** We have now extended our due diligence process to the sourcing phase of procurement. In 2019, Atos began rolling out a new set of CSR-related questions to suppliers who register for an online sourcing opportunity with us. The answers provided by the suppliers will help us to gain new information about a supplier's CSR practices. This data will have a key part to play when we make decisions about entering into contracts with new suppliers.

And, in terms of our day-to-day activities, we now use a real-time alert system from EcoVadis which informs us of any unethical behavior reported in the media or by NGOs. For this 360° Watch service, EcoVadis screens information and data from more than 100,000 sources including the media, governments, trade unions, NGOs, and business networks. The alert service will help us identify possible risks in the supply chain and mitigate them on a case-by-case basis.



**David Lear**

VP Sustainability at Dell Technologies

## What do you consider were the principal reasons for Dell Technologies' high score in the EcoVadis assessment in 2019?

**DL:** Dell Technologies' purpose as a company is to drive human progress through technology and a focus on sustainability is a critical part of our strategic social impact plan. One of the reasons we are successful is that we constantly work with a broad set of stakeholders in order to understand issues and anticipate best practices. This feedback was at the core of our 2020 and now 2030 sustainability goals. In 2019, Dell set its long-term vision - sharing our commitments on how we will use our technology, scale and team members to create a positive, lasting impact on humankind and the planet through to the year 2030 and beyond.

## As a strategic supplier to Atos of hardware, software and services, how does Dell Technologies support Atos in pursuing its sustainability commitments and ambitions?

**DL:** Dell Technologies and Atos are on a shared path toward a green transformation in technology - always looking for new ways to reduce carbon emissions and minimize environmental footprint. Our latest Progress Made Real goals align well to that ambition. For example, our ambitious moonshot goal will help Dell and all its customers to accelerate the circular economy: by 2030, for every product a customer buys, we will reuse or recycle an equivalent product, and more than half of our product content will be made from recycled or renewable material. We want to help Atos to recycle out-of-use products responsibly. We also are using some of the materials recovered by recycling them back into new products (others are sold to the commodities markets). Our focus on delivering energy-efficient products will help Atos reduce its energy needs and improve power use effectiveness within datacenters - our server portfolio alone has improved its energy intensity by 74% since 2011. Innovations like multi-vector cooling and our Open Manage Enterprise Power Manager help customers like Atos manage power more effectively, and virtualization reduces the physical footprint of datacenters. We even offer lower-carbon ocean shipping to further reduce the product footprint.

**80/100** EcoVadis score  
for Atos in 2019

**42.93%** of new hires  
were graduates in 2019

## Ethics & governance

# Fulfilling our social commitments

The Atos *raison d'être* commits us to action across three different pillars: safety, inclusion, and trust in the digital space; the environmental transition; and promoting scientific and technological excellence. In 2019, we implemented a series of impactful social initiatives which demonstrate the power of our *raison d'être* in action.

### Fighting cancer in India

#### Scientific and technological excellence

In 2019, Atos in India signed a wide-ranging memorandum of understanding (MoU) with Tata Memorial Center in Mumbai, a national comprehensive cancer center in India which focuses on prevention, treatment and research.

As part of the agreement, Atos has pledged €125,000 to the center. So far, support from Atos has helped many patients access high-quality medical treatment. Most of the patients are aged over 30 and many of them are the primary breadwinners of their families. The financial contribution from Atos is making a massive difference to the lives of these people at this most difficult of times.

Tata Memorial Center, which was established over 75 years ago, treats around 60,000 patients every year. The MoU gives Atos the potential to give back to Indian society, reduce suffering and change countless lives for the better.

### Community support in Slovakia

#### Safety, inclusion and a trusted digital space

2019 was an active year for the growing Atos team in Slovakia, with large numbers of colleagues supporting a range of initiatives to increase social inclusion around the country.

In June, 37 employees volunteered to reconstruct a much-needed youth center in Bratislava and Prievidza, cleaning up the playground and preparing the facility for a new chapter in its life to serve the city's young people.

In the winter months, colleagues raised funds for a children's free time science course and donated blood for local hospitals. Employees also helped set up a traditional Christmas tree of wishes and donated gifts to orphanages in Levice, Piešťany and Prievidza, bringing smiles to the faces of children living in very challenging circumstances.





## Changing lives with donations of IT devices

### Safety, inclusion and a trusted digital space

To help underprivileged children access technology that they could not otherwise afford, Parmjit Singh of Atos UK & Ireland runs an inspirational initiative which donates IT equipment destined for waste to a large network of registered NGOs.

Every year, Bringing Joy Through Technology saves hundreds of laptops, smartphones and tablets from destruction, sending them to a new and rewarding life with young children.

Bringing Joy Through Technology accepts technology donations from individuals and companies, with Atos as one of the major donors to the initiative. It does not accept cash donations.

In 2019, Parmjit and colleagues from Atos visited Pingalwara Deaf School in India with IT devices for donation from Atos and other sources. There they heard the heartening stories of extraordinary children, such as a young deaf girl who escaped from the sex trade. With the IT skills she has acquired using donated equipment, she has now obtained a job and is rebuilding her life. After seeing for himself the huge difference that used IT equipment can make to vulnerable children, Parmjit intends to step up the activities of Bringing Joy Through Technology in 2020.

## Teenager training in France

### Safety, inclusion and a trusted digital space

Every year, Atos welcomes teenagers from local colleges to its headquarters in Bezons, France to enjoy a taste of life at one of the world's largest IT services companies.

During their week at Atos in 2019, the youngsters (aged around 15) were given the opportunity to visit a room with servers, find out about Atos's work with the Olympic Games, learn about state-of-the-art solutions such as the Auxylium project for the French armed forces, listen to presentations on Android development and discover the engineering professions in general.

One training session during the week introduced the students to the basics of programming.

Other highlights included a look at the products from one of Atos's major partners, Dell, and a visit to the Business Technology and Innovation Center.

The busy agenda also included time for the young adults to learn about the contribution that companies such as Atos make to society, in particular our environmental efforts, and to find out what it is like to work for a large multinational. The week culminated in a meeting with senior management.

By opening its doors to young people in nearby schools, Atos builds its links with the local community and aims to inspire a new generation with the employment opportunities of the future.



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## Environment

# Advancing our green ambitions



“Atos is fully committed to tackling the climate change emergency and is advancing rapidly towards its long-term targets for carbon reduction.”

**Eric Grall**

Head of Manufacturing and  
Chief Operating Officer, Atos

## Our *raison d'être* at Atos, which includes the objective 'to live, work and develop sustainably, in a safe and secure information space', is threatened by the climate crisis.

We are committed to an environmental program that addresses our principal impacts in carbon, energy and travel and directly contributes to UN Sustainable Development Goals 12 and 13 regarding energy consumption and climate action.

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

In 2019 Atos advanced its ambitions to gain ISO 14001 certification at all our major sites. In November Atos|Syntel achieved environmental management certification for its four sites in India in just under one year after the acquisition of Syntel.

The improved efficiency of our facilities and increased environmental awareness among employees is complemented by our commitment to Green IT and our

sustainable solutions. At Atos we consider the full IT spectrum, from raw materials in our hardware to our supply chains, in order to minimize the environmental impact of our digital solutions and tackle the sustainability challenges of our customers.

The Atos Environmental Program can be measured against our long-term target (approved by the Science-Based Target initiative) to reduce carbon intensity by 86% by 2050\* versus 2012, in line with the Paris Agreement on climate change to limit global warming below 2°C. By the end of 2019, we were well on track, having achieved a 58% reduction. As part of our strategic plan, we are supporting this long-term goal with a shorter-term commitment to reduce our carbon intensity by up to 20% by 2021 compared to 2016, and in 2019 we made excellent progress, exceeding this objective two years in advance.

The outperformance of current reduction targets has encouraged Atos to intensify its future ambitions and aim for total carbon neutrality by 2035. Since 2018, Atos has offset 100% of its carbon emissions for its operational scopes worldwide (GHG Protocol Scopes 1, 2 and 3-Part A). As we go forward, Atos is progressively shifting its carbon offsetting program from avoided emissions (wind-farm projects) towards nature-based removal or carbon capture (forestry projects). Currently, this is one of the best ways to fully wipe out carbon emissions and a game changer to tackle climate change. In 2019, Atos's net emissions were cut in half when considering the offsetting capture projects and were already zero when all the offsetting projects are taken into account.



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## Ambitions for the future

More than **80%** ISO 14001 certification at our major offices and datacenters each year

Reduce CO<sub>2</sub> absolute emissions by **50%** until 2030

Achieve **net zero** carbon emissions by 2035

\* in tCO<sub>2</sub>e per € million margin

## Environment

### Our journey from carbon reduction to carbon neutrality

In the face of the climate emergency, Atos has committed to reducing the global impact of its operations. From 2012 to 2019, Atos reduced its absolute CO<sub>2</sub> emissions by 48%.

As part of our strategic plan we aim to reduce our carbon intensity by between 7% and 20% in 2021, compared with a 2016 baseline (in tCO<sub>2</sub>e per € million of revenue). In 2019 we made excellent progress, exceeding this objective two years in advance.

In the long-term, Atos intends to reduce carbon intensity by 86% by 2050 versus 2012. This target is fully aligned with the Paris Agreement on climate change, which aims to limit global warming to 2°C. By the end of 2019, we had already achieved a 58% reduction.

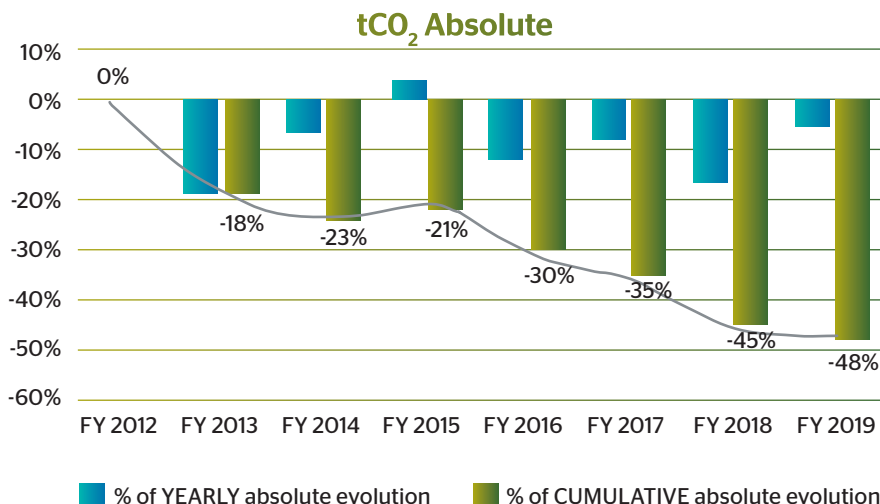
Our targets for reducing carbon emissions reflect the progress that Atos is making in minimizing the carbon footprint of its operations. We are doing this mainly through the Atos Environmental Program, which focuses on reducing energy consumption, business travel and greenhouse gas emissions. As a signatory to the French Business Climate Pledge, Atos recognizes the need to accelerate innovation and R&D in low-carbon solutions.

### Net zero emissions with carbon capture

In 2019 Atos marked the previous year's achievement of offsetting 100% of its carbon emissions from datacenters, offices and business travel by shifting its focus towards an even more ambitious program of carbon capture (or sequestration).

The shift to carbon capture will support Atos in its ambition not only to offset its emissions with clean energy produced by its wind farms in India, but to also capture its emissions from the atmosphere via investing in forest protection.

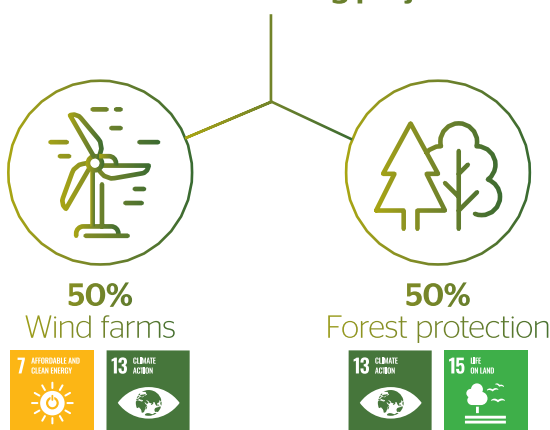
Based on the entirety of our offsetting projects, in 2019 Atos's net emissions were zero. With the continuous reduction in our carbon emissions, together with the offsetting of 100% of our residual emissions and the new transition to carbon capture, we are able to demonstrate our 'carbon neutral' approach.



#### 100% of residual emissions from:



#### to Carbon offsetting projects:



#### Towards net zero emissions by 2035



## Atos partnership to reduce smartphone energy consumption

A study commissioned by Atos in 2019 revealed the annual energy consumption of five billion mobile phone users worldwide is around 20TWh (terawatt hours) – roughly as much as the annual consumption of Ireland.

Atos has partnered with Greenspector, a company that specializes in measuring the energy consumption of apps and websites, to develop eco-design solutions in mobile, Web and IoT software that perform applications and reduce energy consumption. In May, Atos and Greenspector highlighted findings from a joint study to demonstrate the environmental impacts and the energy consumption of applications to help designers improve efficiency. If the average app were based on the best-ranking app in its category, total smartphone energy consumption could be reduced by 6TWh, one third of the total consumption. A better eco-design in mobile apps can also increase the battery autonomy of smartphones and better User eXperience. In this new partnership, Atos will be able to deliver environmental benefits as well as improved performance for smartphone users.

## Energy-efficient supercomputer test lab opens in Angers

The inauguration of a 2,000 m<sup>2</sup> High Performance Computing Test Lab in Angers, France in 2019 reinforced Atos's leadership in supercomputing while ensuring its commitment to sustainability.

The Test Lab can host the equivalent of 48 BullSequana supercomputers and allows Atos to test supercomputing equipment for its clients under real conditions, supporting both its own and its clients' work to develop 'exascale' supercomputers (capable of processing a billion operations per second).

The site hosts 250 employees involved in developing supercomputers such as the latest hybrid supercomputer from Atos, the BullSequana XH2000. It operates an energy-efficient cooling system using low-GWP (Global Warming Potential) refrigerant fluid and 'free-cooling' that can result in energy savings of 75%. The lab features an energy recovery system that reuses energy generated by the lab to heat or cool Atos offices with an energy efficiency twice that of a standard system. It also incorporates eco-friendly features including a 'green' roof and electric vehicle charging, and will be fitted with solar panels in 2020.



The  
**GREEN**  
500

## In the Green500

As the international race to exascale accelerates, innovations are needed to increase the energy efficiency of high performance computing (HPC) and improve the sustainability of cutting-edge supercomputers.

To address the need to reduce energy consumption in supercomputing infrastructures, Atos has developed its patented Direct Liquid Cooling (DLC) solution which minimizes energy consumption by using warm water (up to 40°C) to keep systems at the right temperature. The latest hybrid supercomputer, the BullSequana XH2000, boasts optimum energy-efficiency with its highly efficient water-cooled DLC. Atos had 12 machines in the top 100 of the Green500 List (November 2019) which grades the most energy-efficient supercomputers in the world.

Chief Technology Officer at Atos, Sophie Proust, underlines the importance for Atos's approach to working on technology "that really is usable." Without solutions such as DLC, exascale could not realistically be applied to everyday uses. The ranking of Atos in the Green500 reflects its commitment to developing HPC solutions which radically cut both costs and emissions, and which can be used to help build a more sustainable future.

# 12

Atos supercomputers in the top 100 of Green500 List

Source: Green500 (November 2019)

## Joliot-Curie supercomputer to be France's most powerful

Following the delivery in 2019 by Atos of its Joliot-Curie supercomputer to France's national high performance computing organization GENCI for French and European research, the supercomputer was extended making it the first AMD EPYC™ 64-core 280W equipped supercomputer in the global Top100 where it was instantly ranked 59<sup>th</sup>. Today, the supercomputer delivers a peak power of 9.4 petaflops, representing a 4.5 increase in computing capacity compared to its predecessor with almost half the power consumption.

The BullSequana XH2000's DLC system and its energy-efficient architecture were essential in ensuring that the supercomputer will reach a maximum level of performance. Used together with AMD EPYC for an enhanced computing capacity to supercharge workloads, Joliot-Curie is set to become France's most powerful supercomputer (and the third most powerful in Europe) with its processing power expected to increase to 22 petaflops.

## Environment

### Re-using heat to reduce energy consumption

To increase the energy efficiency of our datacenters, Atos continuously invests in technologies and best practices which reduce the power consumption and optimize the energy performance of computing hardware and other electrical installations.

At our strategic datacenter in Fürth in the Bavaria region of Germany, we have installed innovative waste heat reutilization equipment which will help to reduce the facility's consumption of energy.

Based on the principles of heat exchange, the technology dissipates the heat produced by the operations of the datacenter by transferring heat from the air into a liquid. In a second stage, the hot fluid from the heat exchanger is used to heat the offices. As well as providing heating when needed, by taking out warm air from the facility the system also helps to reduce the power consumption of the air conditioning units in the computer room.

Additional heat exchange technology is due to be installed by mid-2020. When complete, the Fürth system will produce a total of 320kW heating. Excluding the indirect savings in air conditioning, it is estimated that the new equipment will generate total annual savings of 374t CO<sub>2</sub>.

### Ecolabels for Unify products

Atos is the first and only company to receive the coveted Blue Angel label for protecting the environment and the climate with its range of Unify VoIP (voice over internet protocol) telephones.

The Blue Angel is the oldest environment-related label for products and services and rewards high energy efficiency, efficient use of materials and an environmentally friendly recycling concept. All current product points of Atos Unify's VoIP telephones and its OpenScape Business X5 communication server were awarded the label between 2011 and 2019.

The most current Atos Unify VoIP telephone products were also awarded the US ENERGY STAR label, which defines strict energy efficiency criteria in line with standards set by the US Environmental Protection Agency.

The ecolabels earned by the Atos Unify brand reflect a best-in-class energy efficiency performance, differentiating it from the competition and supporting the sustainability strategies of Atos's clients.

### Atos unveils gold-standard campus in Tirunelveli

In April, Atos opened its 100-acre Atos|Syntel Campus in the southern Indian port city of Tirunelveli. Now in its first phase, the campus currently has capacity to host 2,300 software engineers with plans for expansion in later phases of the development.

The campus is designed to LEED (Leadership in Energy and Environmental Design) Gold standards and will include on-site wind and solar farms to provide reliable sources of clean renewable energy. In addition to amenities such as sports fields and meditation areas, the site is surrounded by a green area of 1,000 newly planted trees.

Atos is also planning the installation of solar panels at its Pune Global Delivery Center, that will generate roughly 1.5MWp of electricity and help Atos meet its energy requirements sustainably. There are plans to roll out a similar solar panel scheme at Atos's site in Chennai.



### Atos powers towards ISO 14001 certification target



In November, Atos|Syntel achieved ISO 14001 certification for all four of its major Indian sites at Mumbai-Seepz, Mumbai-Airoli, Chennai and Pune (accounting for 25,585 employees) less than

one year after the acquisition of Syntel and its incorporation into Atos's environmental program. "We are leading by example and setting a new standard in India," Rakesh Khanna, CEO at Atos|Syntel said.

Atos aims to certify all its main facilities around the world for ISO 14001. The certification requires high standards in a range of environmental issues such as carbon emissions, energy consumption, waste management, recycling, water use and employee awareness and is increasingly requested by prospective clients. All Atos core datacenters and offices (with more than 500 employees) are required to undergo certification. The ongoing target is for 80% of eligible sites to be either certified or in the process of certification. At the end of 2019, around 89% of all targeted sites were already certified or had entered the certification process (85% in 2018, 80% in 2017).

**89%** of main sites certified for ISO 14001 in 2019

**100%** of carbon emissions from its datacenters, offices and travel are offset in 2019

**21.86%** reduction in carbon intensity by revenue from 2016-2019



## Atos datacenters decrease PUE

Atos made further progress in 2019 in its mission to improve the PUE (Power Usage Effectiveness) of its datacenters. The PUE metric is the main measurement of a datacenter's energy efficiency: the closer to 1.0 the better.

Atos implements a range of measures in its datacenters in order to increase efficiency, such as the use of fresh air or water for cooling and containment corridors to create cold air zones.

The PUE is one of the main business criteria used in Atos's datacenter consolidation and optimization program and is a key indicator when choosing a new location for a datacenter. In 2019 Atos pushed ahead with its program to improve the efficiency of datacenters and continued its year-on-year improvement in terms of PUE, achieving an average PUE for all its datacenters of approximately 1.70, compared with 1.74 in 2018 and 1.75 in 2017 and 1.52 for its core datacenters operated by Atos (1.62 in 2018).



**“Atos aims to continuously improve the PUE of its datacenters, leveraging infrastructure improvements and operational optimization.”**

**Dr. Torben Wiede**

Global Service Manager, Fürth datacenter

## Electric travel for Atos employees

The impact of travel in terms of energy consumption, pollution and greenhouse gas emissions is one of the most material environmental issues for Atos. Atos took a number of initiatives during 2019 to further limit its environmental footprint, including action plans throughout the world to increase the use of electric and/or hybrid vehicles.

Atos launched its Electric Vehicle Operation in India with Tata Tigor electric sedans, as well as installing charging stations at its Mumbai premises. Further electric vehicles were added to the fleet by the end of 2019 as part of Atos's ambition for electric vehicles to be responsible for 10% of employee transportation in India by the first quarter of 2020.

In the UK, the company car scheme has introduced the option to select electric cars at favorable rates for employees. This has been further incentivized by the installation of free charging points at most of our main UK sites. With recent taxation changes under UK law, this has made the scheme very popular among employees and over 100 orders have been placed, with many more expected as current vehicle lease periods expire.

## Mandatory environmental training now in play

As part of its Environmental Management System (EMS), and to raise the awareness of employees, Atos has made its e-learning program covering environmental issues available in five languages and mandatory for all employees.

Atos aims to make its staff more aware of environmental challenges in their roles as employees and citizens. The 'Atos Green App' was launched in 2019 to guide employees around the globe to easily follow its corporate social responsibility metrics, announcements and achievements. The app incorporates a gamified design for increased user engagement.

The mandatory e-learning and app are part of the wider strategy of Atos to ensure that all its employees practice eco-friendly behavior in line with its ambition to achieve ISO 14001 certification at each of its main eligible sites. 100% of Atos employees are now covered by Atos EMS and over 76% work at sites with ISO 14001 certification (50% in 2018).

## Decarbonizing our datacenters

Atos is increasingly relying on renewable and low-carbon energy for the electricity used by its core datacenters and main offices. Our core datacenters and offices in countries including France, Germany, the Netherlands and the United Kingdom are 100% supplied with decarbonized electricity (70% of which is renewable)

Our aim is to migrate from electricity generated by fossil fuels to alternative sources such as renewable energy and nuclear power, supporting our long-term science-based target of reducing our carbon intensity by 86% by 2050 versus 2012.

**1.52** Overall Power Usage Effectiveness (PUE) of core datacenters in 2019

**100%** energy used by Atos's core datacenters from decarbonized sources in 2019

# Information for shareholders

**Atos is committed to creating value for its shareholders. This section sets out a summary of key information about Atos shares and dividends.**

Atos SE shares are traded on the Euronext Paris regulated market under code ISIN FRO0000051732. They were first listed in Paris in 1995. Since March 2017, the company's shares have been included in the CAC 40, the main share index published by Euronext Paris.

### Information on stock

Number of shares	109,214,914
Sector classification	Information Technology
Main index	CAC All Shares
Other indices	CAC 40, CAC IT, CAC IT20, Euronext 100, SBF120
Market NYSE	Euronext Paris Segment Av
Trading place	Euronext Paris (France)
Tickers	ATO (Euronext)
Code	ISIN FRO0000051732
Payability	PEA/SRD Yes/Yes

### The main tickers

Source	Tickers
Euronext	ATO
AFP	ATO
Bloomberg	ATO FP
Reuters	ATOS PA
Thomson	ATOS FR

### Financial calendar

<b>Annual General Meeting</b> June 16, 2020
<b>First half results 2020</b> July 27, 2020
<b>Third quarter revenue 2020</b> October 22, 2020

### Euronext: ICB sectorial classification

**Industry:** 9000, Technology

**Supersector:** 9500, Technology

**Sector:** 9530, Software and Computer services

**Subsector:** 9533, Computer Services

### Free float

The free float of the Group shares excludes the stake held by the reference shareholder, Siemens Pension-Trust e.V., representing 11.4% of the share capital, which it is committed to keep until September 30, 2020. Stakes owned by the employees and the management as well as treasury shares are also excluded from the free float.

On December 31, 2019	Shares	% of share capital	% of voting rights
Siemens Pension Trust e.V. <sup>(1)</sup>	12,483,153	11.4%	11.5%
Employees	1,520,828	1.4%	1.4%
Board of Directors	54,493	0.1%	0.1%
Treasury stock	582,204 <sup>(2)</sup>	0.5%	-
Free float	94,574,236	86.6%	87.0%
<b>Total</b>	<b>109,214,914</b>	<b>100.0%</b>	<b>100.0%</b>

<sup>(1)</sup> Siemens Pension trust e.V. is controlled by Siemens A.G.

<sup>(2)</sup> Including 540,266 shares that will be delivered to LTI beneficiaries on January 2, 2020.

## Stock ownership

Principal changes in the ownership of the Company's shares in the past three years have been as follows:

	December 31, 2019		December 31, 2018		December 31, 2017	
	Shares	%	Shares	%	Shares	%
Siemens	-	-	-	-	12,483,153	11.8%
Siemens Pension Trust e.V. <sup>(3)</sup>	12,483,153	11.4%	12,483,153	11.7%	-	-
BlackRock Inc.	-	-	-	-	5,339,057 <sup>(2)</sup>	5.1%
Employees	1,520,828	1.4%	1,156,732	1.1%	1,182,158	1.1%
Board of Directors	54,493	0.1%	517,054	0.5%	546,630	0.5%
Treasury Stock	582,204 <sup>(1)</sup>	0.5%	54,842	0.1%	332,478	0.3%
Free float <sup>(4)</sup>	94,574,236 <sup>(4)</sup>	86.6%	92,674,438	86.7%	85,561,883	81.1%
<b>Total</b>	<b>109,214,914</b>	<b>100.0%</b>	<b>106,886,219</b>	<b>100.0%</b>	<b>105,445,349</b>	<b>100.0%</b>

<sup>(1)</sup> Including 540,266 shares to be effectively delivered to LTI beneficiaries on January 2, 2020

<sup>(2)</sup> On the basis of the threshold crossing statement made on December 5, 2017

<sup>(3)</sup> Siemens Pension Trust e.V. is controlled by Siemens A.G.

<sup>(4)</sup> Includes all shareholders holding less than 5% of the share capital

## Dividend policy [GRI 201-1]

Due to the exceptional and unprecedented circumstances linked to the Covid-19 pandemic, the Board of Directors, during its session on April 21, 2020, took the exceptional decision not to propose the €1.40 per share dividend which was initially considered to be submitted to the Annual General Meeting. The Group confirms that the cancellation of the dividend this year is an exception to its dividend policy with a pay-out ratio between 25% and 30% of Net income Group share.

Fiscal period	Dividend paid per share (in €)
2018 (paid in 2019)	1.70
2017 (paid in 2018)	1.70
2016 (paid in 2017)	1.60
2015 (paid in 2016)	1.10

## Atos share performance in comparison with indices

In a year of macroeconomic tension, Atos outperformed the European technology stocks and the CAC40 index. The Atos share price ended 2019 up +36.7% at €74.32, compared to the +26.4% rise for the CAC40. The market capitalization of Atos reached €8,117 million at the end of 2019.

## Shareholder documentation

In addition to the Universal Registration Document, which is published in English and French, Atos also makes available to its shareholders a half year report, quarterly revenue and operational reviews, regular press releases, regulated information and general group information, all available through the Atos website at [atos.net](https://atos.net).

# GRI Standards Content Index



For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

This 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.

GRI Standard	Page number(s)	Omission			External Assurance	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation				
102-1	<b>Universal Registration document</b> *URD - P 06 - A.2 Business Profile <b>Integrated report</b> * P 02 - About this report * P 08 - Profile				YES <b>Universal Registration document</b> P 154 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
102-2	<b>Universal Registration document</b> *URD - P 06 - A.2 Business Profile				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-3	<b>Universal Registration document</b> *URD - P 400 - I.2 Locations				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-4	<b>Universal Registration document</b> *URD - P 05 - A.12 By Business Unit *URD - P 94 - D.26 Employees, Atos main asset *URD - P 148 - D.71.4 => Reporting scope for the indicators resulting from the materiality study				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-5	<b>Universal Registration document</b> *URD - P 311 - G.2.3 The Board of Directors: composition and organization principles				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-6	<b>Universal Registration document</b> *URD - P 04 - A.1 Revenue Profile *URD - P 37 - B.3 Market sizing and competitive landscape <b>Integrated report</b> * P 54 - Business & Innovation 2 * P 56 - Business & Innovation 3 * P 58 - Business & Innovation 4				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-7	<b>Universal Registration document</b> *URD - P 15 - A.5 Atos in 2019 *URD - P 94 - D.26 Employees, Atos main asset				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)	la) 11		
102-8	<b>Universal Registration document</b> *URD - P 89 - D.2.4.2 => Smart working conditions *URD - P 94 - D.26 Employees Atos main asset *URD - P 95 - D.2.7 Being a Responsible employer - KPI overview				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)	la) 12, la) 13,	6	8
102-9	<b>Universal Registration document</b> *URD - P 117 - D.4.31 A permanent dialogue with Atos suppliers *URD - P 118 - D.4.31 => Atos's spend 2019 by country <b>Integrated report</b> P 60 - Ethics & Governance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III.c) 2		
102-10	<b>Universal Registration document</b> *URD - P 37 - B.3 Market sizing and competitive landscape *URD - P 146 - D.71 Scope of the report *URD - P 308 - G.2 Corporate Governance <b>Integrated report</b> * P 60 - Ethics & Governance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-11	<b>Universal Registration document</b> *URD - P 284 - F. Risks analysis				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
102-12	<b>Universal Registration document</b> *URD - P 86 - D.2.41 Working conditions *URD - P 86 - D.2.41 => General statement of respect of international labor right *URD - P 113 - D.4.21 Atos Ethics and Compliance Governance *URD - P 146 - D.711 French legal requirements related to the Corporate Responsibility reporting *URD - P 146 - D.71.2 Respect of the AA1000 standard				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)		1, 2, 4, 5	
102-13	<b>Universal Registration document</b> *URD - P 66 - D.1.2 Atos's stakeholder approach *URD - P 86 - D.2.41 Working conditions *URD - P 104 - D.3.3.2 Protecting personal data in a data driven world				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			

## Strategy

102-14	<b>Universal Registration document</b> *URD - P 12 - A.3 Interviews *URD - P 71 - D1.3.2 Atos materiality matrix <b>Integrated report</b> * P 6 - CEO Interview * P 17 - Strategy * P 18 - Strategy 2 * P 24 - Integrated performance dashboard * P 84 - Auditor's Assurance Letters				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	II.a) 11		
102-15	<b>Universal Registration document</b> *URD - P 71 - D1.3.2 Atos materiality matrix <b>Integrated report</b> * P 10 - Governance * P 14 - Market Trends * P 34 - Risks and opportunities * P 38 - Materiality & challenges * P 40 - Stakeholders' dialogue				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			

## Ethics and integrity

102-16	<b>Universal Registration document</b> *URD - P 113 - D.4.2.2 => Ethics & Compliance risk management process *URD - P 114 - D.4.2.2 => Code of Ethics, Global Ethics & Compliance Policy and Processes *URD - P 114 - D.4.2.2 => Atos Ethics & Compliance awareness strategy *URD - P 372 - G.4 Common stock evolution and performance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)	III.d) 1	10	16
102-17	<b>Universal Registration document</b> *URD - P 113 - D.4.2.2 => Ethics & Compliance risk management process *URD - P 114 - D.4.2.2 => Code of Ethics, Global Ethics & Compliance Policy and Processes *URD - P 116 - D.4.2.3 => Ethics & Compliance detection measures <b>Integrated report</b> * P 60 - Ethics & Governance - Ethics & Governance Disclosure Management Approach				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III.d) 1	10	16

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

## Governance

102-18	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 308 - G.2 Corporate Governance				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-19	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-20	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-21	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	III(b) 1		16
102-22	<b>Universal Registration document</b> *URD - P 308 - G.2 Corporate Governance *URD - P 311 - G.2.3 The Board of Directors: composition and organization principles				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			5, 16
102-23	<b>Universal Registration document</b> *URD - P 308 - G.2 Corporate Governance *URD - P 311 - G.2.3 The Board of Directors: composition and organization principles				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			16
102-24	<b>Universal Registration document</b> *URD - P 308* - G.2 Corporate Governance				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			5, 16
102-25	<b>Universal Registration document</b> *URD - P 118* - D.4.21 Atos Ethics and Compliance Program *URD - P 329* - G.2.3.9 Potential conflict of interest and agreements *URD - P 330* - G.2.3.10 => Conflicts of interest				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			16
102-26	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 308 - G.2 Corporate Governance <b>Integrated report</b> *- P 10 - Governance				YES - <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
102-27	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	II(a) 2		4
102-28	<b>Universal Registration document</b> *URD - P 95 - D.2.7 Being a responsible employer - KPI Overview *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 340 - G.2.5 Assessment of the works of the Board of Directors <b>Integrated report</b> *- P 10 - Governance *- P 44 - Main key performance indicators				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-29	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			16
102-30	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-31	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-32	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-33	<b>Universal Registration document</b> *URD - P 116 - D.4.2.3 => Group alert system				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-34	<b>Universal Registration document</b> *URD - P 116 - D.4.2.3 => Group alert system				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-35	<b>Universal Registration document</b> *URD - P 364 - G.3.3 Performance share plans and stock subscription or purchase option plans				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	I(a) 31		
102-36	<b>Universal Registration document</b> *URD - P 337 - G.2.4.4 The Nomination and Remuneration Committee's activity				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	I(a) 31		
102-37	<b>Universal Registration document</b> *URD - P 337 - G.2.4.4 The Nomination and Remuneration Committee's activity				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	I(a) 31		16
102-38	<b>Universal Registration document</b> *URD - P 88 - D.2.4.2 => Remuneration analysis				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	I(a) 31		
102-39	<b>Universal Registration document</b> *URD - P 88 - D.2.4.2 => Remuneration analysis				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	I(a) 32		

## Stakeholder engagement

102-40	<b>Universal Registration document</b> *URD - P 67 - D1.21 Mapping of stakeholders' expectations <b>Integrated report</b> *- P 40 - Stakeholders' dialogue				YES - <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
102-41	<b>Universal Registration document</b> *URD - P 93 - D.2.5.2 => Collective bargaining agreements *URD - P 97 - D.2.7 Being a Responsible employer - KPI overview				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)		3	8
102-42	<b>Universal Registration document</b> *URD - P 67 - D1.21 Mapping of stakeholders' expectations *URD - P 68 - D1.2.2 Stakeholders dialogue <b>Integrated report</b> *- P 38 - Materiality & challenges *- P 40 - Stakeholders' dialogue				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
102-43	<b>Universal Registration document</b> *URD - P 68 - D1.2.2 Stakeholders dialogue *URD - P 98 - D.3 Generating value with co-innovation and sustainable business solutions *URD - P 99 - D.3.2 Meeting client needs and expectations *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 152 - D.7.1.5 => Detailed information about the Net Promoter Score (NPS) <b>Integrated report</b> *- P 38 - Materiality & challenges *- P 40 - Stakeholders' dialogue *- P 44 - Main key performance indicators *- P 52 - Business & Innovation				YES - <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III(b) 1		

# GRI Standards Content Index

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

## Stakeholder engagement

102-44	<b>Universal Registration document</b> *URD - P 67 - D1.21 Mapping of stakeholders' expectations *URD - P 68 - D1.2.2 Stakeholders dialogue *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 98 - D.3 Generating value with co-innovation and sustainable business solutions *URD - P 99 - D.3.2 Meeting client needs and expectations *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 152 - D.71.5 => Detailed information about the Net Promoter Score (NPS)  <b>Integrated report</b> * P 38 - Materiality & challenges * P 40 - Stakeholders' dialogue * P 44 - Main key performance indicators * P 52 - Business & Innovation				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
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## Reporting practice

102-45	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report *URD - P 147 - D.71.4 => Topics Boundaries				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)	Principe General 4		
102-46	<b>Universal Registration document</b> *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard  <b>Integrated report</b> * P 02 - About this report * P 38 - Materiality & challenges				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	Principe General 4		
102-47	<b>Universal Registration document</b> *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 71 - D1.3.2 Atos materiality matrix  <b>Integrated report</b> * P 02 - About this report * P 38 - Materiality & challenges				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
102-48	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report *URD - P 148 - D.71.5 =>Detailed information related to the restatements of information				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)	Principe General 1		
102-49	<b>Universal Registration document</b> *URD - P 70 - D1.31 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 108 - D.36 Accelerating digital value through our Partner ecosystem *URD - P 146 - D.71 Scope of the report				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)	Principe Generaux 1 et 2		
102-50	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)			
102-51	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)			
102-52	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)			
102-53	<b>Universal Registration document</b> *URD - P 374 - G.46 Contacts  <b>Integrated report</b> * P 86 - Publication and contributors				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
102-54	<b>Integrated report</b> * P 74 - GRI Standards Content Index				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	Principe General 3		
102-55	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report *URD - P 154 - D.72 Report by one of the Statutory Auditors (..)  <b>Integrated report</b> * P 74 - GRI Standards Content Index				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	Principe General 3		
102-56	<b>Universal Registration document</b> *URD - P 146 - D.71 Scope of the report *URD - P 154 - D.72 Report by one of the Statutory Auditors (..)  <b>Integrated report</b> * P 74 - GRI Standards Content Index				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	Principe General 3 Principe Generaux 5,6,7		

## Economic Performance

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.31 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 121 - D.4.4 A trusted partner for the benefits of the local ecosystem *URD - P 146 - D.71.2 Respect of the AA1000 standard *URD - P 147 - D.71.4 => Topics boundaries *URD - P 148 - D.71.5 Methodological detailed information  <b>Integrated report</b> * P 38 - Materiality & challenges				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D1.1 Building an integrated thinking *URD - P 64 - D1.11 Vision *URD - P 65 - D1.12 Strategy *URD - P 66 - D1.13 Governance *URD - P 147 - D.71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D.71.5 Methodological detailed information  <b>Integrated report</b> * P 10 - Governance * P 46 - People * P 52 - Business & Innovation * P 60 - Ethics & Governance				YES: <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			5, 16
103-3	<b>Universal Registration document</b> *URD - P 95 - D.2.7 Being a responsible employer - KPI overview *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 139 - D.5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 148 - D.71.4 => Reporting tool *URD - P 148 - D.71.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (..)			

GRI Standard	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
201-1	<b>Universal Registration document</b> *URD - P 04 - A1 Revenue Profile *URD - P 121 - D.4.4 A trusted partner for the benefits of the local ecosystem *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.7.1.5 =>Detailed information related to GRI 201-1 and GRI 203-1 KPIs *URD - P 373 - G.4.3 Dividend policy <b>Integrated report</b> *- P 22 - Financial performance P 73 - Dividend policy				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	la) 31		2, 5, 7, 8, 9
201-2	<b>Universal Registration document</b> *URD - P 128 - D.5.3.2 Main environmental risks and opportunities *URD - P 129 - D.5.3.2 => More frequent and more extreme natural events and disasters *URD - P 129 - D.5.3.2 =>Energy and carbon emissions (new constraints, new limits, new taxes) *URD - P 139 - D.5.5 Supporting the transition to a low-carbon economy - KPI overview <b>Integrated report</b> *- P 34 - Risks and opportunities				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	IIa) 4	7	13
201-3	<b>Universal Registration document</b> *URD - P 87 - D.2.4.2 => Coverage of the organization's defined benefit plan obligations *URD - P 95 - D.2.7 Being a Responsible employer - KPI overview				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..)			
201-4	<b>Universal Registration document</b> *URD - P 121 - D.4.4 A trusted partner for the benefits of the local ecosystem *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..)			

## Market Presence

103-1	<b>Universal Registration document</b> *URD - P 66 - D.1.2 Atos's stakeholder approach *URD - P 69 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D.1.3 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D.1.3.2 Atos materiality matrix *URD - P 87 - D.2.4.2 Recognition and Loyalty *URD - P 146 - D.7.1.2 Respect of the AA1000 standard *URD - P 147 - D.7.1.4 => Topics boundaries *URD - P 148 - D.7.1.5 Methodological detailed information <b>Integrated report</b> *- P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D.1.1 Building an integrated thinking *URD - P 64 - D.1.1.1 Vision *URD - P 65 - D.1.1.2 Strategy *URD - P 66 - D.1.1.3 Governance *URD - P 147 - D.7.1.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D.7.1.5 Methodological detailed information <b>Integrated report</b> *- P 10 - Governance *- P 60 - Ethics & Governance				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.7.1.4 => Reporting tool *URD - P 148 - D.7.1.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..)			
202-1	<b>Universal Registration document</b> *URD - P 87 - D.2.4.2 =>Minimum wage comparison *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D.7.1.5 => Detailed information related to Human Resources indicators				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..)	la) 31	6	1, 5, 8
202-2	<b>Universal Registration document</b> *URD - P 89 - D.2.4.3 Promote Diversity *URD - P 91 - D.2.4.3 Promote Diversity *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D.7.1.5 => Detailed information related to Human Resources indicators <b>Integrated report</b> *- P 44 - Main key performance indicators				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	la) 21, II(a) 1, III(a) 2	6	8

## Indirect Economic Impacts

103-1	<b>Universal Registration document</b> *URD - P 66 - D.1.2 Atos's stakeholders approach *URD - P 69 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D.1.3 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D.1.3.2 Atos materiality matrix *URD - P 106 - D.3.5 Meeting the sustainability challenges of clients through offerings *URD - P 146 - D.7.1.2 Respect of the AA1000 standard *URD - P 147 - D.7.1.4 => Topics boundaries *URD - P 148 - D.7.1.5 Methodological detailed information <b>Integrated report</b> *- P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D.1.1 Building an integrated thinking *URD - P 64 - D.1.1.1 Vision *URD - P 65 - D.1.1.2 Strategy *URD - P 66 - D.1.1.3 Governance *URD - P 147 - D.7.1.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D.7.1.5 Methodological detailed information <b>Integrated report</b> *- P 10 - Governance *- P 60 - Ethics & Governance				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.7.1.4 => Reporting tool *URD - P 148 - D.7.1.5 Methodological detailed information *URD - P 148 - D.7.1.5 =>Detailed information regarding direct economic value generated (..)				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..)			
203-1	<b>Universal Registration document</b> *URD - P 106 - D.3.5 Meeting sustainability challenges of clients through offerings *URD - P 108 - D.3.6 Accelerating digital value through our Partner ecosystem *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 121 - D.4.4 A trusted partner for the benefits of the local ecosystem *URD - P 148 - D.7.1.5 =>Detailed information regarding direct economic value generated (..) <b>Integrated report</b> *- P 64 - Ethics & Governance 3				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (..) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III(a) 1, III(a) 2, III(b) 2		2, 5, 7, 9, 11

# GRI Standards Content Index

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

## Indirect Economic Impacts

203-2	<b>Universal Registration document</b> *URD - P 67 - D1.21 Mapping of stakeholders' expectations *URD - P 118 - D.4.31 => Atos' spend 2019 by country *URD - P 121 - D.4.4 A trusted partner for the benefits of the local ecosystem *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview <b>Integrated report</b> * P 64 - Ethics & Governance 3				YES : <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III.a) 1; III.a) 2		1, 2, 3, 8, 10, 17
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## Procurement Practices

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.31 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 117 - D.4.3 Ethics in the Supply Chain *URD - P 146 - D.71.2 Respect of the AA1000 standard *URD - P 147 - D.71.4 => Topics boundaries *URD - P 148 - D.71.5 Methodological detailed information <b>Integrated report</b> * P 38 - Materiality & challenges				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
103-2	<b>Universal Registration document</b> *URD - P 64 - D1.1 Building an integrated thinking *URD - P 64 - D1.11 Vision *URD - P 65 - D1.1.2 Strategy *URD - P 66 - D1.1.3 Governance *URD - P 147 - D.71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D.71.5 Methodological detailed information <b>Integrated report</b> * P 10 - Governance * P 60 - Ethics & Governance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			1
103-3	<b>Universal Registration document</b> *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.71.4 => Reporting tool *URD - P 148 - D.71.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
204-1	<b>Universal Registration document</b> *URD - P 118 - D.4.31 => Atos's spend 2019 by category *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview				YES : <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III.a) 1; III.a) 2		12

## Anti-corruption

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.31 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 113 - D.4.21 Atos Ethics and Compliance Governance *URD - P 146 - D.71.2 Respect of the AA1000 standard *URD - P 147 - D.71.4 => Topics boundaries *URD - P 148 - D.71.5 Methodological detailed information <b>Integrated report</b> * P 38 - Materiality & challenges				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
103-2	<b>Universal Registration document</b> *URD - P 64 - D1.1 Building an integrated thinking *URD - P 64 - D1.11 Vision *URD - P 65 - D1.1.2 Strategy *URD - P 66 - D1.1.3 Governance *URD - P 147 - D.71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D.71.5 Methodological detailed information <b>Integrated report</b> * P 10 - Governance * P 60 - Ethics & Governance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
103-3	<b>Universal Registration document</b> *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.71.4 => Reporting tool *URD - P 153 - D.71.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)			
205-1	<b>Universal Registration document</b> *URD - P 119 - D.4.3.2 Enhance Sustainable relation *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 144 - D.6 Extra-Financial Performance Declaration *URD - P 153 - D.71.5 => Detailed information related to Supplier Screening and anti-corruption <b>Integrated report</b> * P 34 - Risks and opportunities * P 60 - Ethics & Governance				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)	III.d) 1	10	16
205-2	<b>Universal Registration document</b> *URD - P 115 - D.4.2.2 => Atos Ethics & Compliance Awareness Strategy *URD - P 115 - D.4.2.2 => Number of people who completed the e-learning on the Code of Ethics in 2019 *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D.71.5 => Detailed information related to the training on the Code of Ethics indicators <b>Integrated report</b> * P 44 - Main key performance indicators * P 60 - Ethics & Governance * P 62 - Ethics & Governance 2				YES : <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.) <b>Integrated report</b> P 85 - Auditor's Assurance Letter	III.d) 1	10	16
205-3	<b>Universal Registration document</b> *URD - P 114 - D.4.2.2 => Code of Ethics, Global Ethics & Compliance Policy and Processes *URD - P 115 - D.4.2.2 => Atos Ethics & Compliance Awareness Strategy *URD - P 116 - D.4.2.4 Ethics & Compliance Control Measures *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 144 - D.6 Extra-Financial Performance Declaration				YES <b>Universal Registration document</b> P 166 - D.72 Report of one of the Statutory Auditors (.)	III.d) 1	10	16

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

## Energy

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 146 - D7.1.2 Respect of the AA1000 standard *URD - P 147 - D7.1.4 => Topics boundaries *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> * - P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D1.1 Building an integrated thinking *URD - P 64 - D1.1.1 Vision *URD - P 65 - D1.1.2 Strategy *URD - P 66 - D1.1.3 Governance *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 126 - D5.2 Environmental management *URD - P 128 - D5.3 Main environmental risks and opportunities *URD - P 147 - D7.1.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> * - P 10 - Governance * - P 66 - Environment - Disclosure on Management Approach * - P 68 - Environment 2 * - P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 126 - D5.2 Environmental management *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 148 - D7.1.4 => Reporting tool *URD - P 148 - D7.1.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)			
302-1	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 134 - D5.4.3 Energy consumption and intensity ratios *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 145 - D6 Extra-Financial Performance declaration *URD - P 149 - D7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 151 - D7.1.5 => Detailed information regarding energy and GHG emissions KPIs rebaselining  <b>Integrated report</b> * - P 68 - Environment 2 * - P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			7, 8, 12, 13
302-2	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 133 - D5.4.2 Travel and new ways of working *URD - P 134 - D5.4.3 Energy consumption and intensity ratios *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 145 - D6 Extra-Financial Performance Declaration *URD - P 151 - D7.1.5 => Detailed information regarding energy and GHG emissions KPIs rebaselining  <b>Integrated report</b> * - P 68 - Environment 2 * - P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			7, 8, 12, 13
302-3	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 134 - D5.4.3 Energy consumption and intensity ratios *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.1.5 => Detailed information regarding energy intensity indicators *URD - P 151 - D7.1.5 => Detailed information regarding energy and GHG emissions KPIs rebaselining  <b>Integrated report</b> * - P 44 - Main key performance indicators * - P 66 - Environment - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			7, 8, 12, 13
302-4	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 134 - D5.4.3 Energy consumption and intensity ratios *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 150 - D7.1.5 => Detailed information regarding reduction of energy consumption indicator  <b>Integrated report</b> * - P 68 - Environment 2 * - P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			7, 8, 12, 13
302-5	<b>Universal Registration document</b> *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 125 - D5.1 => Overview of main results *URD - P 134 - D5.4.3 Energy consumption and intensity ratios *URD - P 135 - D5.4.4 Other environmental challenges linked to digital solutions and technologies *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 150 - D7.1.5 => Detailed information regarding reductions in energy requirements of product and service indicators  <b>Integrated report</b> * - P 68 - Environment 2 * - P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			7, 8, 12, 13

## Emissions

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 146 - D7.1.2 Respect of the AA1000 standard *URD - P 147 - D7.1.4 => Topics boundaries *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> * - P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (..)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
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GRI Standard	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
Emissions								
103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 146 - D7.1.2 Respect of the AA1000 standard *URD - P 147 - D7.1.4 => Topics boundaries *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> *- P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D1.1 Building an integrated thinking *URD - P 64 - D1.1.1 Vision *URD - P 65 - D1.1.2 Strategy *URD - P 66 - D1.1.3 Governance *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 126 - D5.2 Environmental management *URD - P 128 - D5.3 Main environmental risks and opportunities *URD - P 147 - D7.1.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> *- P 10 - Governance *- P 52 - Business & Innovation *- P 66 - Environment - Disclosure on Management Approach *- P 68 - Environment 2 *- P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 126 - D5.2 Environmental management *URD - P 139 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 148 - D7.1.4 => Reporting tool *URD - P 148 - D7.1.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			
305-1	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 128 - D5.3.1 New requests regarding climate change disclosures *URD - P 131- D5.4.1 Carbon emissions *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.15 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 149 - D7.15 => Detailed information regarding energy and carbon indicators *URD - P 150 - D7.15 => Detailed information regarding GHG emissions				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			3, 12, 13, 14, 15
305-2	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 128 - D5.3.1 New requests regarding climate change disclosures *URD - P 131 - D5.4.1 Carbon emissions *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.15 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 149 - D7.15 => Detailed information regarding energy and carbon indicators *URD - P 150 - D7.15 => Detailed information regarding GHG emissions *URD - P151 - => Detailed information regarding energy and GHG emissions KPIs rebaselining				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			3, 12, 13, 14, 15
305-3	<b>Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 128 - D5.3.1 New requests regarding climate change disclosures *URD - P 131 - D5.4.1 Carbon emissions *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.15 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 149 - D7.15 => Detailed information regarding energy and carbon indicators *URD - P 150 - D7.15 => Detailed information regarding GHG emissions *URD - P151 - => Detailed information regarding energy and GHG emissions KPIs rebaselining				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			3, 12, 13, 14, 15
305-4	<b>Universal Registration document</b> *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 128 - D5.3.1 New requests regarding climate change disclosures *URD - P 131 - D5.4.1 Carbon emissions *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.15 => Detailed information regarding energy and carbon indicators *URD - P 150 - D7.15 => Detailed information regarding GHG emissions *URD - P 151 - Detailed information regarding Science-Based targets  <b>Integrated report</b> *- P 44 - Main key performance indicators *- P 66 - Environment - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			13, 14, 15
305-5	<b>Registration document</b> *URD - P 98 - D3 Generating value with co-innovation and sustainable business solutions *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 124 - D5.1 Environmental extra-financial performance *URD - P 128 - D5.3.1 New requests regarding climate change disclosures *URD - P 131 - D5.4.1 Carbon emissions *URD - P 132 - D5.4.1 => Carbon-saving initiatives, decarbonized energy and offsetting *URD - P 133 - D5.4.2 Travel and new ways of working *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 149 - D7.15 => Detailed information regarding energy and carbon indicators *URD - P 150 - D7.15 => Detailed information regarding GHG emissions  <b>Integrated report</b> *- P 44 - Main key performance indicators *- P 66 - Environment - Disclosure on Management Approach *- P 68 - Environment 2 *- P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			13, 14, 15
305-6	<b>Universal Registration document</b> *URD - P 138 - D5.4.5 => Biodiversity and land use, air emissions and pollution				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			3, 12, 13
305-7	<b>Universal Registration document</b> *URD - P 138 - D5.4.5 => Biodiversity and land use, air emissions and pollution				YES <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)			3, 12, 13, 14, 15

## Employment

103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.3.1 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 146 - D7.1.2 Respect of the AA1000 standard *URD - P 147 - D7.1.4 => Topics boundaries *URD - P 148 - D7.1.5 Methodological detailed information  <b>Integrated report</b> *- P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
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GRI Standard	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
103-2	<b>Universal Registration document</b> *URD - P 95 - D27 Being a responsible employer - KPI overview *URD - P 122 - D45 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D715 => Detailed information related to Human Resources indicators				YES Universal Registration document P 166 - D72 Report of one of the Statutory Auditors (.)			
103-3	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 64 - D111 Vision *URD - P 65 - D112 Strategy *URD - P 66 - D113 Governance *URD - P 147 - D713 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> *. P 10 - Governance *. P 46 - People - Disclosure on Management Approach				YES : Universal Registration document P 166 - D72 Report of one of the Statutory Auditors (.)  Integrated report P 85 - Auditor's Assurance Letter			
401-1	<b>Universal Registration document</b> *URD - P81 - D22 => Number of people entering in the Company per Business Unit *URD - P81 - D22 => Number and rate of people entering in the Company per gender and age *URD - P82 - D22 => Number of people leaving the Company per Business Unit *URD - P 82 - D22 => Number and rate of people leaving the Company per gender and age *URD - P 94 - D26 Employees, Atos main asset *URD - P 94 - D26 => Legal staff breakdown per gender and age *URD - P 95 - D27 Being a responsible employer - KPI overview *URD - P 122 - D45 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D715 => Detailed information related to Human Resources indicators *URD - P 152 - D715 => Detailed information related to employees' turnover				YES Universal Registration document P 166 - D72 Report of one of the Statutory Auditors (.)	la) 1.2. la) 1.3. la) 1.4. la) 21. la) 22	6	5, 8
401-2	<b>Universal Registration document</b> *URD - P 87 - D242 => Health care coverage, death and disability benefits *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 152 - D715 => Detailed information related to Human Resources indicators				YES Universal Registration document P 166 - D72 Report of one of the Statutory Auditors (.)			8
401-3	<b>Universal Registration document</b> *URD - P 93 - D252 => Collective bargaining agreements *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 152 - D715 => Detailed information related to Human Resources indicators				YES Universal Registration document P 166 - D72 Report of one of the Statutory Auditors (.)	lf) 1	6	5, 8

## Training and Education

103-1	<b>Universal Registration document</b> *URD - P 66 - D12 Atos's stakeholders approach *URD - P 69 - D13 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D131 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D132 Atos materiality matrix *URD - P 80 - D22 Attract and develop talents *URD - P 84 - D23 Right People with the right skills *URD - P 146 - D712 Respect of the AA1000 standard *URD - P 147 - D714 => Topics boundaries *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> *. P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 64 - D111 Vision *URD - P 65 - D112 Strategy *URD - P 66 - D113 Governance *URD - P 147 - D713 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> *. P 10 - Governance *. P 46 - People - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			8
103-3	<b>Universal Registration document</b> *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 148 - D714 => Reporting tool *URD - P 148 - D715 Methodological detailed information *URD - P 152 - D715 => Detailed information related to Human Resources indicators				YES <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)			
404-1	<b>Universal Registration document</b> *URD - P 84 - D23 Right People with the right skills *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 142 - D6 Extra-Financial Performance Declaration *URD - P 152 - D715 => Detailed information related to Human Resources indicators *URD - P 152 - D715 => Detailed information related the average hours of training per year per employee  <b>Integrated report</b> *. P 44 - Main key performance indicators *. P 46 - People - Disclosure on Management Approach *. P 48 - People 2				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	le) 2	6	4, 5, 8
404-2	<b>Universal Registration document</b> *URD - P 84 - D23 Right People with the right skills *URD - P 85 - D23 => Service Delivery capabilities *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 142 - D6 Extra-Financial Performance Declaration *URD - P 152 - D715 => Detailed information related to Human Resources indicators  <b>Integrated report</b> *. P 44 - Main key performance indicators *. P 46 - People *. P 48 - People 2				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	le) 1		8
404-3	<b>Universal Registration document</b> *URD - P 84 - D23 Right People with the right skills *URD - P 85 - D23 => Careers within Atos *URD - P 95 - D27 Being a Responsible employer - KPI overview *URD - P 142 - D6 Extra-Financial Performance Declaration *URD - P 152 - D715 => Detailed information related to Human Resources indicators  <b>Integrated report</b> *. P 44 - Main key performance indicators *. P 46 - People - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	le) 1	6	5, 8

## Diversity and Equal Opportunity

103-1	<b>Universal Registration document</b> *URD - P 66 - D12 Atos's stakeholders approach *URD - P 69 - D13 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D131 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D132 Atos materiality matrix *URD - P 89 - D243 Promote Diversity *URD - P 146 - D712 Respect of the AA1000 standard *URD - P 147 - D714 => Topics boundaries *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> *. P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
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# GRI Standards Content Index

GRI Standard	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
Diversity and Equal Opportunity								
103-2	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 64 - D11.1 Vision *URD - P 65 - D11.2 Strategy *URD - P 66 - D11.3 Governance *URD - P 147 - D71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D71.5 Methodological detailed information  <b>Integrated report</b> *- P 10 - Governance *- P 46 - People - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			5
103-3	<b>Universal Registration document</b> *URD - P 95 - D.2.7 Being a Responsible employer - KPI overview *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 148 - D.71.4 => Reporting tool *URD - P 148 - D.71.5 Methodological detailed information *URD - P 152 - D.71.5 => Detailed information related to Human Resources indicators				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
405-1	<b>Universal Registration document</b> *URD - P 89 - D.2.4.3 Promote Diversity *URD - P 91 - D.2.4.3 => Promoting gender *URD - P 92 - D.2.4.3 => A renewed focus on accessibility *URD - P 95 - D.2.7 Being a Responsible employer - KPI overview *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 152 - D.71.5 => Detailed information related to Human Resources KPIs  <b>Integrated report</b> *- P 44 - Main key performance indicators *- P 46 - People - Disclosure on Management Approach *- P 50 - People 2				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter	la) 1.2; la) 1.3; la) 1.4; lf) 1; lf) 2.2; lf) 3	6	5, 8
405-2	<b>Universal Registration document</b> *URD - P 89 - D.2.4.3 Promote Diversity *URD - P 91 - D.2.4.3 => Ratio of total remuneration of women to men by Job Family *URD - P 95 - D.2.7 Being a Responsible employer - KPI overview *URD - P 152 - D.71.5 => Detailed information related to Human Resources indicators				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)	lf) 1	6	5, 8, 10
Customer Privacy								
103-2	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 64 - D11.1 Vision *URD - P 65 - D11.2 Strategy *URD - P 66 - D11.3 Governance *URD - P 147 - D71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D71.5 Methodological detailed information  <b>Integrated report</b> *- P 10 - Governance *- P 52 - Business & Innovation - Disclosure on Management Approach *- P 60 - Ethics & Governance - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 111 - D.41 Ethics & Compliance challenges *URD - P 148 - D.71.4 => Reporting tool *URD - P 148 - D.71.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
418-1	<b>Universal Registration document</b> *URD - P 104 - D.3.3.2 Protecting personal data in a data driven world *URD - P 110 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview  <b>Integrated report</b> *- P 44 - Main key performance indicators				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			16
Socio-economic Compliance								
103-1	<b>Universal Registration document</b> *URD - P 66 - D1.2 Atos's stakeholders approach *URD - P 69 - D1.3 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D1.31 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D1.3.2 Atos materiality matrix *URD - P 113 - D4.21 Atos Ethics and Compliance Program *URD - P 146 - D71.2 Respect of the AA1000 standard *URD - P 147 - D71.4 => Topics boundaries *URD - P 148 - D71.5 Methodological detailed information  <b>Integrated report</b> *- P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking *URD - P 64 - D11.1 Vision *URD - P 65 - D11.2 Strategy *URD - P 66 - D11.3 Governance *URD - P 147 - D71.3 Alignment with Global reporting initiative standards (GRI) *URD - P 148 - D71.5 Methodological detailed information  <b>Integrated report</b> *- P 10 - Governance *- P 46 - People - Disclosure on Management Approach *- P 60 - Ethics & Governance - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 139 - D.5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 148 - D.71.4 => Reporting tool *URD - P 148 - D.71.5 Methodological detailed information				YES <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)			
419-1	<b>Universal Registration document</b> *URD - P 113 - D.4.21 Atos Ethics and Compliance Governance *URD - P 116 - D.4.2.4 Ethics & Compliance Control Measures *URD - P 122 - D.4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 136 - D.5.4.4 => Other environmental challenges posed by hardware *URD - P 139 - D.5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 142 - D.6 Extra-Financial Performance Declaration *URD - P 152 - D.71.5 => Detailed information regarding non-compliance with laws and regulations in the social and economic area  <b>Integrated report</b> *- P 44 - Main key performance indicators *- P 60 - Ethics & Governance - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D.7.2 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			16

GRI Standard	Page number(s)	Omission			External Assurance	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation				
Atos Specific KPIs								
103-1	<b>Universal Registration document</b> *URD - P 66 - D12 Atos's stakeholders approach *URD - P 69 - D13 Atos materiality assessment and the Corporate Responsibility dashboard *URD - P 70 - D131 Identification and prioritization of relevant Corporate Responsibility issues *URD - P 71 - D132 Atos materiality matrix *URD - P 146 - D712 Respect of the AA1000 standard *URD - P 147 - D714 => Topics boundaries *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> * P 38 - Materiality & challenges				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-2	<b>Universal Registration document</b> *URD - P 64 - D11 Building an integrated thinking   *URD - P 64 - D111 Vision   *URD - P 65 - D112 Strategy   *URD - P 66 - D113 Governance   *URD - P 147 - D713 Alignment with Global reporting initiative standards (GRI)   *URD - P 148 - D715 Methodological detailed information  <b>Integrated report</b> * P 10 - Governance * P 46 - People - Disclosure on Management Approach * P 52 - Business & Innovation - Disclosure on Management Approach * P 60 - Ethics & Governance - Disclosure on Management Approach * P 66 - Environment - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
103-3	<b>Universal Registration document</b> *URD - P 95 - D27 Being a responsible employer - KPI overview *URD - P 110 - D37 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 122 - D45 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 139 - D55 Supporting the transition to a low-carbon economy - KPI overview *URD - P 148 - D714 => Reporting tool *URD - P 148 - D715 Methodological detailed information				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A2	<b>Universal Registration document</b> *URD - P 93 - D252 => Taking into account employees' expectations *URD - P 97 - D27 Being a Responsible employer - KPI overview *URD - P 142 - D6 Extra-Financial Performance Declaration *URD - P 152 - D715 => Detailed information related to employee satisfaction indicator  <b>Integrated report</b> * P 44 - Main key performance indicators * P 46 - People - Disclosure on Management Approach   * P 50 - People 2				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A3	<b>Universal Registration document</b> *URD - P 98 - D3 Generating value with co-innovation and sustainable business solutions *URD - P 104 - D3.31 =>Security Key Performance Indicators and reporting *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 143 - D6 Extra-Financial Performance Declaration *URD - P 153 - D715 => Detailed information related to ISO 27001 Audits  <b>Integrated report</b> * P 34 - Risks and opportunities   * P 44 - Main key performance indicators * P 52 - Business & Innovation - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A6	<b>Universal Registration document</b> *URD - P 92 - D2.5 Building a Great Place to Work *URD - P 96 - D2.7 Being a Responsible employer - KPI overview *URD - P 152 - D715 => Detailed information regarding diversity perception indicator				YES <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)			
A7	<b>Universal Registration document</b> *URD - P 107 - D352 Offerings contributing to sustainability *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview   *URD - P 128 - D5.3 Main environmental risks and opportunities *URD - P 137 - D5.44 => Sustainable digital solutions (IT for Green and Decarbonization) *URD - P 153 - D715 =>Detailed information related to Sustainable technologies and solutions				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			8, 12, 16
A10	<b>Universal Registration document</b> *URD - P 98 - D3 Generating value with co-innovation and sustainable business solutions *URD - P 105 - D3.4 Innovative approach of sustainable business *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview *URD - P 143 - D6 Extra-Financial Performance Declaration *URD - P 153 - D715 =>Detailed information related to client innovation workshops [A10]  <b>Integrated report</b> * P 44 - Main key performance indicators * P 52 - Business & Innovation - Disclosure on Management Approach * P 54 - Business & Innovation 2				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A11	<b>Universal Registration document</b> *URD - P 97 - D2.7 Being a Responsible employer - KPI overview				YES <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)			
A12	<b>Universal Registration document</b> *URD - P 44 - C11 Atos sales and business development approach *URD - P 98 - D3 Generating value with co-innovation and sustainable business solutions *URD - P 106 - D3.51 Digital Transformation Factory *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview   *URD - P 143 - D6 Extra-Financial Performance Declaration				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A14	<b>Registration document</b> *URD - P 98 - D3 Generating value with co-innovation and sustainable business solutions *URD - P 127 - D5.23 Environmental Management System and ISO 14001 certification *URD - P 140 - D5.5 Supporting the transition to a low-carbon economy - KPI overview  <b>Integrated report</b> * P 44 - Main key performance indicators * P 66 - Environment - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A16	<b>Universal Registration document</b> *URD - P 89 - D2.42 => Smart Working Conditions *URD - P 96 - D2.7 Being a Responsible employer - KPI overview  <b>Integrated report</b> * P 44 - Main key performance indicators   * P 46 - People - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A17	<b>Universal Registration document</b> *URD - P 118 - D4.32 Enhance Sustainable relation *URD - P 122 - D4.5 Ethical & Governance excellence in Atos's sphere of influence - KPI overview *URD - P 153 - D715 => Detailed information related to Supplier Screening and anti-corruption  <b>Integrated report</b> * P 44 - Main key performance indicators * P 60 - Ethics & Governance - Disclosure on Management Approach				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			
A19	<b>Universal Registration document</b> *URD - P 110 - D3.7 Generating value with co-innovation and sustainable business solutions - KPI overview   *URD - P 137 - D5.55 => Waste and e-waste				YES <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)			
A20	<b>Universal Registration document</b> *URD - P 128 - D5.3 Main environmental risks and opportunities *URD - P 129 - D5.32 => More frequent and more extreme natural events and disasters *URD - P 141 - D5.5 Supporting the transition to a low-carbon economy - KPI overview *URD - P 145 - D6 Extra-Financial Performance Declaration  <b>Integrated report</b> * P 44 - Main key performance indicators   * P 66 - Environment - Disclosure on Management Approach   * P 68 - Environment 2   * P 70 - Environment 3				YES : <b>Universal Registration document</b> P 166 - D72 Report of one of the Statutory Auditors (.)  <b>Integrated report</b> P 85 - Auditor's Assurance Letter			

## Auditor's assurance letter

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# Compliance with the AA1000 standard

**Atos uses the AA1000 AS (2018) standard as framework to structure its stakeholders' dialogue, in alignment with the following principles:**

### **Inclusivity**

To ensure the Atos corporate social responsibility strategy meets the expectations of its stakeholders, regular meetings, discussions, and surveys are organized to share views and get inputs on different areas of concern. A global stakeholders meeting is organized yearly to address key subjects for Atos and also regular consultations with different parties.

### **Materiality**

The sustainability challenges considered to be the most significant for Atos activities are selected on a yearly basis. The materiality assessment is established based on Atos's stakeholders' expectations as well as Atos's internal prioritization which is developed based on objective criteria related to its markets, opportunities and actions.

### **Responsiveness**

Since 2013, Atos has had a steady commitment to adhere to Integrated Reporting international principles. Atos aims at having a conducive reporting environment to articulate its strategy, which must help to drive performance internally and better explain to investors the value creation over time.

### **Impact**

Atos launched in 2018 an impact valuation assessment with the objective to measure the most relevant externalities. This analysis aims to explain Atos' most relevant impacts and show how Atos monitors, measures and responds to the impact of its actions on broader ecosystems.

# Auditor's Assurance Letter

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

*Year ended December 31, 2019. 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 integrated report on pages 1 to 71 (hereinafter the "Information") for the year ended December 31, 2019.

### 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 integrated report, ATOS SE takes into account the GRI (Global Reporting Initiative) standards 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 integrated 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) 3000<sup>(1)</sup>.

### Nature and scope of procedures

We have carried interviews with the people responsible of preparing the Information within the departments in charge of 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;
- **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 "Main Key Performance Indicators" table in pages 44 and 45<sup>(2)</sup>:

- **for the consolidating entity**, we consulted the documentary sources and conducted interviews to corroborate the qualitative information<sup>(3)</sup> (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 integrated report;

- **for a representative sample of entities**<sup>(4)</sup> 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 22% and 42% 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 71 of the integrated report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines.

### Nature and scope of procedures

We conducted the following procedures, which correspond to the requirements of a Type 2 verification in accordance with the AA1000 AP (2018) standard, that lead to obtain a moderate assurance on the fact that the description of the Principles has no significant anomalies that call into question its fairness, in all material aspects. A higher level of assurance would have required more extensive review.

We met the people contributing to the identification of key issues, facilitation and reporting of Corporate Responsibility (Executive Committee, Head of Corporate Responsibility and Human Resources), in order to assess the implementation of the report's preparation process as defined by the Group.

We interviewed the persons responsible of the "Global Business Unit" representing different geographical areas in order to understand how they deploy the policies defined by the Group's Corporate Responsibility, to assess the consistency of the issues identified by the Group with local CR issues and identify possible specific local issues existence.

We conducted tests at corporate level on the implementation of the procedure related to:

- Identification of stakeholders and their expectations;
- Identification of material Corporate Responsibility issues;
- Implementation of policies and guidelines of Corporate Responsibility.

### Conclusion

Based on our work, we did not identify any material anomaly likely to call into question the fact that the description made by the Group in the integrated report on the compliance with principles of inclusivity, materiality, responsiveness and impact as set out in the AA1000 AP (2018) standard in the process of developing the integrated report has been presented fairly, in all material aspects.

Paris-La Défense, May 27<sup>th</sup>, 2020

One of the Statutory Auditors  
**Deloitte & Associés**

**Christophe Patrier**  
Partner

**Erwan Harscoët**  
Director Sustainability Services

<sup>(1)</sup> ISAE 3000: Assurance engagements other than audits or reviews of historical information

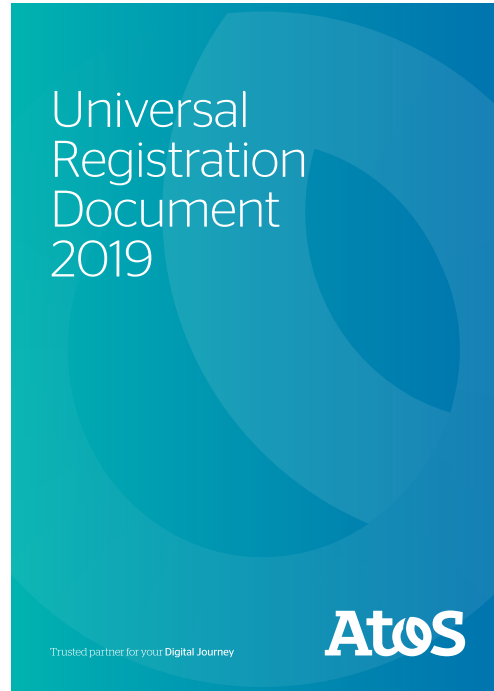
<sup>(2)</sup> **Quantitative information:** Average hours of training that employees have undertaken during the year; Percentage of employees with an Individual Development Plan; Number of digital certifications obtained per year; Percentage of female within Atos; Percentage of women identified in talents pool; Atos Trust Index\* informed by Great Place to Work (GPTW); Absentee rate (%); Net Promoter Score for all clients; Client innovation workshops delivered in GBUs; Percentage of coverage of ISO 27001 certifications; Total number of material complaints regarding breaches of customer privacy and losses of customer data giving rise to legal proceedings with an amount claim of at least 300k; Offsetting of all data centers GHG emissions (%); Percentage of female 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 Offices and Datacenters ISO14001 certified; Percentage of the strategic data centers that have synchronous data replication capacities.

<sup>(3)</sup> **Qualitative information:** New milestone for the Scientific Community; Our journey from carbon reduction to carbon neutrality; A growing ecosystem.

<sup>(4)</sup> **Sample of entities:** Atos Netherlands, Atos United-Kingdom, Atos Hong-Kong.

## Publications & Contributors

# Atos 2019 Reports



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### Our corporate responsibility process

This report is an essential tool in our corporate responsibility process which is supported by on-going dialogue with our stakeholders, who include clients, employees, business partners and suppliers, as well as communities, public authorities, our shareholders and the investment and analyst community.

The reporting process was overseen by the Atos Corporate Responsibility Office and more than 700 employees from around the world contributed to reaching our global 2019 corporate responsibility performance goals by collecting and interpreting all the KPIs' relevant data.

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