

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	+2.3%	10.2%	0.7bn
2018	+1.2%	10.3%	0.7bn
2019	+1.4%	10.3%	0.6bn
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% ⁽¹⁾
2018	48% (including Worldline)
2019	59% (excluding Worldline)
2021	50% ⁽²⁾

Ethics & Governance

KPI	To increase the % of employees trained in the Code of Ethics	To increase the % of total spend assessed by supplier sustainability rating agency EcoVadis
2017	91%	54%
2018	92%	55%
2019	95%	56%
2021	100%	70%

Environment

KPI	To reduce CO ₂ emissions by revenue (tCO ₂ per €Million)
2017	24.9 ⁽³⁾
2018	22.5 ⁽³⁾
2019	21 ⁽³⁾
2021	-7 to -20% ⁽⁴⁾

⁽¹⁾ NPS for top clients including Worldline
⁽²⁾ above 50% for larger client scope
⁽³⁾ Global GHG emissions (tCO₂e) after uplifting to 100% and rebaselining taking into account acquisitions and divestitures
⁽⁴⁾ 2016 baseline