Integrated Report 2020

Atos

This Integrated Report provides a comprehensive snapshot of the financial and non-financial performance of Atos in 2020. This is the third annual Integrated Report, in which Atos sets out its vision, strategy, business model, governance and main financial and non-financial achievements of the year.

In this document, we share our vision of digital transformation with purpose, our strategy and our business model for creating value for our stakeholders through financial, environmental and societal achievements.

[GRI 102-1]

These achievements include our ambitious commitment to reaching net-zero carbon emissions as soon as 2028, on scopes 1-2-3, and following the principles of the United Nations Sustainable Development Goals.

Methodology

As a member of the International Integrated Reporting Council, we closely follow the principles and concepts of its International Integrated Reporting Framework.

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 bottom of specific pages with the following codification: [GRI XXX-XX]. In addition, our non-financial performance indicators are also aligned to the Sustainability Accounting Standards Board (SASB), standards for the Software & IT Services industry.

Our raison d'être

The first listed French company to embed its purpose into its corporate statutes, Atos has ensured since 2019 that all its decisions and actions are fully aligned with its mission and core values:

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.

To find out more, visit the 2020 Universal Registration Document on atos.net

The leader in secure and decarbonized digital

We are the global leader in secure and decarbonized digital, supported by the talent and diversity of 105,000 employees in 71 countries who generate our annual revenue of €11.2 billion.

We offer our clients a range of market -leading digital solutions and products alongside consultancy services, flawless digital security and decarbonization offerings in an end-to-end partnership approach.

In 2020, we transformed Atos into an industry-focused organization. We redesigned our go-to-market and expanded our portfolio for six global industries. We further developed our people's skills to ensure we are fully aligned to our clients, delivering more than 85,000 certifications in digital skills. To help our clients meet their business challenges, we launched our c. €2 billion Atos OneCloud initiative, completed ten acquisitions in digital, cloud, security and decarbonization and enhanced our position in frontier technologies such as quantum computing.

105,000 employees working in 71 countries representing 139 nationalities

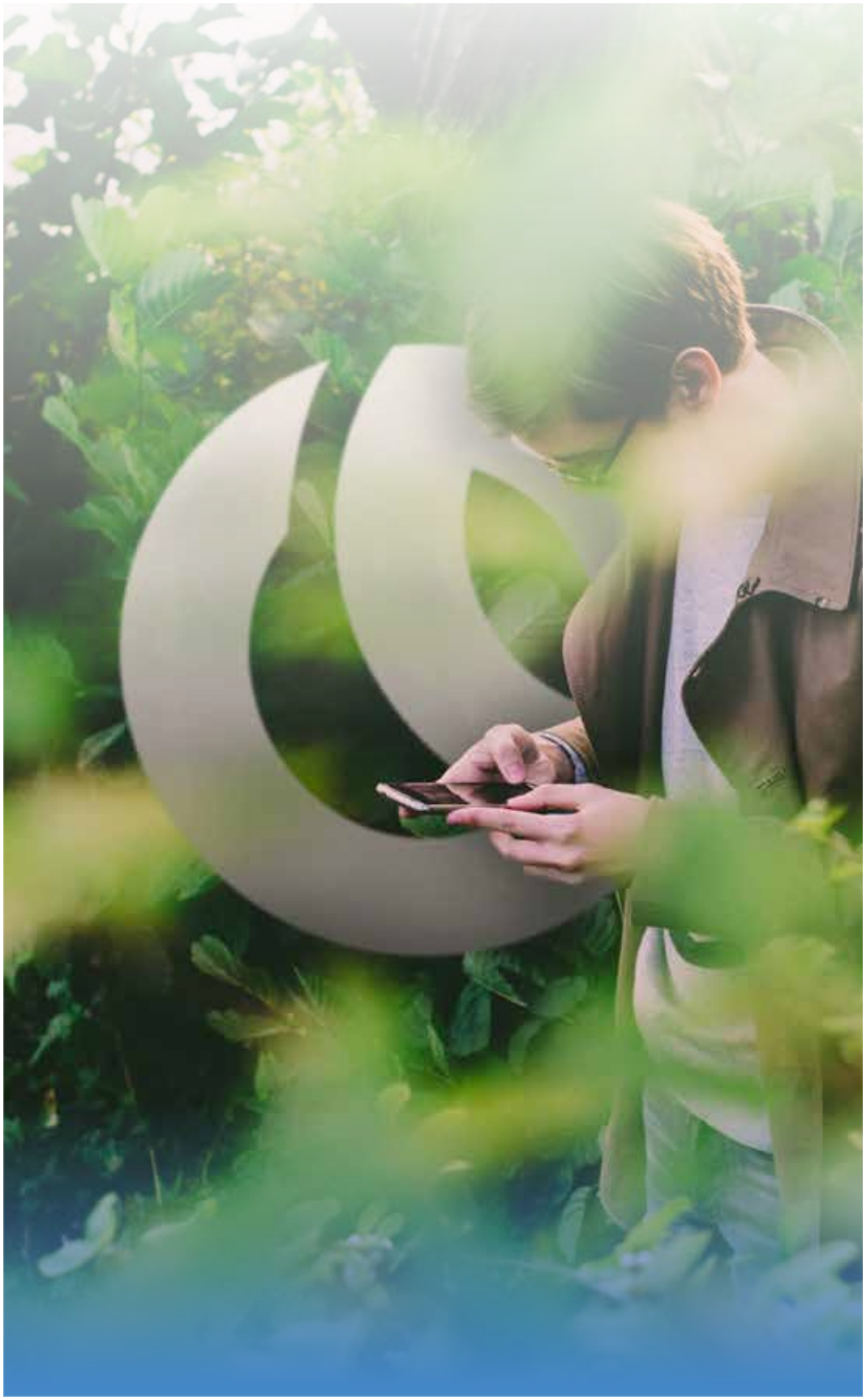
Atos is the Worldwide Information Technology Partner for the Olympic and Paralympic Games and we are on track to deliver Tokyo 2020, which was delayed due to COVID-19, in 2021. Our partnership with the Games was extended in 2020 through to 2024, giving us the opportunity, as the lead integrator for technology, to further support the digital transformation of the Olympic Games. We are already actively engaged in work to secure the technology infrastructure for the Olympic Winter Games Beijing 2022 and Olympic Games Paris 2024.

Our purpose is to help design the future of the information space. Atos scientists, experts and R&D programs regularly contribute to the development of scientific and technological excellence. In 2020 we released the acclaimed report Journey 2024, our compelling vision of the technology trends that will change business in the next few years.

We operate under the brands Atos and Atos|Syntel. Atos is an SE (Societas Europaea), listed on the CAC40 Paris stock index.

To find out more visit the 2020 Universal Registration Document section 1 Group Overview

[GRI 102-1]



GOAL TO ZERO
CLOUD FOR GOOD
GREEN IT
TECH CARE
WOMEN IN TECH

Contents

2020 in numbers

+10% order entry, record high bookings
46% revenue from digital, cloud, security & decarbonization (vs 40% in 2019)
424 Client Innovation Workshops (record high)
65% Net Promoter Score (vs 59% in 2019)
30% Women in Executive Management (vs 13% in 2019)
65% Great Place to Work Trust Index (vs 58% in 2019)
2028 Net-zero ambition – **22 years** in advance of Paris Agreement
#1 ESG in IT services industry (DJSI, out of 86 companies)

Internal carbon pricing mechanism launched (€80/ton CO_2)
15% reduction in CO_2 emissions
2 Atos supercomputers in the top 5 of the Green500 list
15 Atos supercomputers in the Top 100
85,216 digital certifications (51,376 in 2019)

Atos today
02 Group profile
08 Editorial by Bertrand Meunier, Chairman of the Board of Directors, Atos
10 Interview with Elie Girard, Chief Executive Officer, Atos

Vision and strategy
14 Market trends
16 Strategy
20 Business model
22 Interview with Sophie Proust, Chief Technology Officer, Atos

Performance
26 Main achievements
28 Financial performance
30 Integrated performance dashboard

Corporate Governance
32 Board of Directors
34 Group General Management Committee
36 Risk management

Creating value through Corporate Social Responsibility
38 Setting higher CSR standards in our industry
44 Risks and opportunities
46 Materiality and challenges
48 Main key performance indicators
52 Environment
58 Social
66 Governance

Stakeholder information
72 Fulfilling the expectation of information using GRI and SASB Standards
73 GRI Standards content index
87 Auditor's assurance letter
89 Contacts and contributors

Editorial by Bertrand Meunier

Chairman of the Board of Directors, Atos

"The Board of Directors joins me in thanking all our people for successfully implementing our ambitious plans with energy and enthusiasm."

Bertrand Meunier

Successfully transforming Atos for the future

Your Board of Directors is responsible for determining and approving the Company's strategic direction and overseeing its implementation. In what has been an extraordinary year, Atos has shown its capacity to carry out its ambitious strategy for change and deliver record results. 2020 has undoubtedly been a year of significant achievements. The resilience and relevance of Atos's business model have been much in evidence throughout the year, especially during a period of continued volatility when our customers across the world faced multiple waves of the COVID-19 crisis.

Equally importantly in 2020, Atos has built the foundations for the growth agenda that we announced last year and presented at the OGM of shareholders on October 27th. We have significantly strengthened the business, organically and with acquisitions, particularly in digital, cloud, security and decarbonization. The Spring initiative has transformed the organization to be fully aligned with the industries it serves. Through the deep knowledge of our client's industries and their businesses, our value to clients has been enhanced. Spring has also enabled the Company to strengthen its focus on innovation, quality and competitiveness.

Sincere thanks

I would like to express my sincere gratitude to all our people for their enormous efforts in a year which has entailed many significant personal challenges. Throughout this time, the safety of our employees has been our first priority and we have made every effort to understand the reality of what our employees were experiencing across the 71 countries in which we operate. We are delighted that these efforts have been recognized in the outstanding achievements of our Great Place to Work scores.

Despite these challenges, Atos's employees have delivered real value for our clients and all stakeholders. Given everything that has been achieved this year, the Board of Directors joins me in thanking all our people for successfully implementing our ambitious plans with energy and enthusiasm.

Main perspectives for 2021

We are confident that Atos's strategy to reinforce its capabilities in digital, cloud, security and decarbonization is the right one and we intend to continue to drive it forward.

A major part of our success is due to our deeply held belief in the Atos Purpose. This extends beyond the business to encompass the whole of society, enabling it to live, work and grow sustainably in a safe and secure information space.

Never has this been more important. After almost a year of enduring the COVID-19 pandemic, Atos has learned a great deal about helping clients navigate the crisis. On the one hand, we have seen major disruptions in working practices, business models, travel regulations and security. On the other hand, we have initiated some impressive and innovative approaches to adapting to all of these challenges. What we have learnt will serve us in good stead in 2021 and beyond.

It is my strong conviction that Atos is very well positioned to accompany our clients and their businesses as well as society at large and to help them embrace the new technology related imperatives of the post COVID-19 era and face the exciting times that lie ahead with confidence.

Interview with Elie Girard

Chief Executive Officer, Atos

"We are leading the conversation about how to move forward in the post-COVID-19 era and prepare for the rebound we are all hoping for."

Elie Girard

This has been a complex year for companies around the world. How did Atos fare in this context?

This year, the safety of our employees and their families has been my greatest concern. Using our expertise and knowledge, we were able to fully adopt home working across the Group, moving from 20% to 96% of our employees worldwide working from home in a matter of days.

This resilience enabled us to fully support our clients throughout the year. Our business continuity plans and security capabilities ensured service availability for all clients, including seamless continuation of mission-critical activities across healthcare, the public sector and critical infrastructure.

We also joined the fight against COVID-19, leveraging our technologies to support vaccine research at numerous centers and labs around the world.

Now, we are leading the conversation about how to move forward in the post-COVID-19 era and prepare for the rebound we are all hoping for. Together with clients and our Scientific Community, we are exploring new ways to enable businesses and governments to become more resilient and sustainable in the long term.

I am incredibly grateful to all Atos colleagues for their truly exceptional work, dedication and agility over this year.

What important milestones did Atos achieve in 2020?

First and foremost, more clients put their trust in us. We have delivered a record year for commercial sales. The Spring transformation is driving our ambition to be the leader in secure, decarbonized digital — creating a phenomenal response from clients and accelerating our commercial momentum throughout the year.

It is not only a matter of book to bill, which has been strong throughout the year, leading to 119%. We are also very pleased that the digital component of our sales has increased: 46% of our 2020 revenue was achieved in the digital, cloud, security and decarbonization areas, up from 40% in 2019 and towards 65% mid-term.

In 2020, we signed 10 acquisitions to propel Atos towards its ambition.

We also strengthened our partnerships and enlarged our ecosystem, not only with major players but also with startups that drive innovation – through Atos Scaler, our new accelerator.

We also launched Atos OneCloud with a c. €2 billion investment. Atos OneCloud is the only solution on the market that blends customized industry consulting with application transformation expertise in an end-to-end set of services.

Our portfolio of decarbonization solutions is already delivering results for our clients and driving growth. Atos itself has been carbon-neutral since 2018 and we are on track to achieve net-zero by 2028.

[GRI 102-14]

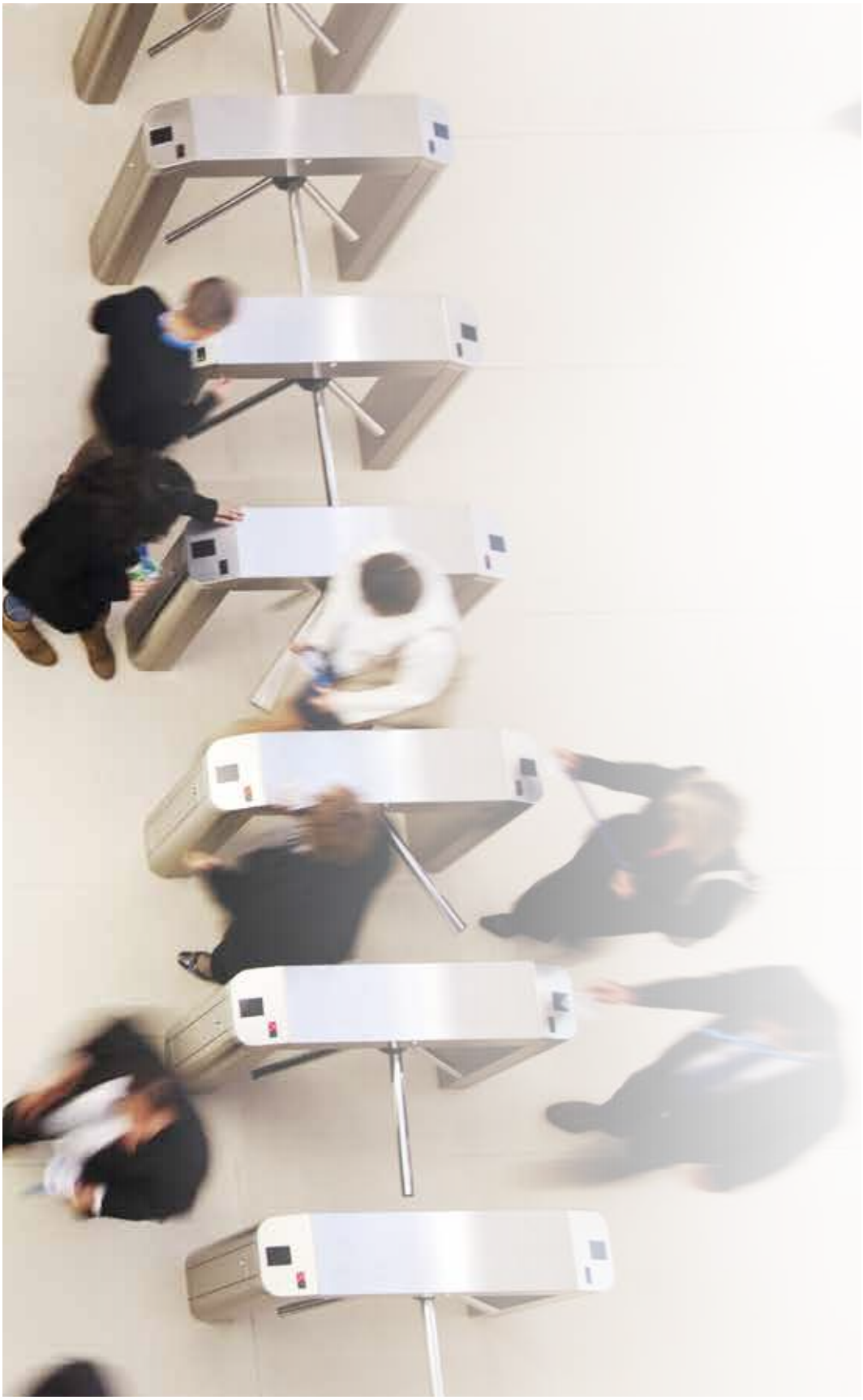
What are your thoughts and priorities for 2021?

In 2021, we will deliver an important milestone of our growth agenda and mid-term plan. First and foremost, there is a clear drive within Atos to achieve our transformation towards much stronger growth. The current high levels of commercial activity will definitely support our return to growth in 2021.

In that context, our priority is to maintain the commercial momentum and high performance levels we saw in 2020, while focusing on additional structural actions in both cost (to improve profitability) and cash (to increase the conversion to free cash flow).

Another priority is improving our business mix towards digital, cloud, security and decarbonization— areas which are also supported by our acquisition strategy.

Finally, we have made significant steps in the ESG domain. An ethos of social responsibility is part of the Atos DNA that all our employees share, which we leverage for the benefit of our clients and our shareholders.



A year of accelerating digital transformation

Over the last decades, the digital revolution has transformed our lives as consumers. Now it is transforming all parts of the world of business.

Significant breakthroughs in technologies such as the Internet of Things (IoT), artificial intelligence (AI) and blockchain are accelerating transformation in all industries, offering both tremendous opportunities and challenges.

By 2022, analysts estimate that 60%+ of the global Gross Domestic Product (GDP) will be digitized, transforming offerings, operations, and business partnership relationships throughout the whole economy.

This also increases exposure to cyber threats and data protection concerns both of which require increased focus in the years ahead.

During the COVID-19 pandemic, key areas of digital transformation, such as the consumption of cloud services or the deployment of digital workplaces, accelerated and this trend is set to continue.

We believe that there are four technology imperatives for business to embrace in the post-COVID-19 era. They address the challenges of sustainability, trust and collective value and show how society can use technology to build back better after the crisis.

- Technology mastery
- Frictionless working
- Building data equity
- Sustainable by purpose

This approach is explored in depth in our report, preparing for the rebound after the COVID-19 crisis, which can be found on atos.net.

Implementation of the new industry led organization to drive customer obsession

SPRING

The race to new industry expertise and solutions

In 2020, Atos launched its customer-centric transformation program: Spring. As part of this landmark initiative, we established six Global Industry lines at Atos which are helping us build even closer links with our clients and achieve client satisfaction. This vertical approach has enhanced our capability to address business and technology transformation across all these key global industries: **Manufacturing; Financial Services & Insurance; Public Sector & Defense; Telecom, Media & Technology; Resources & Services; and Healthcare & Life Sciences**.

Our Scientific and Expert communities have also shifted into industry domains. With this pivot, we are making sure that the technologies, products, and patents we design and develop have specific industry requirements at their heart.

Spring has had an immediate impact on Atos and on the experience of our clients. In the first year of the new organization, we increased our Net Promoter Score by six points to **65%**.

Leaders in our sector

In 2020, major industry analyst firms assessed Atos capabilities and positioned Atos as follows:

Creating new data-driven services and business models

At Atos, we believe that digitalization has only delivered a fraction of its potential. While the data deluge of the last decade will accelerate, it will now be topped by a profusion of data-driven services.

Our relentless focus on value, innovation and security

In this new era, our clients are calling above all for value, safety and the highest levels of customer and employee experience. They require outcome-based services that are innovative, flexible, secure and decarbonized.

The needs of our clients around digital, cloud, security, and decarbonization are accelerating. At Atos, we have the experience and the expertise to meet all their requirements.

We are global experts in seven key digital breakthroughs:

84% of enterprises have a multi-cloud strategy

50% of workloads run on hybrid cloud today

70% of economic value will be created by digital platforms

25% CAGR 2019-2025 for business critical applications

40% remote working will be the new normal

#1 in cybersecurity in Europe

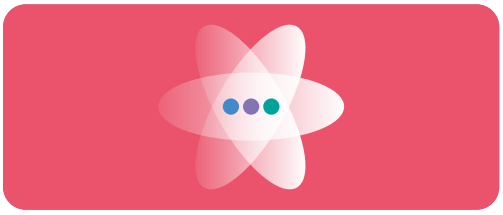
77% of customers have already set emission reduction targets

1. Full stack cloud

With its full stack, end-to-end capabilities, Atos is uniquely positioned for the cloud revolution. In 2020, Atos launched its Atos OneCloud offering, a unique initiative to accelerate its clients' migration to the cloud, supported by a dedicated c. €2 billion investment over the next five years. The strength of Atos OneCloud is based on Atos's ability to orchestrate any combination of individual offerings and to tailor them by industry.

2. Business critical applications

Digital transformation has put business critical applications at the heart of business continuity for all major industries. Whether reducing R&D cycles or optimizing production processes, Atos is using IoT and data analytics to drive business critical outcomes. Our industry knowledge, our end-to-end technology, our know-how in managed services and our leadership in edge computing make us the partner of choice in this fast-growing market.



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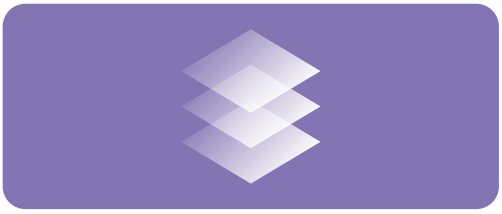
3. Digital platforms

Digital platforms will be responsible for an estimated 70% of the new value created in the economy. Digital platforms, which enable the sharing of data from enterprises within or across value chains, represent a huge untapped opportunity in the B2B world. Through its end-to-end digital capabilities combined with a deep industry knowledge, Atos, as a recognized leader in security and computing, is ideally positioned to be the neutral enterprise operator of digital platforms.

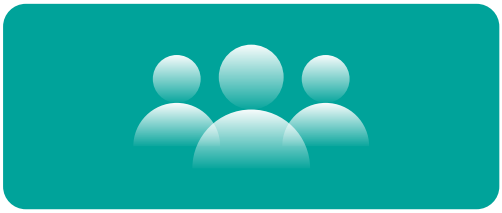


4. Customer experience

In this new era of digitalization, customer experience will be critical to expand the reach of newly created data-driven services. This will leave the sole domain of user interface to encompass further immersive experience, real-time innovation and seamless omni-channel, as well as "No User Interface" logic. Atos leverages IP-driven solutions to bring technologies such as artificial intelligence / machine learning (AI/ML), IoT / edge (local computing), and real-time cloud and application architectures in the area of customer experience that unleash the power of digitalization. We have the industry expertise, innovation skills and strong commitment to customer satisfaction to bring new experiences to life.

5. Employee experience

Before COVID-19, only 10% of employees worked from home in most organizations. Almost overnight, that went to 90%+. Atos anticipates that more than 40% of work-from-home will be the new normal. In this context, employee experience is a strategic priority. Building on our industry knowledge and expertise in Unified Communications, digital workplace and cybersecurity, Atos is helping its clients reimagine new ways of working and reinvent the employee experience.

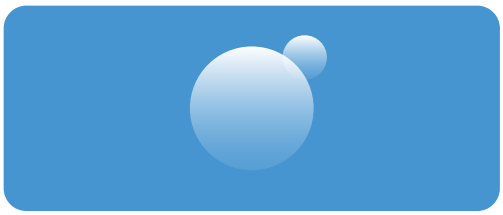


6. Digital security

Digital security encompasses not only cybersecurity but also mission-critical systems, IoT security, and economic security. Cybersecurity is evolving at an extremely rapid pace due to an ever-changing cyber threat landscape, a pervasive data environment, and an increased attack surface. Atos is number three in cybersecurity services worldwide. In 2020, we acquired Paladion, adding a cutting-edge AI-powered platform to our portfolio and positioning us to generate more than €2bn annual revenue in digital security in the mid-term.

7. Decarbonization

In 2020, Atos made a public commitment to be Net-Zero Carbon by 2028. We also acquired EcoAct, enhancing our unique decarbonization offering which helps customers accelerate their transition to net-zero using innovative Decarbonization Level Agreements. As decarbonization enters the boardrooms of our clients and is driven by unprecedented public policies and societal aspirations, we expect to generate more than €500m revenue mid-term by supporting our clients on their journey to decarbonization.



Five drivers to become the global leader in secure and decarbonized digital

1
Spring: an industry-led organization with a vertical portfolio and go-to-market approach, focusing on six key industry sectors.

2
Mobilize and develop people skills, attracting the best talents from leading universities and developing their skills.

3
Technology and open innovation, with investment in R&D at c.€235m per year.

4
Alliances and partnerships: global alliances: e.g. Dell EMC, Siemens, cloud hyperscalers: Amazon Web Services, Google Cloud, Microsoft Azure.

5
Mergers and acquisitions: bolt-on acquisitions to boost key offerings, particularly in decarbonization, cloud and digital security.

To find out more visit the 2020 Universal Registration Document section 1 Group Overview

Raison d'être

We believe that our raison d'être will be a vital ingredient for success in the years to come. It will maximize potential and sustainability by keeping our long-term path and values clearly defined.

Atos approaches the application of its raison d'être according to three pillars: building a trusted digital space, taking part in tackling climate change and contributing to scientific and technological excellence.

In 2020 Atos established an internal working group of 50 employees with relevant expertise from across our operational and support functions to ensure the key objectives in our raison d'être were properly implemented and promoted in all our activities.

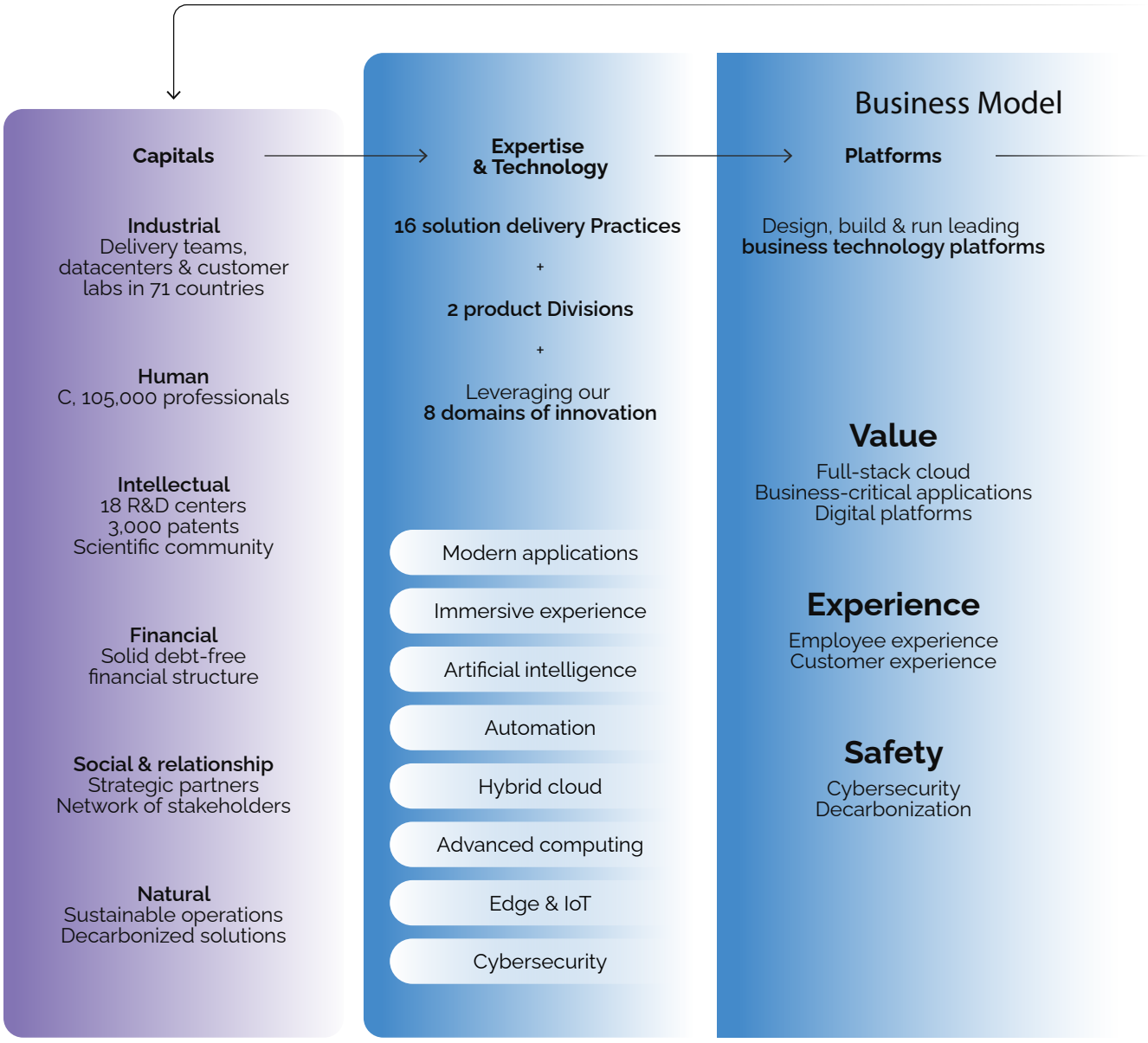
Key mid-term objectives
Atos has aligned its strategy and operations to reach the following mid-term financial targets:
- A revenue growth at constant exchange rates between +5% and +7%
- An operating margin rate between 11% and 12% of revenue
- A free cash flow conversion above 60% of operating margin

Our ambition is to:
- Deliver a sound, profitable top line growth
- Rebalance the Atos group business mix so that digital, cloud, security and decarbonization represent 65% of the Group revenue, compared to 40% in 2019
- Enhance technological innovation at the heart of our group and accelerate the upskilling of our people
- Demonstrate our comment to decarbonization: Reach net zero emissions by 2028 and reduce by 50% the global carbon emissions under our control and influence (scopes 1, 2, 3) by 2025
- Continue our focus on diversity, reaching gender balanced recruitment.

To find out more visit the 2020 Universal Registration Document section 1 Group Overview

Sustainable digital transformation

The following value creation model shows how Atos creates inclusive and sustainable value for all its stakeholders. The Atos integrated management dashboard measures both financial and non-financial performance.



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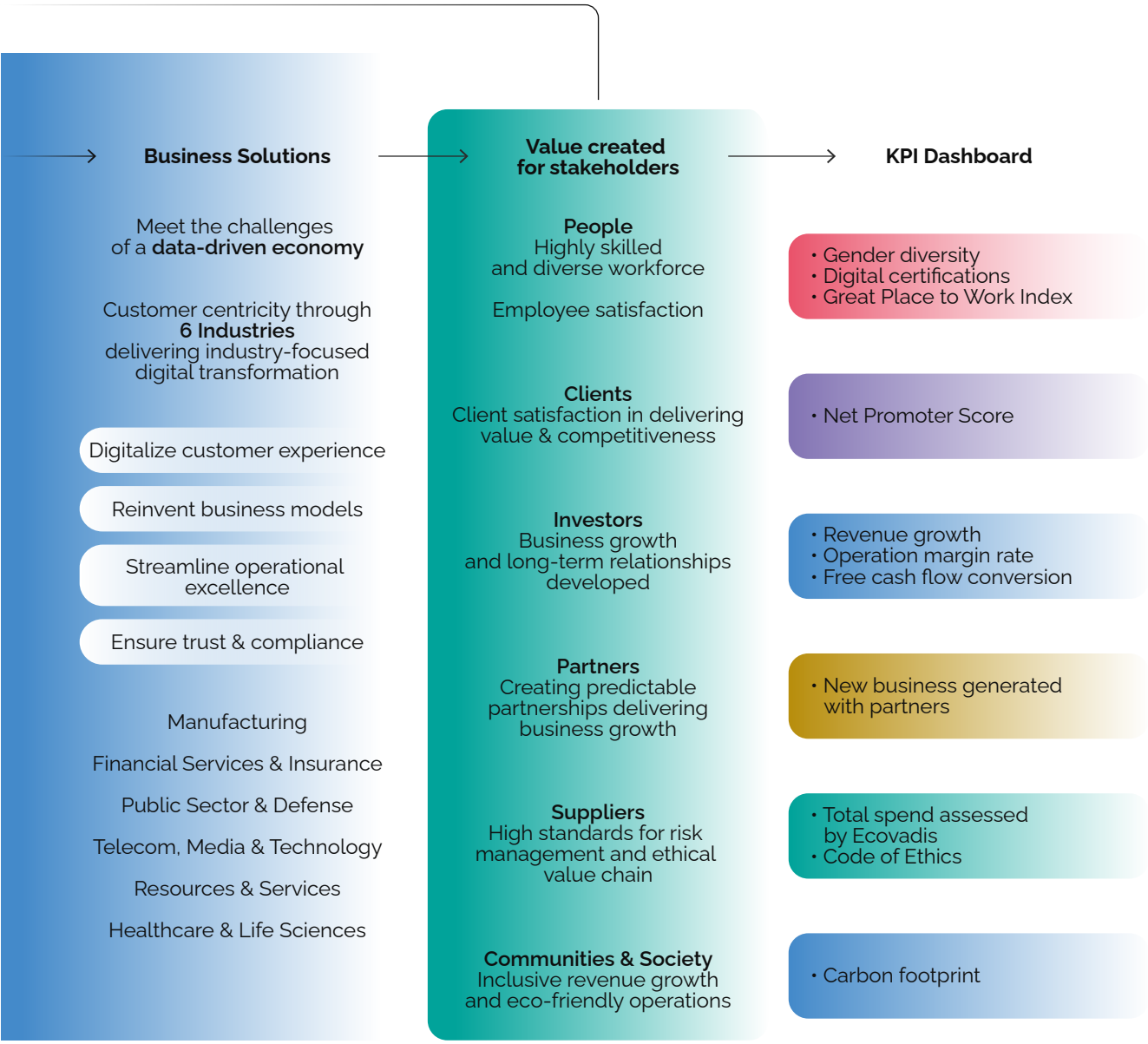

Business Solutions
Meet the challenges of a **data-driven economy**
Customer centricity through **6 Industries** delivering industry-focused digital transformation
Digitalize customer experience
Reinvent business models
Streamline operational excellence
Ensure trust & compliance
Manufacturing
Financial Services & Insurance
Public Sector & Defense
Telecom, Media & Technology
Resources & Services
Healthcare & Life Sciences
Value created for stakeholders
People Highly skilled and diverse workforce
Employee satisfaction
Clients Client satisfaction in delivering value & competitiveness
Investors Business growth and long-term relationships developed
Partners Creating predictable partnerships delivering business growth
Suppliers High standards for risk management and ethical value chain
Communities & Society Inclusive revenue growth and eco-friendly operations
KPI Dashboard
• Gender diversity
• Digital certifications
• Great Place to Work Index
• Net Promoter Score
• Revenue growth
• Operation margin rate
• Free cash flow conversion
• New business generated with partners
• Total spend assessed by Ecovadis
• Code of Ethics
• Carbon footprint

Innovation that drives growth

Interview with Sophie Proust, Chief Technology Officer, Atos

"Open, agile innovation is something we are passionate about. It is the key to the future of Atos and the future of our clients."

Sophie Proust

What role does technology play in Atos's growth strategy?

Technology is a major driver of client satisfaction and our business growth as we work side by side with our clients to solve their business challenges using new technologies.

We are focused on developing market-facing solutions: designing, developing, and producing our own products, both in-house and with our ecosystem of partners and startup organizations. Our innovation and leadership in emerging technologies such as quantum computing keep us at the forefront of new trends and opportunities with a portfolio of 3,000 patents – and it is growing all the time. We never stand still.

Our Tech Trends radar maps where we see new technologies emerging that will change our clients' business. This means that we can bring the latest innovations to our go-to-market plans and keep our clients at least one step ahead with emerging technologies. As thought leaders and pioneers in our industry, we want to make sure our clients are in pole position for the future.

424 customer innovation workshops in 2020

3,000+ patents

€235m annual Research & Development spend

How do you encourage innovation across Atos?

Our culture is one that inspires creativity, ideation, agility and disruption. It is this spirit that makes Atos such a unique place to work.

Every year we showcase our innovative talent and share knowledge through events such as Innovation Week and Tech Days. This year we launched a new internal innovation program called ImpactYourFuture which aims to find solutions to specific business challenges our clients may face. Every challenge has a sponsor, who commits to taking great ideas forward into concrete solutions that will drive client benefits.

Working with promising and disruptive startups through the Atos Scaler accelerator program enhances our portfolio and go-to-market. Open, agile innovation is something we are passionate about. It is the key to the future of Atos and the future of our clients.

How closely do you work with clients on innovation?

I would say very closely. In 2020 we hosted over 400 Client Innovation Workshops working together on new solutions to their challenges. The reality is that our clients' challenges are key drivers for innovation at all levels of Atos. For example, members of our Expert Community of distinguished technologists regularly meet with clients to share their perspectives with them. That is incredibly valuable to our clients. Of course, Atos also benefits from this approach as it provides us with additional industry insights to inform the work of our innovators. It's part of what makes Atos such an important partner for our clients.

Two communities on the cutting-edge

Scientific Community

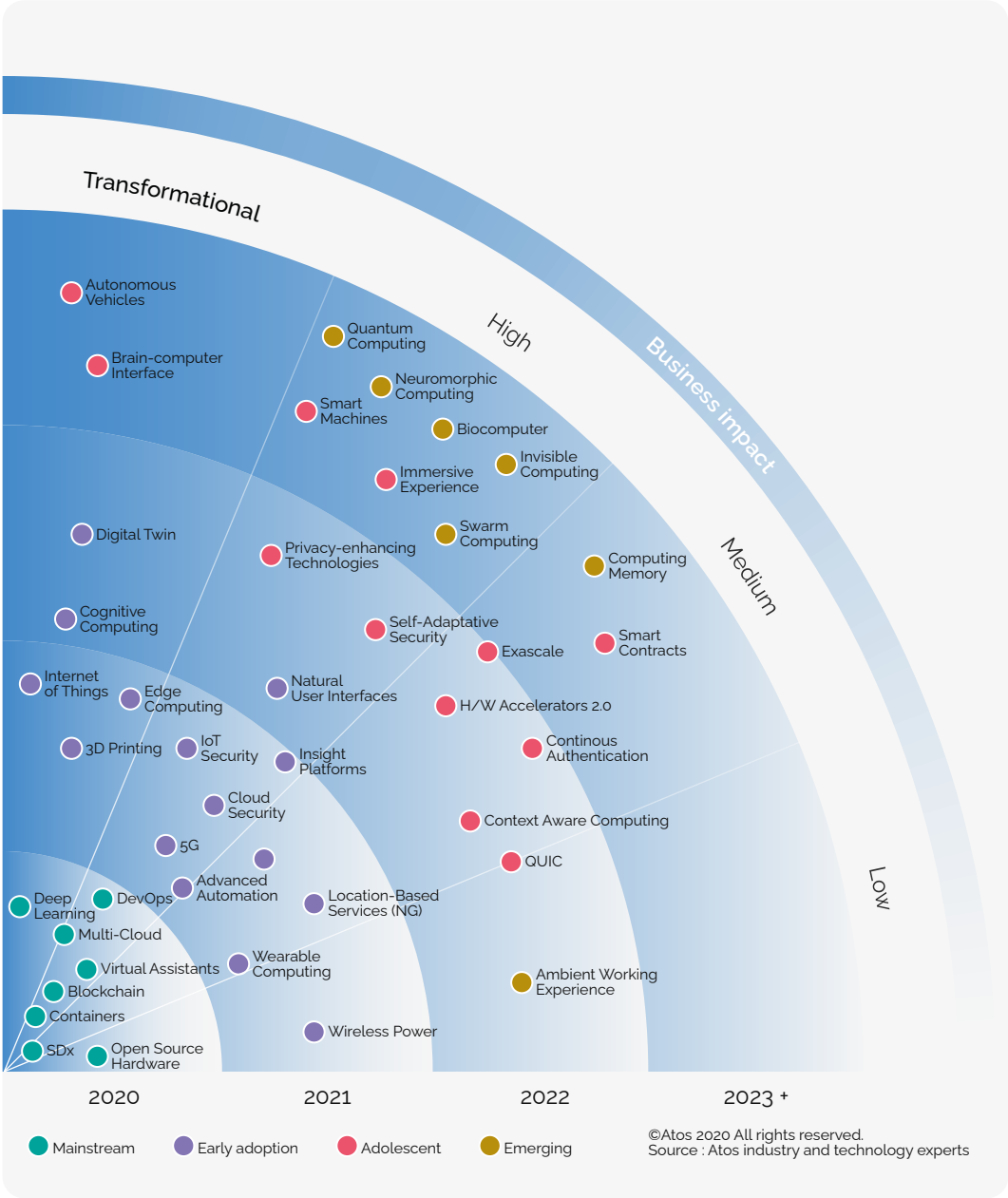
The Atos Scientific Community brings together around 160 leading scientific experts from across the company. For more than 10 years, the Scientific Community has been working to anticipate the technological upheavals and the commercial challenges that Atos customers will face in the future. This community shares its thoughts through regular publications accessible to all, including Journey, our future-focused series. In 2020, Atos published its Journey 2024 report, Redefining Enterprise Purpose, sharing an inspirational vision of the changing world of business, society and technology in the post-COVID-19 era.

Expert Community

The Atos Expert Community is the driving force of innovation and technology expertise at Atos. Launched in 2017, it is now composed of more than 2,400 experts in 51 countries. By creating synergies, leveraging experience and knowledge-sharing across different technology domains, industries and regional business units, the Expert Community is an integral part of the innovation process offered to Atos clients.

Tech Trends Radar 2020

The Look Out Tech Trends Radar published annually by Atos is designed to help our clients understand the technological landscape that lies ahead. It sets out the key technologies that will impact business in the coming years.
Our role is to understand the technologies that will drive success in the future – and to help our clients harness the optimal power of these technologies.



Key achievements in 2020

Atos has emerged from the exceptional and challenging year of 2020 in a strong position. With record-high bookings, a reshaped portfolio of state-of-the-art offerings, a strengthened go-to-market and a balance sheet free of net debt, we are leading the way towards a digital future that is secure, sustainable and decarbonized.

The Atos ambition

In 2020, 46% of our revenue came from cloud, digital, security and decarbonization, up from 40% in 2019. In the mid-term, we will increase the contribution of these transformative technologies to 65%.
To accelerate our journey, we completed 10 acquisitions in 2020 that strengthen our position in all these high-growth areas. Our state-of-the-art technologies in these fields already represent more than 70% of our sales pipeline.

A massive Spring forward

Launched in early 2020, the Spring program is propelling Atos towards new levels of growth. Spring has taken our industry expertise, our passion for innovation and our obsession with customer value and converted these assets into rocket fuel for digital transformation. The response from our clients has been phenomenal.
With an expanded and verticalized portfolio of offerings for six key industries and a redesigned go-to-market, Spring has transformed Atos into a global powerhouse for digital services.

A smoother journey to cloud

Atos OneCloud is accelerating the migration of our clients to the cloud at a time when this has never been more critical. Backed by c. €2 billion of investment, and leveraging the full power of the Atos ecosystem, Atos OneCloud is driving digital transformation and delivering impactful outcomes in secure, decarbonized cloud environments, whether public, private or hybrid. Atos OneCloud is specifically designed to help our clients speed up innovation and achieve business results fast.

Pioneers in decarbonization

We are experiencing extraordinary demand from customers in all industries for our decarbonization expertise. To accelerate the growth of decarbonized digital services, we have acquired climate strategy consultancy EcoAct and developed "A to Zero", a powerful framework for helping our clients transition to net-zero.
We are pioneers of decarbonization as a service and leaders in the technology revolution that is critical to the future of the economy and the planet.

Faster, smarter, greener

Our supercomputers are on the cutting-edge of research into global challenges such as combatting COVID-19 and modelling climate change. They are some of the fastest supercomputers in the world – and the most energy efficient.
At the Jülich Supercomputing Centre in Germany, we have deployed the most powerful supercomputer in Europe and the most energy-efficient supercomputer in its class worldwide. Based on our BullSequana platform, the supercomputer

uses Atos's patented DLC (Direct Liquid Cooling) solution to minimize energy consumption while it tackles some of the biggest problems of our time.

Securing all areas

Atos is the world number three in cybersecurity and the European leader. At a time when cyber criminality is increasing at an alarming rate, we have reinforced our portfolio and added new services and state-of-the-art technologies with the acquisitions of Paladion, SEC Consult, Motiv and digital.security. Using the power of AI and data analytics to detect and respond to threats, we are protecting our clients from the increased scale and sophistication of cyberattacks today.

Leaders of the workplace revolution

The pandemic has driven strong demand for our Digital Workplace offering. At Atos, we believe that this year's revolution in working patterns is here to stay. Forty percent remote working will be the new normal and employee experience will be a strategic priority, at home and on the road. For many of our clients, this vision is already a reality. Thanks to our industry expertise and our leadership in communications, security, AI and cloud, we are reinventing the future of work – today.

All-in on quantum

Atos is a world leader in the industrial application of quantum. More than 20 forward-looking clients are already using our state-of-the-art Quantum Learning Machine (QLM) in fields such as carbon capture and disease analysis. This year, we took decisive action to drive quantum to the next level. We partnered with French startup Pasqal to develop a quantum accelerator by 2023. We also launched the world's first universal metrics for assessing quantum performance: Q-Score. Q-Score measures a quantum system's effectiveness at handling real-life problems – problems which cannot be solved by classical computing. Watch this space to see the future unfold.

A beacon of diversity

In 2020 we went from having 13% of women executives in the Top 450 to 30%. This year, 40% of Board members and 37% of our new joiners are women, above the industry average. We are using AI to remove gender bias in job offers and hire more women than ever before. With 26 nationalities represented in our executive management, we are one of the most diverse, inspiring and rewarding workplaces in the industry.

A great place to work, a great place to grow

In a challenging year for all organizations, the Atos workplace recorded an extraordinary achievement. We increased our score on the Great Place to Work Trust Index to 65%, from 58% in 2019. This performance puts us in the top quartile of the digital industry. During the crisis, 98% of our colleagues felt safe and 90% felt supported. We are passionate about enhancing our employee experience. In a pandemic year, we delivered more than 85,000 certifications in digital skills, up 40% on the year. We are well on the way to our mid-term target of 500,000. At Atos, the workforce of the future is ready for action.

Accelerating to net-zero

At Atos, we don't just talk the carbon talk. We actively make a difference. In 2020, we reduced the carbon emissions we control by 15%, largely due to our global decarbonization program. This is just the beginning. We have made a massive commitment to further cut the emissions under our control and our influence and offset all residual emissions from our wider business footprint and to reach net-zero carbon by 2028. That is 22 years ahead of the 2050 target aligned with the COP 21 Paris Agreement and seven years earlier than our previous target.

Financial performance: Record high bookings

The strong dynamism of Atos in 2020 led, despite the impacts of the COVID-19 crisis, to record high bookings of €13.3 billion, representing a book to bill ratio of 119% compared to 106% in 2019 at constant exchange rates. During the fourth quarter, the book to bill ratio reached 130%.

Thanks to our resilient business model, revenue held up well at €11,181 million, representing a reduction of 3.0% organically and 2.3% at constant currency. The Group benefited from strong demand in cloud migrations, digital workplace solutions to enable people to work from home, and big data & cybersecurity services. Conversely, the revenue was impacted by application project postponement as well as less fertilization on existing contracts.

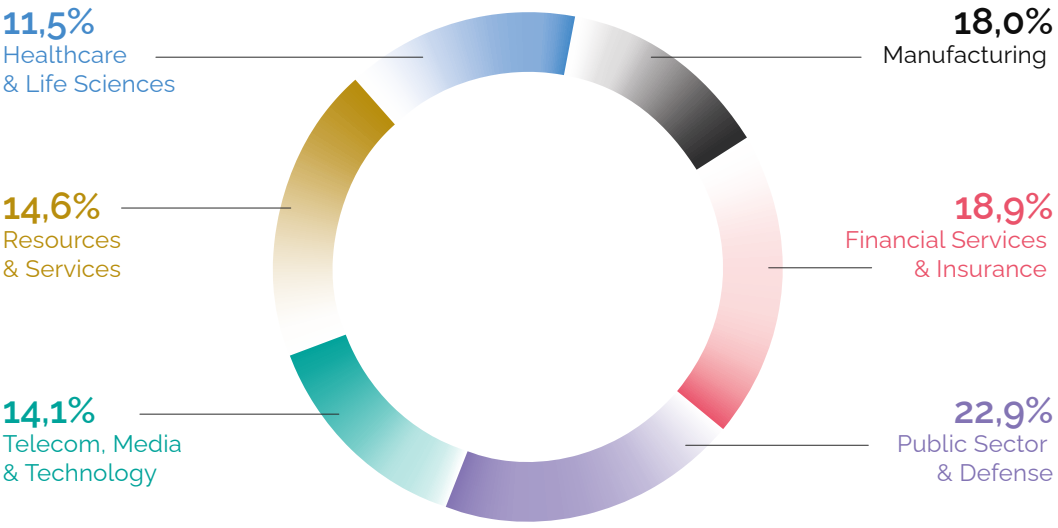
Operating margin was €1,002 million, representing 9.0% of revenue, compared to 10.1% in 2019 at constant scope and exchange rates.

Revenue recovered from Q2, and we have implemented a structural cost program, with cash generation remaining strong.

Breakdown of revenue in 2020

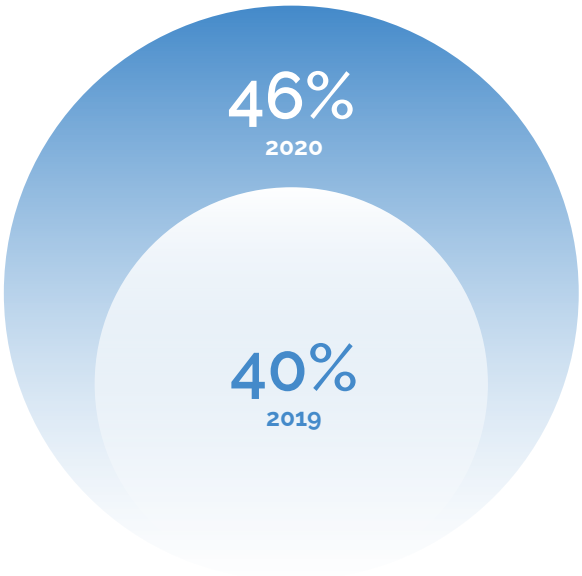
2020 statutory figures

Breakdown by Industry



[GRI 102-4] [GRI 102-6] [GRI 102-7]

Revenue profile is changing towards mid-term target: 65% in cloud, digital, security & decarbonization



Breakdown by Regional Business Unit

Creating value through digital with purpose

Atos is committed to playing a leading role in Corporate Social Responsibility (CSR), and to continuous improvement in this area. By integrating environmental, social, ethical and security dimensions into its business strategy and the design of digital solutions, Atos is ideally positioned to shape a more sustainable future in a safe and secure information space, in line with its raison d'être.

Each year we publish an integrated performance dashboard as part of our Integrated Report. Its eight indicators are regularly reviewed at the Group's strategic meetings.

Integrated performance dashboard

Social

Talent attraction and retention	2020 resullts
Atos Trust Index informed by Great Place to Work (GPTW)	65%

Governance

Client satisfaction and delivery capability	2020 resullts
Net Promoter Score for our clients	65% (60% perimeter of revenue)
Compliance with laws and regulations	
Percentage of employees who successfully completed the Code of Ethics' e-learning	98%
Supply chain	
Percentage of total spend assessed by EcoVadis	63%

[GRI 102-14]

Financial

Financial

	2020 resullts
Revenue organic evolution	-3,0%
Operating margin rate	9,0%
Free cash flow (in € million)	513

Environmental

Carbon footprint of Atos operations	2020 resullts
GHG emissions by revenue - Atos carbon operational perimeter (ICO_2 e/M C) including homeworking	14,93

To know more visit the 2020 Universal Registration Document section 1 Group Overview

Board of Directors

The Board of Directors defines the strategy of the Atos Group and oversees its implementation. The Board endeavors to promote long-term value creation by the Company by considering the social and environmental aspects of its activity.

13	60%	46%	6	3
Board members	Independent Directors	Women**	Different nationalities	Employee representatives

To know more visit the 2020 Universal Registration Document section 1 Group overview

Bertrand Meunier
Chairman of Atos SE's Board of Directors
Chair of the Nomination
and Governance Committee

Elie Girard
Chief Executive Officer of Atos SE

Vesela Asparuhova
Service Delivery Manager
Employee Director

Vivek Badrinath*
CEO of Vantage Towers
Chair of the Audit Committee

Valérie Bernis*
Company Director
Chair of the CSR Committee
and member of
the Remuneration Committee

Jean Fleming
Leadership Coach
Director representing
the employee shareholders Member
of the Remuneration Committee

Farès Louis
Business Developer
in Cybersecurity Products
Employee Director

Cedrik Neike
Member of the Managing Board
of Siemens AG and CEO
of Digital Industries

Colette Neuville*
Chairman & Founder of ADAM
Member of the CSR Committee

Aminata Niane*
International Consultant
Chair of the Remuneration Committee

Lynn Paine*
Baker Foundation Professor,
John G. McLean
Professor of Business Administration,
Emerita, Harvard Business School.
Senior Associate Dean
for International development
Member of the Audit Committee, the
CSR Committee & the Nomination
and Governance Committee

Edouard Philippe*
Mayor of Le Havre
Former Prime Minister of France
Member of the Nomination
and Governance Committee

Vernon Sankey
Officer in Companies
Member of the Audit Committee
& the CSR Committee

* Independent Director

**40% (4 out of 10) pursuant to the legal ratio. In accordance, the Director representing the employee shareholders and the Employee Directors are not taken into account to determine the ratio of gender diversity on the Board of Directors (art. L. 22(-23 and L. 225-27-1 of the French Commercial Code).

Group Management Committee

The Atos Group General Management Committee (GMC) consists of the Chief Executive Officer, Elie Girard, and the Heads of Industries, Geographies, Operations, Performance and Functions.

The role of the GMC is to develop and execute the Group strategy and to ensure value is delivered to clients, shareholders, partners and employees. The GMC oversees the global coordination of the Group management.

Operations

Jo Debecker
Head of Global Operations

Adrian Gregory
Head of Atos|Syntel

Pierre Barnabé
Head of Big Data & Cybersecurity

Robert Vassoyan
Head of Unified Communications & Collaborations

Regional Business Units

Bryan Ireton
Head of North America

Clay Van Doren
Head of Northern Europe

Udo Littke
Head of Central Europe

Yannick Tricaud
Head of Southern Europe

Nourdine Bihmane
Head of Growing Markets

Elie Girard
Chief Executive Officer

Performance

Enguerrand de Pontevès
Head of Performance

Industries

Pierre Barnabé
Head of Manufacturing

Adrian Gregory
Head of Financial Services & Insurance

Beth Howen
Head of Public Sector & Defense

Jean-Philippe Poirault
Head of Telecom, Media & Technology

Giuseppe Di Franco
Head of Resources & Services

Robert Vassoyan
Head of Healthcare & Life Sciences

Functions

Uwe Stelter
Chief Financial Officer

Paul Peterson
Head of Human Resources and Head of Executive Management

Philippe Mareine
Chief Digital & Transformation Officer and Head of CSR

Nourdine Bihmane
Head of Growing Markets, Decarbonization & Marketing

Sophie Proust
Chief Technology Officer

Alexandre Menais
General Secretary

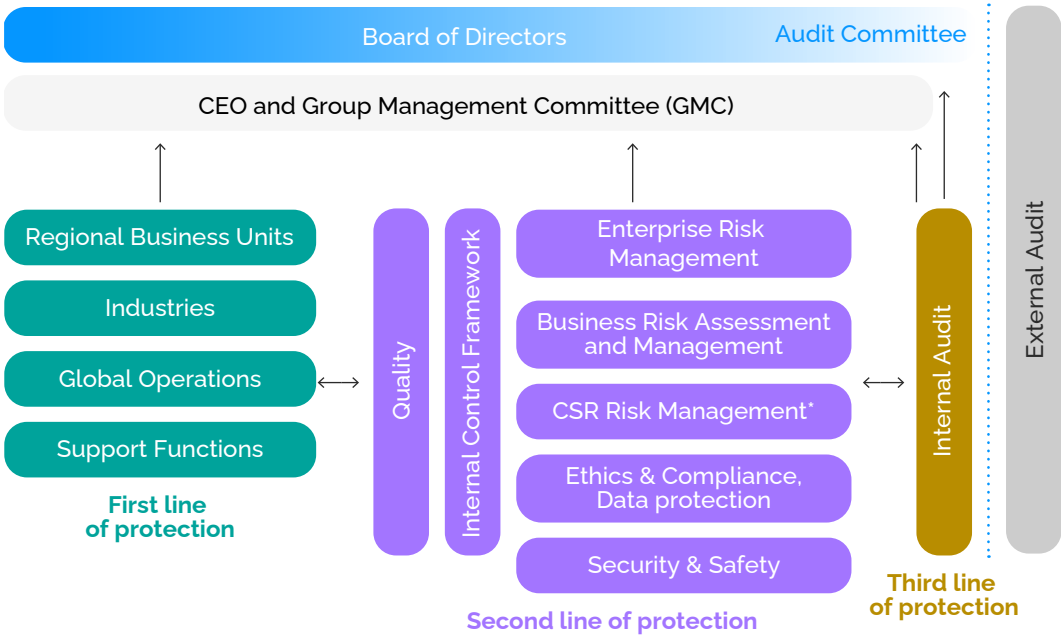
Gilles Arditti
Head of Investor Relation & Internal Audit

Anette Rey
Head of Communications & Public Affairs

Our approach to risk management

As a major global provider of digital transformation solutions, Atos is inevitably exposed to risk from the rapidly evolving environment in which it operates and from changes to regulations across the globe.

To mitigate risk and, beyond that, to succeed and develop securely and sustainably, Atos has implemented a multi-factor risk management system. The governance is described hereafter:



The first line of protection is ensured by all Atos employees in their daily work under managerial supervision.

The second line of protection provides oversight and control. It establishes enterprise-wide risk governance and business resilience requirements based on risk analysis.

The third line of protection is assured by the internal audit team which carries out audits, investigations and advisory engagements to provide independent assurance of the effectiveness of the first and second lines of protection.

The CEO and Group Management Committee are regularly updated on internal control, internal audit and risks. The Board of Directors' Audit Committee considers reports on internal audit activities, contracts with significant risks and periodic updates on internal control and risk management.

* Corporate Social Responsibility (CSR) also reports to CSR Committee (BoD)

Risks related to the qualification for limitation of scope issued by the statutory auditors relating to two US subsidiaries

Enterprise risk

As part of their audit of the 2020 consolidated financial statements, the Group statutory auditors have identified in two US subsidiaries (Atos IT Solutions and Services Inc. and Atos IT Outsourcing Services LLC, which represent 11% of 2020 consolidated revenues), several matters relating to internal control weaknesses over financial reporting process and revenue recognition in accordance with IFRS 15 leading to several accounting errors, as well as risk of override of controls in this respect. Despite additional audit procedures, the statutory auditors were not able to perform within the timeframe the necessary work to obtain sufficient appropriate audit evidence in respect of revenue recognition or other related account balances of these two US entities and on the absence of material misstatements for the consolidated financial statements.

In this context, the statutory auditors have issued a qualified opinion due to a limitation on the scope of the audit, which is included in their report on the consolidated financial statements for the year ended December 31, 2020 available in section 6.1.1 of this document.

As of today, the Company has not identified misstatements on the two US entities that are material for the consolidated financial statements. However, additional work is ongoing to obtain sufficient appropriate audit evidence in respect of revenue recognition or other related account balances of these two US entities. It cannot be excluded that, as part of this additional work, misstatements are identified that could be material for the consolidated financial statements.

In addition, this situation and its consequences could reveal human deficiencies in the application of the Group's accounting standards and financial procedures and give rise to proceedings or investigations, in France or abroad.

Mitigation actions

The Group's financial processes are subject to a rigorous internal control system relating to accounting and financial information, as described in section 7.4.4 of the Universal Registration Document.

As soon as the Group became aware of potential internal control weaknesses, it hired external firms to perform additional work to obtain the necessary evidence that the financial reporting of the two relevant US entities is free of material misstatements and an independent forensic investigation.

To address the weaknesses identified, the Group Finance Department has also defined a comprehensive action plan notably including the strengthening of preventive controls and processes, an update of the Group Accounting Manual, a reinforcement of the dedicated teams, an upgrade of the training programs, in particular in the context of the rollout of the new version of the Group Code of Ethics, as well as the setting up of dedicated training modules.

The implementation of this comprehensive action plan by the Group management will regularly and closely be monitored by the Audit Committee and its Chairman. The action plan could be enriched during its implementation phase, notably thanks to the continuous exchanges with the Group statutory auditors and to the additional ongoing work.

For more information please refer to the Universal Registration Document on atos.net

Setting higher Corporate Social Responsibility standards in our industry

Corporate Social Responsibility (CSR) plays a critical role at Atos. It is a vital aspect of our business strategy and a fundamental driver of our success. Our vision is to be the global leader in secure and decarbonized digital. Achieving this depends on our continuing excellence in CSR.

Our targets in the areas of environment, social and governance are ambitious. This is not only about compliance but creating value and positive outcomes for all our stakeholders.

We have set the highest carbon reduction standard for our industry not only for our own operations but also for the emissions of our products and supply chain. We have committed to net-zero carbon emissions as soon as 2028, 22 years ahead of the 2050 target aligned with the COP 21 Paris Agreement.

Today, we are recognized by the major ESG ratings as the leader in our industry. In 2020, we reached the top position in the Dow Jones Sustainability Index (DJSI) for the IT services industry globally.

And we aim for more. In 2020, the COVID-19 pandemic accelerated the pace of change within Atos and made CSR, and our sense of purpose as an organization, even more critical to the future development of the company. Our primary focus has been the health and inclusion of our employees who helped us support the needs of our clients for business continuity.

Interview with Philippe Mareine, Chief Digital and Transformation Officer and Head of CSR

"Our targets in the areas of environment, social and governance are ambitious. This is about creating value and positive outcomes for all our stakeholders."

Philippe Mareine

Key areas for action

At a time when we are increasingly aware of the fragility of our planet, Atos made a firm commitment to bring forward our plans for net-zero carbon emissions to 2028 from 2035. We have also developed a trailblazing decarbonization portfolio for our clients, creating roadmaps for their own journeys to net-zero.

During the pandemic, the risks of a digital divide increased. In a world in which digital is critical to personal wellbeing and business success, we increased our focus on all elements of digital inclusion, from digital workplace solutions to accessibility. At Atos, we have chosen to accelerate diversity within our business. In 2020, 30% of our top executives were women, up from 13% in 2019.

As the data economy gathers incredible traction, Atos is increasing its focus on security and on building an ethical approach to the use of data. We believe in data equity. We believe in organizations being able to share data through platforms. We are founding members of the European initiative GAIA-X which aims to develop common standards for data infrastructure.

In the pandemic, trust and confidence in digital and in the management of data became more vital than ever. If there is no trust in data management, the new economy will fail. Tackling cybercrime and ensuring digital security continues to be an area of excellence for Atos. We are also expanding our approach to look at the ethics of data management, particularly in artificial intelligence and machine learning.

The importance of innovation has also been a key lesson of the pandemic. Our clients are striving for new business models and disruptive technologies to maintain their success. As a leader in innovation and a pioneer in CSR, we are uniquely positioned to help our clients achieve all their goals. Our innovation-driven culture applies both to ourselves and to our clients for whom we create the best conditions to innovate and transform.

Market ESG Ratings	Atos Score	Atos position
DJSI	85/100	Industry #1
MSCI	Triple A	Top 4%
CDP CLIMATE	A	Top 5%
ISS-OEKOM	C+	Top 10%
FTSEGOOD	4,8/5	Top 1%
VIGEO-EIRIS	61/100	Top 3/83
ECOVADIS	82/100	Top 1%

Note: information as of December 1, 2020

Open dialog with our stakeholders

Atos maintains dialog with a broad range of stakeholders who include clients, employees, employee representatives, business partners and suppliers, the investment community as well as the communities we are part of.
Our raison d'être underpins our commitment to generating economic value that also creates value for society at large.

We regularly talk with stakeholders to assess our material risks and challenges so that we can adapt our CSR program on an annual basis. In the case of our clients, this helps ensure we provide a portfolio that supports their sustainability ambitions.
In the case of our employees, we have a culture of permanent social dialog which is organized so that our people can raise their opinions through a variety of formal channels and informal networks.
In 2020, our internal green network brought Atos people together to support our environmental targets and discuss environmental concerns.

To find out more visit the 2020 Universal Registration Document section 5.1.3 Atos stakeholders' approach and engagement

[GRI 102-15] [GRI 102-40] [GRI 102-42] [GRI 102-43] [GRI 102-44]

Interview with Alexandra Knupe, Group Head of Corporate Social Responsibility

"Our regular conversations with our clients help us adapt our CSR program to ensure we provide the information they need and a portfolio of solutions that supports them in their sustainability targets."

Alexandra Knupe

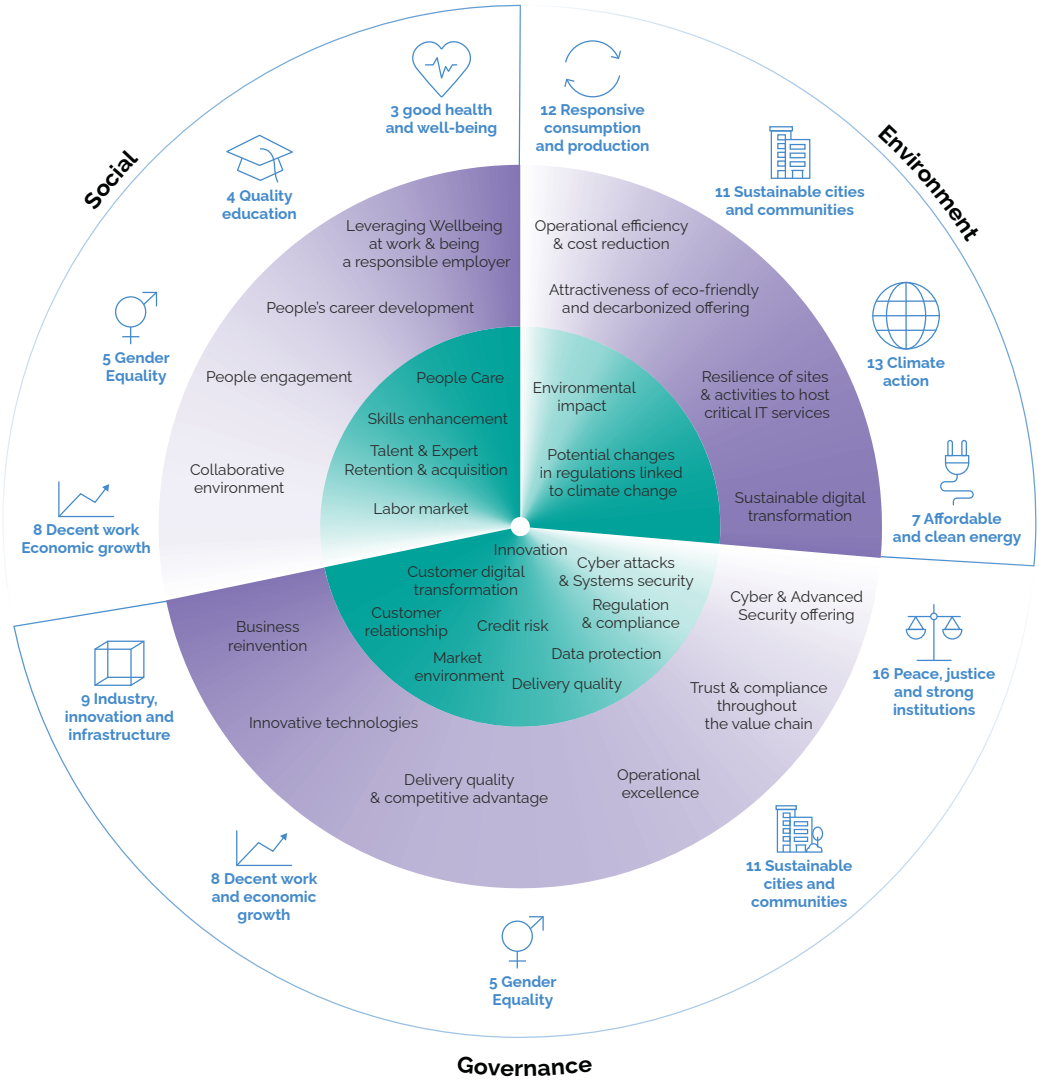
Balancing risks and opportunities in a fast-changing world

Each year we conduct a comprehensive assessment of the enterprise risks that our company faces, which are then continuously followed and monitored.

All risks are categorized into one of the three priority areas identified by our corporate social responsibility program: environment, social and governance. We then carry out a mapping exercise which enables us to select and rank the most material risks. The following chart illustrates the risks identified in 2020. It also maps the link between these risks and opportunities and the UN Sustainable Development Goals we support.

To find out more visit the 2020 Universal Registration Document section 7.2 Risk factors

[GRI 102-15]



Main risks related to Atos's three CSR challenges

Risks balanced by opportunities

Sustainaible Development Goals (SDGs)

Assessing our material risks, opportunities and challenges

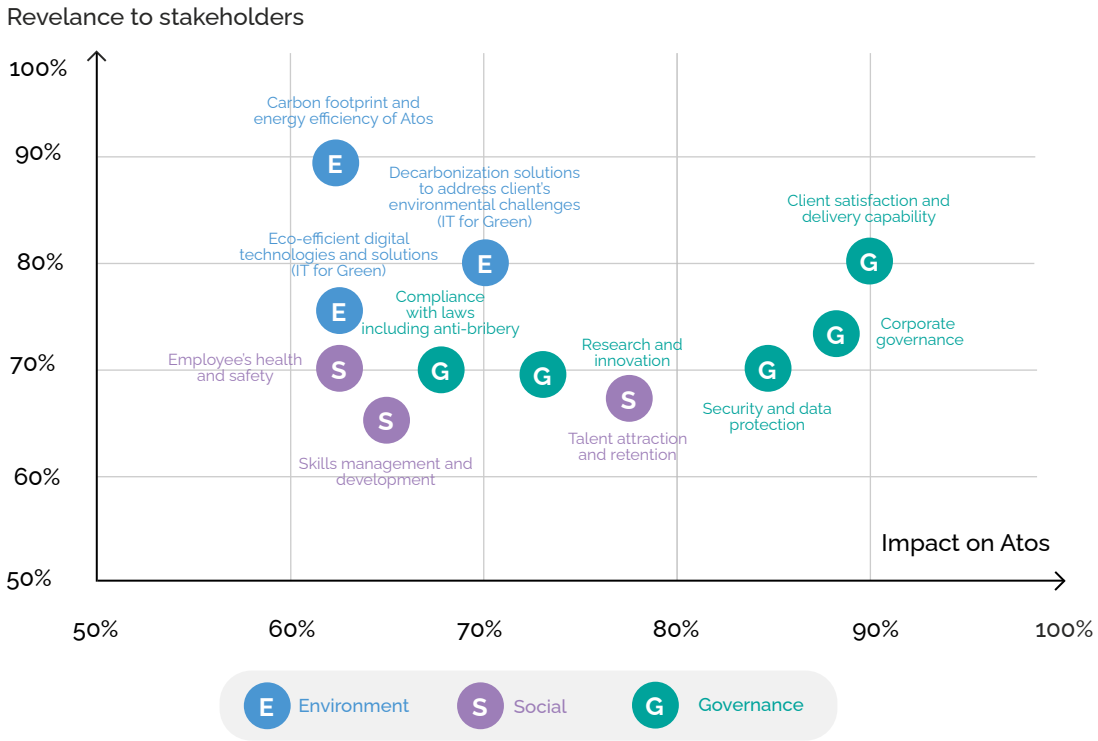
Every year Atos undertakes an analysis of the material Corporate Social Responsibility (CSR) issues that have an impact on our business and the expectations of our stakeholders.

Our annual materiality analysis allows us to identify CSR issues that are critical to achieving our goals, strengthening our business model and enhancing our positive impact on society. This analysis helps us to determine the key performance indicators (KPIs) for monitoring our progress in these areas.

In 2020, the materiality assessment was carried out by an external consultancy, with the support of the Board CSR Committee. For the first time, the evaluation was open to public contribution through the Atos website.

The 2020 materiality assessment covers the standard framework of environment, social and governance dimensions. It also highlights our direct contribution to eight of the 17 United Nations Sustainable Development Goals (SDGs) for the 11 material issues presented below.

Atos materiality matrix



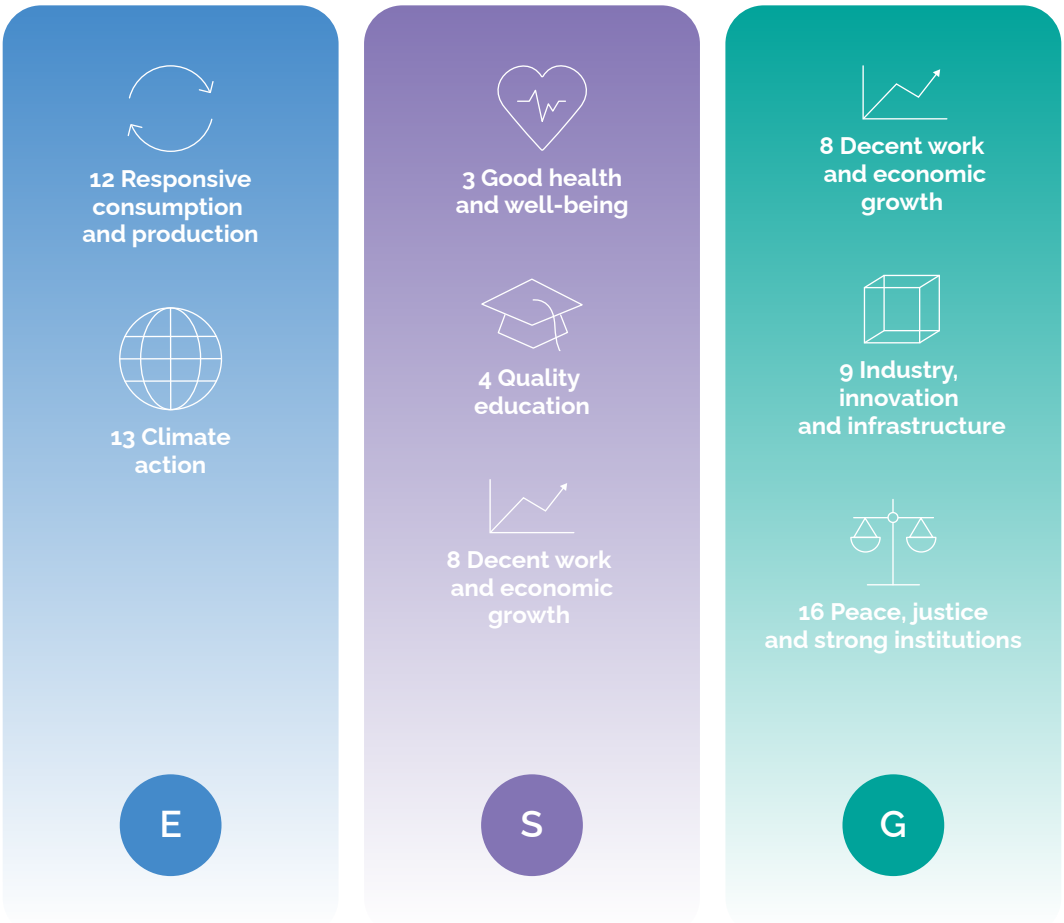
To find out more visit the 2020 Universal Registration Document section 5.1.4 challenges and materiality matrix

[GRI 102-15] [GRI 102-47] [GRI 103-1-Economic performance], [GRI 103-1-Anti-corruption], [GRI 103-1-Energy], [GRI 103-1-Emissions], [GRI 103-1-Employment], [103-1 Occupational Health and Safety], [GRI 103-1-Training and education], [GRI 103-1-Customer privacy], [GRI 103-1-Socio-economic compliance], [GRI 103-1 Atos specific indicators]

Atos contribution to SDG's for the top 11 material issues

The materiality matrix highlights the top 11 material issues, but the CSR program goes deeper and covers many other challenges. Atos remains committed to critical areas such as digital inclusion and diversity. Atos activities in several growing markets also support the countries in redefining new ways of doing business through digitalization and innovation, with direct impact on local employment, social and technical development and leveraging competences in their societies.

As a result, the Atos CSR program, encompassed in its statement of purpose, drives the contribution of the 17 SDGs, ensuring that sustainability is an outcome of the Group business strategy*.



* https://sdgs.un.org/

Main key non-financial performance indicators

Keeping our performance on track

The main non-financial Key Performance Indicators (KPIs) relating to Atos's Corporate Social Responsibility in 2020 are linked to three dimensions: environment, social and governance. Here are a selection of our main non-financial performance indicators. Please see Universal Registration Document for our full KPIs.

Environmental dimension

Material topic	Key Performance Indicators (KPIs)	Standard code	Verified by Deloitte	2020	2019	Perimeter per employee (2020)	Perimeter per revenue (2020)
Energy efficiency of Atos operations	Energy absolute (MWh)	GRI 302-3; SASB TC-SI-130a.1(1)	√	579,140	718,957		100%
	Energy intensity by revenue (MWh per € million)	GRI 302-3	√	52.03	61.30		99.6%
Carbon footprint of Atos operations	GHG absolute – Atos carbon operational perimeter $KtCO_2e$ (Homeworking included)	GRI 305-4		167	Not disclosed		99.6%
	GHG emissions by revenue – Atos carbon operational perimeter (tCO_2e/per € million)* (Homeworking excluded)	GRI 305-4		13.37	20.74		100%
	GHG emissions by revenue – Atos carbon operational perimeter (tCO_2e/per € million) (Homeworking included)	GRI 305-4		14.93	Not disclosed		99.6%
	GHG emissions by employee (tCO_2 per employee)	GRI 305-4	√	1.47	2.25	99.3%	
	All GHG emissions (scopes 1, 2, 3) (Millions tCO_2e)	GRI 305-4		2.8	3.3		99.6%
Environmental certification	Percentage of Offices and Datacenters ISO14001 certified	A14	√	89%	89%		100%
Core Data Centers	Share of electricity supplied by renewable sources in Atos's core Datacenters (co-location excluded)	GRI 302-1; SASB TC-SI-130a.1(3)		77%	70%		100%
Carbon Offsetting	Offsetting of Atos carbon operational perimeter	GRI 305-5	√	100%	100%		100%

* after rebaselining to include acquisitions and divestitures

For further detail on our KPIs see the Atos 2020 Universal Registration Document section 5.5 non-financial performance indicators

Social Dimension

Material topic	Key Performance Indicators (KPIs)	Standard code	Verified by Deloitte	2020	2019	Perimeter per employee (2020)	Perimeter per revenue (2020)
Talent Attraction and Retention	Atos Trust Index® informed by Great Place to Work (GPTW)	A2; SASB TC-SI-330a.2	√	65%	58%	66%	
	Total number of employees recruited	GRI 401-1	√	11,495	12,051	100%	
	Percentage of females recruited	GRI 401-1		36.7%	33.5%	100%	
	Percentage of graduates recruited	GRI 401-1	√	47.9%	42.9%	91%	
Skills Management & Development	Average hours of training that employees have undertaken during the year	GRI 404-1	√	46.7	38.7	89%	
	Number of digital certifications obtained per year	GRI 404-2	√	85,216	51,736	100%	
Employees' Health & Safety	Percentage of employees working from home	A16		94%	not disclosed		
	Percentage of employees feeling 'safe'	A16		98%	not disclosed		
	Percentage of employees feeling 'supported'	A16		90%	not disclosed		
Diversity	Percentage of females within Atos	GRI 405-1; SASB TC-SI-330a.3	√	30.93%	30.92%	100%	
	Percentage of females within the Executive Group*	GRI 405-1; SASB TC-SI-330a.3(1)		30.2%	13%	100%	
	Number of nationalities within Atos	GRI 405-1; SASB TC-SI-330a.3		139	134	77%	

*Executive Group: A network of 464 top senior management holders of management positions and talents. Responsible for implementing strategy and delivering operational performance.

Governance dimension

Material topic	Key Performance Indicators (KPIs)	Standard code	Verified by Deloitte	2020	2019	Perimeter per employee (2020)	Perimeter per revenue (2020)
Client satisfaction and delivery capability	Net Promoter Score for all clients	GRI 102-43 GRI 102-44	√	65%	59%		60%
Innovation	Client innovation workshops delivered	A10	√	424	370		100%
Security and Data protection	Percentage of coverage of ISO 27001 certifications	A3; SASB TC-SI-230a.2	√	100%	100%		100%
	Percentage of compliance to malicious code prevention	A3; SASB TC-SI-230a.2		100%	98%		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 EUR	GRI 418-1; SASB TC-SI-220a.3	√	0	0		100%
Corporate Governance	Attendance rate at Board meetings	GRI 102-28	√	96%	85%		100%
	Percentage of females within the Board of Directors*	GRI 405-1	√	46%	40%		100%
Compliance with laws and regulations	Percentage of employees who successfully completed the Code of Ethics' e-learning	GRI 205-2	√	98%	95%	95%	
	Number of significant fines (higher than 300k EUR)	GRI 419-1; SASB TC-SI -520a.1	√	0	0		100%
Supply chain	Total percentage of spend assessed by EcoVadis	A17	√	62.6%	56%		100%

*40% (4 out of 10) pursuant to the legal ratio. In accordance with art L.225-23 and L.225-27-1 of the French Commercial Code, the Director representing the employee shareholders and the Employee Directors are not to be taken into account to determine the ratio of gender diversity on the Board of Directors.

Targets towards a zero-carbon future

We are following the guidelines of the COP 21 Paris Agreement and the Science-Based Targets initiative because we know it is both the right thing to do to combat climate change and that it gives us a competitive advantage in the market. The expectations of clients and shareholders in this area are rapidly changing and we plan to stay ahead of the curve.

We have two primary targets: firstly, to halve our emissions between 2019 and 2025 to contribute to maintaining global warming around 1.5°C, and secondly – aligned with scientists' thoughts on what is needed to achieve the Paris Agreement ambition – to reach net-zero emissions as soon as possible. And we have committed to reaching that by 2028.

We want to reduce our climate-related risks and seize climate-related opportunities. Seizing opportunities means offering our clients new solutions: 'Green IT' solutions which have the smallest possible impact on the climate and 'IT for Green' solutions to help them achieve their sustainability ambitions. Digital has the potential to be part of the solution to climate change. Surveys show that new digital solutions can remove ten times the emissions they produce and the energy they consume.

Leading the way in carbon reduction

Our action plans detail how we plan to reduce the emissions under our control, which is what we call the Atos operational scope. We aim to halve the emissions related to the energy consumed by our supercomputers, data centers, and offices. Our shift towards low carbon and renewable energy sources will be one of our most impactful actions. We are also boosting our green mobility by shifting to hybrid and electric cars, enforcing better travel discipline, and continuing to enhance our remote collaboration tools.

Meanwhile, we will reduce the energy consumption of the products and solutions we sell to our clients, using best green IT practices, green lifecycle assessments, eco-design, and following eco-guidelines. We have R&D investments dedicated to energy and emissions and we have adopted circular economy principles.

For emissions not under our operational scope but that are under our influence, Atos is working with its suppliers to reduce the emissions embedded into the products, goods and services we buy. We have implemented CO_2 criteria in our calls for tender and have ratings to classify our suppliers. Together these actions will encourage green suppliers which is vital since upstream emissions account for around 70% of our total.

In 2020 we reduced our total carbon emissions (full SBT scopes 1,2,3) by 15% from 2019. Our ambitious shift toward renewable energy for emissions under our control is playing a huge part in our success. And when we look at the potential reduction in the coming years, we know that we are on target to meet or even, we hope, exceed our 2025 target.

Interview with Benjamin Bergeron, Head of Atos Global Environmental Program

"Digital has the potential to be part of the solution to climate change."

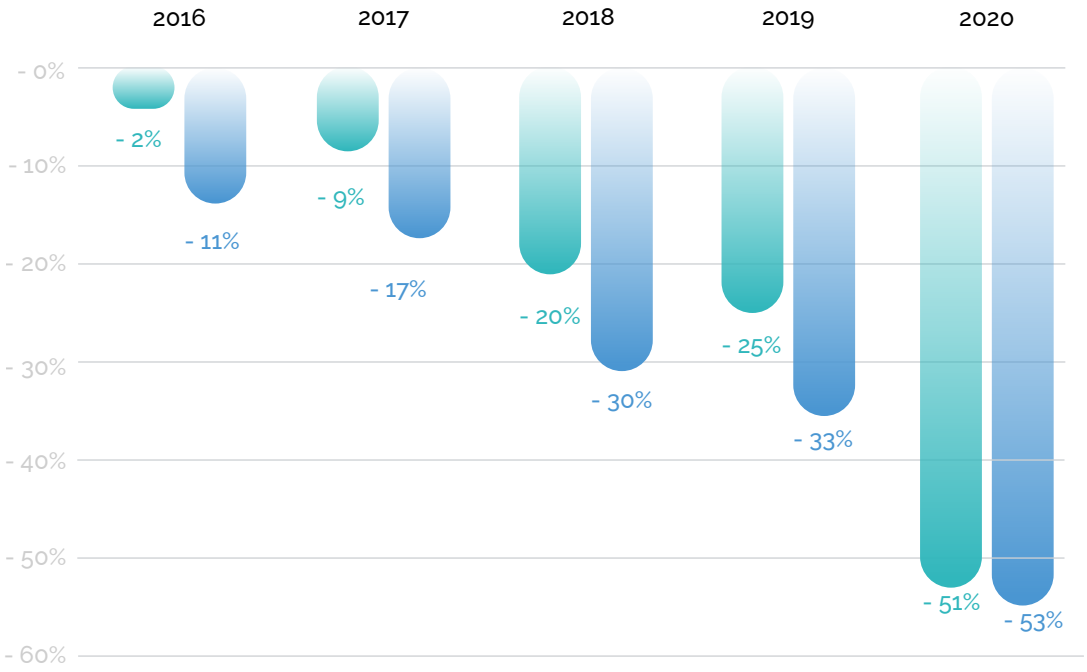
Benjamin Bergeron

Latest developments in our carbon reduction journey

Atos has set high standards for its industry for ambitious net-zero targets and has committed to being net-zero by 2028. Our strategy for carbon reduction covers four primary areas: carbon emissions, energy, travel, and the impact of our digital solutions.

Between 2012 and 2019, we reduced the emissions from our carbon operational perimeter by around -50% both in intensity and absolute terms. In 2020, we moved our 2°C carbon reduction target to the most demanding 1.5°C Science Based Targets and committed to halve our overall carbon emissions by 2025 (2019 baseline) which is five years ahead of the Science Based Targets initiative request.

2015/2020 - CO_2e cumulative reductions in **intensity** and **absolute**



To find out more visit the 2020 Universal Registration Document section 5.2 Environment

Carbon offsetting

In 2020, Atos offset 100% of its carbon operational perimeter (emissions from data centers, offices, homeworking, waste, commuting and business travel). As Atos digital services and hosting services are carbon-compensated worldwide, our clients can report zero (0) CO_2e emissions in relation to their solutions hosted in our data centers. The Atos offsetting program is carried out through wind farm projects which generate clean electricity and through forest protection projects which enable nature-based removal or carbon capture to counterbalance carbon emissions.

Introducing internal carbon pricing
In 2020, Atos became one of the first companies in its industry to establish an internal carbon pricing mechanism. The aim is to attach a value to tCO_2 emission reduction that will impact the operating margin results used in the bonus payout calculation. The three factors considered in the Internal Carbon Pricing calculations are emissions related to travel, devices and data center activities, supporting spend with green suppliers as well as our decarbonization offerings delivered to our clients.

Atos employees' drive for net-zero
The Atos Green App is aiding our employees to monitor our environmental progress towards our targets and to actively contribute to this progress. The app increases decarbonization awareness by allowing users to measure their carbon impact resulting from their use of email, portable devices, web sites, and travel.

Atos Green Network
One of our most active employee-led communities, the Atos Green Network, encourages greener practices. It supports projects such as abandoning plastic for all purchases and promotional products, publishes dedicated newsletters and organizes environmental awareness webinars on topics such as World Ocean Day, Earth Day and Climate Change awareness.

EcoAct joins Atos
The central mission of EcoAct, which Atos acquired in 2020, is to promote, support and contribute to urgent action to tackle climate change and protect our planet. In 2020, EcoAct launched "A to Zero", a transformational guide for companies to establish their pathway to a net-zero future by addressing their response to reducing GHG emissions and the impact they have on the environment.

Interview with Nourdine Bihmane, Head of Growing Markets, Decarbonization and Marketing, Atos

"The integration of EcoAct reinforces Atos's position as the leader in decarbonized digital business technology."

Nourdine Bihmane

Atos Scaler supports Atos decarbonization portfolio

More than 50% of the members of Atos Scaler 2020, a new program launched in 2020 to bring the best cutting-edge innovative startups into the Atos ecosystem, are already enriching Atos's decarbonization portfolio.

One of the program's criteria is to contribute to a decarbonized digital world. With DreamQuark we have jointly developed a solution to help wealth managers identify investors most likely to select sustainable investments and to create hyper personalized recommendations to increase ESG-driven revenues.

The B2B software solution from Plan A helps businesses calculate, monitor, reduce and offset their carbon footprint while creating proprietary sustainability action plans. GreenSpector, combined with EcoAct, delivers low carbon strategy and an environmentally sustainable design to our clients. Sentient Science completes our portfolio for utilities with predictive maintenance solutions for wind farms. And Tier1, with central solutions for data wiping and recycling, brings a strong sustainable asset to our digital workplace solutions.

Quantum technologies for CO_2 capture

In July 2020, Atos announced a multi-year partnership with multinational energy company Total to explore the potential of quantum technologies to lead to a decarbonized, energy -efficient future. Leveraging Atos's unique Center for Excellence in Performance Programming and Quantum R&D Program, this partnership aims to use quantum calculation to identify new materials and molecules that will accelerate society's journey to carbon neutrality.

Atos and HDF Energy to develop the first green hydrogen data center

Atos and HDF Energy will develop a complete solution to power datacenters using so-called green hydrogen generated by renewable energy. The aim is to demonstrate a first full production center operated using electricity produced from green hydrogen in 2023.

Atos will deliver an end-to-end green datacenter solution by designing and providing the hardware, software and integration services. This includes using the most advanced artificial intelligence technologies to optimize energy consumption. HDF Energy will supply a power plant, generating electricity from high-powered fuel cells. These cells will be powered by green hydrogen produced from photovoltaic panels or wind farms.

This new solution will enable datacenter and cloud operators to offer a sustainable and reliable solution to their customers.

Leading the supercomputing pack

In 2020 we introduced JUWELS, the most energy-efficient supercomputer in its class worldwide, ranking in first place for energy-efficiency on the TOP100 list, thanks to our patented DLC (Direct Liquid Cooling) solution, which minimizes global energy consumption by using warm water up to 40°C.

JUWELS ranks alongside 30 other Atos supercomputers in the Green500, underlining our commitment to support our clients in their decarbonization objectives.

JUWELS will be used in research related to the climate, the environment, sustainable energy management and the properties of materials or brain research.

Atos now has 31 supercomputers in the TOP500, with a combined peak performance of 251 petaflops. Thanks to a steady stream of green innovations, each new generation of supercomputers is more energy-efficient than the previous one.

Interview with Paul Peterson, Head of Human Resources, Atos

"In just three days, we went from 80% of employees working in offices or customer sites to nearly 100% working from home."

Paul Peterson

Putting people first

In the context of the global pandemic, the health and safety of our 105,000 employees around the world is our first priority and in 2020 we ensured that we constantly adapted to our people's shifting needs.

The COVID-19 pandemic required a massive, rapid response for the health, safety and welfare of our employees. In just three days in March 2020, we went from 80% of employees working in offices or customer sites to nearly 100% working from home. We immediately put in place different support layers for employees suddenly working at home, many with family members working or homeschooling in the same room. This has included anything from access to mental health services through our employee assistance program to regular social interaction events, globally and locally, to ensure employees were connecting with each other and maintaining a healthy work/life balance. For example, we organized virtual yoga and cooking classes, coffee breaks and end-of-week toasts. We hosted a Wellbeing@Work week with various events for social and emotional support, which were attended by thousands of employees.

We also adapted our learning capabilities so that employees could increase their education while at home, according to each individual's needs. Our employees earned 85,000 digital certifications last year – 40% more than in the previous year!

As the pandemic continues to impact our people, we will continue to adjust how we support their needs, which are ever-changing.

Decarbonization: a shared ambition

In response to employees challenging us to bring them programs that are not only carbon-neutral but carbon-positive, we are embedding decarbonization into many of our biggest employee benefits.

We launched a green car initiative in 2020 in support of our ambition for all Atos-owned vehicles to be electric by the end of 2024. This involves replacing 5,500 vehicles and supporting employees, country by country, with charging stations at homes and offices. We are already well on our way to having a completely green fleet.

In a revolutionary step, since 2020 management incentives are also based on internal carbon pricing. Each manager's achievement score is adjusted based on the amount of carbon their team uses in the bonus period. The carbon calculation measures things like travel, commuting costs, the costs of energy for a datacenter, laptop or cellphone – and working with carbon-neutral vendors. It's a way for Atos and its people to really consider the environmental impact of what we do each day, embracing decarbonization at every level of the company.

Keeping our people safe

To find out more visit the 2020 Universal Registration Document section 5.3 Social

In response to the COVID-19 pandemic, we swiftly deployed our digital workplace solutions and enabled 96% of our people to work from home. Employees who responded to the Great Place to Work survey said that:

98%
felt 'safe'

Over **90%**
felt 'supported'

86%
answered that
'my company adapted
well to the lockdown'

95% key people retention

85,000 new digital certifications

65% Atos Trust Index informed by Great Place to Work (GPTW) in 2020

84% of positions filled internally

10 locations certified by Great Place to Work

A recognized leader in diversity

Stonewall TOP 100 EMPLOYER 2020

Stonewall Global Diversity Champion and committed to promoting and supporting diversity in the workplace

THE TIMES TOP 50 EMPLOYERS FOR WOMEN 2020

Times Top 50 Employer for Women in UK and Ireland for the second year

autre cercle diversity and inclusion

L'Autre Cercle's charter, pledging support to our LGBTI employees

DISABILITY MATTERS
A SPRINGBOARD CONSULTING EVENT

2 awards from Springboard's 2020 Disability Matters Europe organization

Developing the skills of our diverse and entrepreneurial workforce

Atos creates a welcoming environment for its talented people to develop their careers. Education, diversity, digital inclusion and entrepreneurship continue to be key priorities for Atos.

Supporting education through university partnerships

Atos has developed a new University Technology Partnerships framework to recognize the value of academic activities such as joint Research & Development, PhD students working within Atos teams, applying research topics in practice, University Chairs with joint customer funding and teaching and other curricula-related activities.

With over 100 academic engagements worldwide and an increasing geographical footprint, the program was launched in 2020 to further Atos's technology and research ambitions, while also delivering on our commitment to support the development of knowledge, education and science.

New Atos employer brand – The future is our choice

Atos aims to be a global digital employer of choice. The future of our business depends on retaining our talented people while also recruiting new colleagues.
In September 2020 we launched a new employer brand, established on a solid Employer Value Proposition, which gives people an insight into what it is really like to work at Atos and the career development and mobility opportunities available both for prospective employees as well as existing employees who want to make an internal move.
The new employer brand tagline, At Atos, the future is our choice, relates both to our current employees and the talents willing to join us to shape the future of digital impacting society as a whole, the future of our company and their own future.

Key digital and industry skills

As our people and their digital skills development are a key strategic priority for Atos, we expanded the "Be Digital" program in 2020 to further increase digital skills in three key areas: Industry Expertise, Digital Ways of Working and Digital Technologies. In 2020, the total number of digital certifications increased by more than 40% to more than 85,000. Employees also have access to a broad range of Atos University Academy programs which cover topics from SAP to HR, learning new languages and leadership.

Employees first

In 2020, 84% of positions at Atos were filled internally. This is thanks to the Atos Internal First program which aims to ensure career mobility for our employees inside the organization. The program offers internal careers fairs, job cafés, video testimonials from employees, and much more.

We are Atos

We are Atos is an Atos-wide Employee Experience program. It covers wellbeing and the activities that are important to our employees connected to charity work and playing a role in our communities. It has five main tracks: diversity and inclusion, social value, wellbeing, life@work and employee experience.

To find out more visit the 2020 Universal Registration Document section 5.3 Social

Strategic research partnerships with academia

Training our future leaders

LAUNCH for talented employees who are early in their careers.
FUEL in cooperation with Cambridge University (UK), ECS-Institute for Manufacturing and the HEC business school (France).
GOLD for Business Leaders in cooperation with HEC Paris.
GOLD for Technology Leaders in cooperation with Cambridge University /and Pader born University.
VALUE for Executive Leaders developed in partnership with INSEAD

Denise Reed-Lamoreaux,
Head of Diversity and Inclusion,
Atos

"I can't imagine an organization functioning correctly, ethically and progressively without having diversity and inclusion activities in place. You need your people to be aligned to a common culture of inclusivity and equal opportunity. This is a key element of an organization's success."

Promoting gender

Our Women Who Succeed program grew out of a need to identify women as successors for all key roles, and to prepare them for these positions. Support comes from the Group Management Committee, with mentoring opportunities, targeted learning programs, women's leadership development curricula, and tech talks presented by women in Atos's Expert and Scientific communities.

The launch of the Global Women's Executive Mentoring Program in 2020 partnered our talented women with members of our Group Executive Management Team to help prepare them to take on senior level roles in the company.

Our aim is for recruitment to reach 50% for women, an ambitious target for our industry that we are committed to attain.

The power of digital technologies to support inclusion

The COVID-19 pandemic highlighted the vital need to increase our focus on digital inclusion and accessibility to address the new situation of distributed, remote or home working for the majority of our people. Our accessibility specialists work across multiple countries and contribute to various disability inclusion initiatives, such as the International Labor Organization's global business disability network, the Business Disability Forum's Technology Taskforce, the Valuable 500 and the W3C Web Accessibility Initiative.

In 2020, we became the first company to be recognized for our excellence in disability inclusion in two categories by Springboard Consulting, an expert in facilitating the active participation of disabled people in the global workforce, workplace and marketplace. Atos received awards for both our internal accessibility policy and for the comprehensiveness of our offering to help companies incorporate accessibility.

"Atos is deeply engaged in accessibility on multiple levels. We want to share the potential of technology to deliver inclusion for disabled customers and colleagues. Our offerings range from Accessibility-as-a-Service, accessibility testing and audits, to organizational consultancy of inclusive practices and policies. Technology empowers inclusion."

Neil Milliken,
Global Head of Inclusion, Atos

Our commitment to ethical, transparent and sustainable performance

In this new era of ubiquitous, mission-critical digital services, excellence in ethics, compliance and sustainability is a strategic priority for Atos and for all our clients.

At Atos we are committed to ensuring that a culture of compliance permeates throughout our ecosystem, whether this is our top management setting the right tone for employees or third parties who work with Atos and who need to establish their practices comply with our standards. Compliance is a live process for all of us on a daily basis. High standards of ethics and compliance play a fundamental role in our success as a business. They are a competitive advantage that are highly valued by our clients.

Our expertise enables us to ensure that high ethical standards are built into our technology and digital innovations. This 'ethics by design' approach differentiates us from other players and positions us to lead the market in this new phase of growth.

In 2020, we revised our Group Code of Ethics to reflect the Atos raison d'être and to add information about inclusion in the workplace, human rights, data protection and the environment. We work every day to improve our compliance program and build on our successes. In 2020 this involved redesigning our corruption risk mapping process, formalizing antitrust guidelines and undertaking new internal communications initiatives, such as to promote UN Anti-Corruption Day.

For the first time we also made our annual compliance review publicly available, explaining in detail our compliance organization, activities and projects in our compliance program. The compliance review presents how Atos manages compliance risk throughout the risk management cycle of prevention, detection and remediation and ongoing monitoring.

Another major development in 2020 was an assessment of our Group Vigilance Plan which was revised to ensure improved effectiveness, governance and ongoing monitoring in line with the French legislation on the Duty of Vigilance.

Visit the Atos Compliance Review 2020 on atos.net

65% Net Promoter Score for all clients

100% coverage of ISO 27001 certifications

100% compliance all AFEP-MEDEF corporate governance recommendations

98% employees successfully completed the Code of Ethics e-learning

82 patents filed

63% total spending with suppliers assessed by EcoVadis

To find out more visit the 2020 Universal Registration Document section 5.4 Governance

Interview with Alexandre Menais, General Secretary and Chief Compliance Officer, Atos

"High ethical standards are built into our technology and our digital innovations."

Alexandre Menais

Updating our approach to vigilance

In 2020, Atos undertook a comprehensive review of the methodology and approach in its Plan of Vigilance to ensure compliance with the French Duty of Vigilance Act which has recently come into force.

The review involved consultation with all key stakeholders directly involved in the prevention and mitigation of the risks related to human rights, safety and security and the environment in Atos's own activities and throughout its supply chain.

The Group Corporate Social Responsibility, Human Resources, Security, Legal and Compliance and Procurement functions of Atos were all consulted as part of this process. In France, the Duty of Vigilance Act establishes legal obligations for corporate social responsibility, not only in companies' own businesses but also throughout the supply chain. It applies to large organizations employing more than 5,000 employees in France or 10,000 employees worldwide.

Shaping the digital space

In every sphere in which we operate Atos is committed to taking the lead on digital innovation, transparency and ethics.

Building the global data economy with GAIA-X

In 2020, Atos co-founded GAIA-X to build a secure and transparent European data and cloud framework. The 22 founding members of the GAIA-X Foundation are digital leaders, industrials, academia and associations with a shared commitment to a transparent European process, openness and broad participation. GAIA-X initiatives will support the European Union's ambition to consolidate its leadership in the global data economy.

Building trust and interoperability for all cloud users and providers is essential for the creation of digital ecosystems. GAIA-X will address this challenge through a common set of policies, an Architecture of Standards and a set of Federation Services which bring together existing cloud providers and their services and in which data and applications can be handled in a way that ensures full control. It will enable organizations of all sizes and across all sectors to benefit from hyperscaler offerings in Europe while respecting a set of essential policies.

Promoting ethical and trustworthy AI with ETAMI

ETAMI, Ethical and Trustworthy Artificial and Machine Intelligence, is a collaboration between industry and academia towards the development and foundation of a European organization to support Conformity Assessment of the development and deployment of artificial intelligence (AI).

The initiative aims to respond to the perceived growing need for certification standards relating to the way that AI-enabled systems and products are conceived, developed, deployed and maintained. Whilst a number of principles, regulations and standards already exist, there is currently no clear mechanism for transparently and systematically assessing relevant compliance across the increasing broad scope of AI use cases. The ETAMI program is designed to address this gap.

Five members of the Atos Scientific Community are involved in various ETAMI working groups on AI-related areas that include: best practices, standards, regulations, and lifecycle management. The objective of the work (which will continue throughout 2021) is to propose a public standard or framework for ethics in AI, as well as piloting the certification based on this standard drawing on a range of industry use cases. Partner contributions are made on a voluntary basis with all finalized output publicly available.

Delivering digital security with the Charter of Trust

As one of the founding members of the Charter of Trust with other leading global companies and organizations, in 2020 Atos reaffirmed its commitment to continue to foster an ecosystem of trust where knowledge is shared, innovation encouraged, and resilience against cybersecurity threats improved. Atos Group Security created a Charter of Trust (CoT) team to ensure we maintain compliance with CoT principles and security requirements. A substantial number of enhancements were made during 2020 to put in place many of the CoT principles.

In line with our work within the Charter of Trust working group on securing the digital supply chain, we have identified 17 baseline requirements and we have updated our security requirements for suppliers.

Our top 250 vendors are now provided with this information when receiving newly-issued purchase orders and are requested to acknowledge this information allowing Atos to strengthen its security approach towards its supply chain.

Corruption risk mapping

In 2020, Atos revised the methodology used to build its corruption risk mapping, in line with Enterprise Risk Management methodology (ERM), in order to identify and assess corruption and influence peddling risks. The exercise covered the entire Group.

To find out more visit the 2020 Universal Registration Document section 5.4 Governance

For each key process identified in the Book of Internal Control (BIC) as containing a risk of corruption, top managers were asked to assess the risk types and scenarios derived from actual cases reported and other risk mapping exercises conducted within the Group.

The outcome of the 2020 Group Corruption Risk Mapping, including a mitigation plan to address global and local points of attention, was presented to the Group Management Committee and to the Audit Committee. The Group Management Committee will receive progress reports on a semesterly basis going forwards.

Keeping our workforce alert to ethical risks

The e-learning course on the Atos Code of Ethics is mandatory for all employees without exception. This module ensures a thorough understanding of Atos's ethical standards and how we promote fair practices in our daily business activities. In 2020, 98% of employees completed the module.

To complement the e-learning module on the Code of Ethics, ETO^{2}S (Ethics in Tier One Organization School) specific classroom training sessions are organized throughout the Group which senior managers are required to follow as they are well placed to lead their teams by example.

In addition, to ensure a deeper understanding of the specific risks related to corruption, Atos uses an e-learning module prepared by Transparency International which is available to all employees and helps identify appropriate behavior in an operational context. It provides an in-depth understanding of the UN Global Compact's tenth principle against corruption and the UN Convention against Corruption as it applies to the private sector.

Integrating our sustainability strategy in our procurement and supply chain management

The Atos Procurement & Supply Chain Management team of 400 procurement professionals across 26 countries coordinates anything from sourcing to contracting activities, together with 40 supplier managers who monitor our key contracts and 350 supply chain experts who manage, build, deliver and process our Big Data & Security and Unified Communications and Collaboration products. In 2020, we continued to improve performance in relation to our key KPIs: sustainable savings, maintaining cost competitiveness, introducing or reintroducing a consumption based approach to lower the cost base, further consolidating the number of suppliers and driving CO_2 emission reduction. This was achieved through innovative and collaborative approaches with our stakeholders and suppliers.

As a digital leader, Atos aims to streamline its procurement processes. In 2020 we created an end-to-end state-of-the-art digitalized procurement process using guided buying for ordering, electronic requests (E RFX) to support our sourcing process, automation technology (RPA) and chatbots to initiate purchase requests and reporting, together with analytics to transform data into information and ePO e-Invoices and e-Signatures.

To leverage and enhance mutual success with third party suppliers, we organized Atos's first virtual supplier day in November 2020. Our top 250 suppliers were joined by our CEO and members of the Group Management Committee to discuss our 2021 key themes of decarbonization, cost competitiveness, and go-to -market opportunities.

Over half of Atos's emissions come from our supply chain so this year we stepped up our sustainability actions by seeking to influence our partners to join our efforts to become net-zero by 2028. We designed our own supplier rating and reporting systems, increased our sustainability evaluation criteria for new procurement activities, and developed a team of decarbonization ambassadors across the procurement function to support both internal and external colleagues.

Interview with Aurelia Tremblaye, Group Chief Procurement Officer, Atos

"We organized Atos's first virtual supplier day in November 2020. Our top 250 suppliers were joined by our CEO and members of the Group Management Committee to discuss our 2021 key themes of decarbonization, cost competitiveness, and go-to-market opportunities."

Aurelia Tremblaye

Fulfilling the expectation of information using GRI and SASB Standards

The Atos non-financial statement included into the Universal Registration Document and into this Integrated Report is created according the guidelines of the GRI Standards and SASB Standards.

GRI Sustainability Reporting Standards are the most used global standards for sustainability or ESG reporting. Using this common framework Atos reports across a wide range of ESG-related topics with the aiming of providing clearer communication to stakeholders regarding sustainability matters, at the time than enabling any interested party to compare across companies and industries.

The "Software & IT Services" industry standard of the Sustainability Accounting Standards Board (SASB) provides to Atos the guidelines of a sector-specific standard helping to disclose information which is relevant for its sector.

The analysis of materiality performed during the reporting year identified the material topics that are important for the stakeholders and then Atos disclose the information and indicators that could satisfy the expectation of the main stakeholders.

Any stakeholder can use the GRI Content Index table included in page 74 and onwards to identify the Atos material information and find, following the references included, how Atos approach the topic and monitors the related specific disclosures. Stakeholders can also use the SASB Content Index table included in page 86 to identify the information and metrics requested by the Software & IT Services Sustainability Accounting Standard which are disclosed by Atos in the annual management reports (Universal Registration Document and Integrated Report).

For a quantitative review of the Atos´s ESG performance the stakeholders can access to a wide range of indicators with values for the last 3 years presented in the section "5.5 Non-Financial Performance Indicators" of the Universal Registration Document. Those are identified by a code aligned with the specific disclosures of the GRI and SASB or by an Atos´ internal code. For a fast ESG performance review anyone could access to the Atos web page where a short selection of indicators is disclosed.

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. The service was performed on the English language version of the report.
This report has been prepared in accordance with the GRI Standards: Comprehensive option.
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 disclosures.

GRI 101: Foundation 2016
General Disclosures

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation				
Organizational profile										
GRI 102: General Disclosures 2016	102-1	102-1 Name of the organization	Universal Registration document *URD - P 11 - 1. Group Overview => Atos profile Integrated report P 02 - Opening statement P 04 - The leader in secure and decarbonized digital				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report P 87 - Auditor's Assurance Letter			
	102-2	102-2 Activities, brands, products, and services	Universal Registration document *URD - P 11 - 1. Group Overview =>Atos profile *URD - P 29 - 1. Group Overview => Business model				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-3	102-3 Location of headquarters	Universal Registration document *URD - P 401 - 9.3 Locations				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-4	102-4 Location of operations	Universal Registration document *URD - P 17 - 1. Group Overview => Finnacial performance: record high booking *URD - P 253 - 5.7.1.4 => Reporting scope for the indicators resulting from the materiality study				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-5		Universal Registration document *URD - P 98 - 4.2.3 The Board of Directors: composition and organization principles				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-6	102-6 Markets served	Universal Registration document *URD - P 17 - 1. Group Overview => Finnacial performance: record high booking *URD - P 26 - 1. Group Overview => Market sizing and competitive landscape *URD - P 29 - 1. Group Overview => Business model				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-7	102-7 Scale of the organization	Universal Registration document *URD - P 17 - 1. Group Overview => Finnacial performance: record high booking				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 1.1		
	102-8	102-8 Information on employees and other workers	Universal Registration document *URD - P 198 - 5.3.7 => Smart working conditions				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 1.2; I.a) 1.3;	6	8
	102-9	102-9 Supply chain	Universal Registration document *URD - P 202 - 5.3.9 => Supplier management and local spending *URD - P 203 - 5.3.9 => Atos' spend 2020 by category				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	III.c) 2		
	102-10	102-10 Significant changes to the organization and its supply chain	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-11	102-11 Precautionary Principle or approach	Universal Registration document *URD - P 39 - 1. Group Overview => Risk management				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-12	102-12 External initiatives	Universal Registration document *URD - P 251 - 5.7.1.1 French legal requirements related to the Corporate Responsibility reporting *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)		1, 2, 4, 5	
	102-13	102-13 Membership of associations	Universal Registration document *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

[GRI 102-54] [GRI 102-55] [GRI 102-56]

Stakeholder information

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
Strategy										
GRI 102: General Disclosures 2016	102-14	102-14 Statement from senior decision-maker	Universal Registration document *URD - P 4 - 1. Group Overview => Chairman's interview *URD - P 5 - 1. Group Overview => CEO interview *URD - P 19 - 1. Group Overview => Integrated Performance Dashboard *URD - P 31 - 1. Group Overview => Vision, ambition & strategy *URD - P 159 - 5.1.4 => Atos materiality matrix				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	II.a) 1.1		
	102-15	102-15 Key impacts, risks, and opportunities	Universal Registration document *URD - P 25 - 1. Group Overview => Market trends *URD - P 31 - 1. Group Overview => Vision, ambition & strategy *URD - P 35 - 1. Group Overview => Atos materiality matrix *URD - P 39 - 1. Group Overview => Risk management Integrated report P 44 - Balancing Risks & Opportunities P 46 - Our Risks, Opportunities & Challenges				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter			
Ethics and integrity										
GRI 102: General Disclosures 2016	102-16	102-16 Values, principles, standards, and norms of behavior	Universal Registration document *URD - P 220 - 5.4.6.2.1 Ethics & Compliance Identification and Assessment Measures *URD - P 221 - 5.4.6.2.2 => Code of Ethics *URD - P 221 - 5.4.6.2.2 => Awareness and training strategy				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	III.d) 1	10	16
	102-17	102-17 Mechanisms for advice and concerns about ethics	Universal Registration document *URD - P 220 - 5.4.6.2.1 Ethics & Compliance Identification and Assessment Measures *URD - P 221 - 5.4.6.2.2 => Code of Ethics *URD - P 222 - 5.4.6.2.3 => Group alert system				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	III.d) 1	10	16
Governance										
GRI 102: General Disclosures 2016	102-18	102-18 Governance structure	Universal Registration document *URD - P 96 - 4.2 Corporate governance *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-19	102-19 Delegating authority	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-20	102-20 Executive-level responsibility for economic, environmental, and social topics	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-21	102-21 Consulting stakeholders on economic, environmental, and social topics	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	III.b) 1		16
	102-22	102-22 Composition of the highest governance body and its committees	Universal Registration document *URD - P 96 - 4.2 Corporate governance *URD - P 98 - 4.2.3 The Board of Directors: composition and organization principles				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			5, 16
	102-23	102-23 Chair of the highest governance body	Universal Registration document *URD - P 96 - 4.2 Corporate governance *URD - P 98 - 4.2.3 The Board of Directors: composition and organization principles				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			16
	102-24	102-24 Nominating and selecting the highest governance body	Universal Registration document *URD - P 96 - 4.2 Corporate governance				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			5, 16
	102-25	102-25 Conflicts of interest	Universal Registration document *URD - P 116 - 4.2.3.7 Potential conflict of interest and agreements *URD - P 117 - 4.2.3.8 => Conflicts of interest				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			16
	102-26	102-26 Role of highest governance body in setting purpose, values, and strategy	Universal Registration document *URD - P 96 - 4.2 Corporate governance *URD - P 13 - 1. Group Overview => Board of directors *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-27	102-27 Collective knowledge of highest governance body	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	II.a) 2		4

Stakeholder information

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 102: General Disclosures 2016	102-28	102-28 Evaluating the highest governance body's performance	Universal Registration document *URD - P 13 - 1. Group Overview => Board of directors *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 125 - 4.2.5 Assessment of the works of the Board of Directors				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-29	102-29 Identifying and managing economic, environmental, and social impacts	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			16
	102-30	102-30 Effectiveness of risk management processes	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-31	102-31 Review of economic, environmental, and social topics	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-32	102-32 Highest governance body's role in sustainability reporting	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-33	102-33 Communicating critical concerns	Universal Registration document *URD - P 222 - 5.4.6.2.3 => Group alert system				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-33	102-33 Communicating critical concerns	Universal Registration document *URD - P 222 - 5.4.6.2.3 => Group alert system				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-34	102-34 Nature and total number of critical concerns	Universal Registration document *URD - P 222 - 5.4.6.2.3 => Group alert system				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-35	102-35 Remuneration policies	Universal Registration document *URD - P 145 - 4.3.3 Performance share plans and stock subscription or purchase option plans				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 3.1		
	102-36	102-36 Process for determining remuneration	Universal Registration document *URD - P 121 - 4.2.4.4 The Nomination and Remuneration Committee's activity *URD - P 122- 4.2.4.5 The Nomination and Governance Committee's activity				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 3.1		
	102-37	102-37 Stakeholders involvement in remuneration	Universal Registration document *URD - P 121 - 4.2.4.4 The Nomination and Remuneration Committee's activity *URD - P 123 - 4.2.4.6 The Remuneration Committee's activity				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 3.1		16
	102-38	102-38 Annual total compensation ratio	Universal Registration document *URD - P 197 - 5.3.7 => Remuneration analysis				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 3.1		
	102-39	102-39 Percentage increase in annual total compensation ratio	Universal Registration document *URD - P 197 - 5.3.7 => Remuneration analysis				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 3.2		
Stakeholder engagement										
	102-40	102-40 Listof stakeholder groups	Universal Registration document *URD - P 157 - 5.1.3 => Mapping of stakeholders' expectations Integrated report P 42 - Open dialog with our Stakeholders				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter			
GRI 102: General Disclosures 2016	102-41	102-41 Collective bargaining agreements	Universal Registration document *URD - P 200- 5.3.8.2 => Collective bargaining agreements *URD - P 242 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)		3	8
	102-42	102-42 Identifying and selecting stakeholders	Universal Registration document *URD - P 157 - 5.1.3 => Mapping of stakeholders' expectations Integrated report P 42 - Open dialog with our Stakeholders				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter			

Stakeholder information

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 102: General Disclosures 2016	102-43	102-43 Approach to stakeholder engagement	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 157 - 5.1.3 => Mapping of stakeholders' expectations *URD - P 244 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement Integrated report P 42 - Open dialog with our Stakeholders				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter	III.b) 1		
	102-44	102-44 Key topics and concerns raised	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 157 - 5.1.3 => Mapping of stakeholders' expectations *URD - P 244 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement *URD - P 159 - 5.1.4 => Atos materiality matrix Integrated report P 42 - Open dialog with our Stakeholders				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter			
Reporting practice										
	102-45	102-45 Entities included in the consolidated financial statements	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report *URD - P 252 - 5.7.1.4 => Topics Boundaries				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	Principe General 4		
	102-46	102-46 Defining report content and topic Boundaries	Universal Registration document *URD - P 158 - 5.1.4 Challenges and Materiality Matrix				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	Principe General 4		
	102-47	102-47 List of material topics	Universal Registration document *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 35 - 1. Group Overview => Atos materiality matrix				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-48	102-48 Restatements of information	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report *URD - P 253 - 5.7.1.5 => Detailed information related to the restatements of information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	Principe General 1		
	102-49	102-49 Changes in reporting	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	Principe Generaux 1 et 2		
	102-50	102-50 Reporting period	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-51	102-51 Date of most recent report	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 102: General Disclosures 2016	102-52	102-52 Reporting cycle	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	102-53	102-53 Contact point for questions regarding the report	Universal Registration document *URD - P 384 - 8.6 Contacts Integrated report P 88 - Publication and contributors				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter			
	102-54	102-54 Claims of reporting in accordance with the GRI Standards	Integrated report P 76 - GRI Standards Content Index				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter	Principe General 3		
	102-55	102-55 GRI content index	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report Integrated report P 76 - GRI Standards Content Index				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter	Principe General 3		
	102-56	102-56 External assurance	Universal Registration document *URD - P 251 - 5.7.1 Scope of the report Integrated report P 76 - GRI Standards Content Index				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report P 87 - Auditor's Assurance Letter	Principe General 3 Principe Generaux 5,6,7		

Material Topics
GRI 200 Economic Standard Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
Economic Performance										
GRI 103: Management Approach 2016	103-1		Universal Registration document *URD - P 35 - 1 => Atos materiality matrix *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 203 - 5.3.10 Social Contribution/ Community investments (Economic value distributed) *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 252 - 5.7.1.4 => Topics Boundaries *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			
	103-2	103-2 Economic Performance: The management approach and its components	Universal Registration document *URD - P 13 - 1 => Board of Directors *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			5, 16
	103-3	103-3 Economic Performance: Evaluation of the management approach	Universal Registration document *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			
GRI 201: Economic Performance 2016	201-1	201-1 Direct economic value generated and distributed	Universal Registration document *URD - P 17 - 1 => Financial performance: Record high bookings *URD - P 203 - 5.3.10 Social Contribution/ Community investments (Economic value distributed) *URD - P 242 - 5.5 Non-Financial Performance Indicators *URD - P 383 - 8.3 Dividend policy				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report	I.a) 3.1		2, 5, 7, 8, 9
	201-2	201-2 Financial implications and other risks and opportunities due to climate change	Universal Registration document *URD - P 166 - 5.2.3 Risks and opportunities related to environment *URD - P 168 - 5.2.3.2 => More frequent and more extreme natural events and disasters due to climate change *URD - P 168 - 5.2.3.2 => Energy and carbon emissions (new constraints, new limits, new taxes) *URD - P 237 - 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report	II.a) 4	7	13
	201-3	201-3 Defined benefit plan obligations and other retirement plans	Universal Registration document *URD - P 196 - 5.3.7 => Coverage of the organization's defined benefit plan obligations *URD - P 241 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			
	201-4	201-4 Financial assistance received from government	Universal Registration document *URD - P 233 - 5.4.10 => Financial assistance received from government *URD - P 243 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			
Anti-corruption										
GRI 103: Management Approach 2016	103-1	103-1 Anti-corruption: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 35 - 1 => Atos materiality matrix *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)Integrated report			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 103: Management Approach 2016	103-2	103-2 Anti-corruption: The management approach and its components	Universal Registration document *URD - P 13 - 1 => Board of Directors *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 219 - 5.4.6.1 Ethics & Compliance non-financial performance challenges *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report			
	103-3	103-3 Anti-corruption: Evaluation of the management approach	Universal Registration document *URD - P 219 - 5.4.6.1 Ethics & Compliance non-financial performance challenges *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report			
GRI 205: Anti-corruption 2016	205-1	205-1 Operations assessed for risks related to corruption	Universal Registration document *URD - P 201 - 5.3.9 => Monitoring of CSR risk in the supply chain *URD - P 243 - 5.5 Non-Financial Performance Indicators *URD - P 245 - 5.5 Non-Financial Performance Indicators *URD - P 249 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report	III.d) 1	10	16
	205-2	205-2 Communication and training about anti-corruption policies and procedures	Universal Registration document *URD - P 36 - 1 => CSR challenges & indicators of progress *URD - P 222 - 5.4.6.2.2 => Trainings *URD - P 245 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report	III.d) 1	10	16
	205-3	205-3 Confirmed incidents of corruption and actions taken	Universal Registration document *URD - P 221 - 5.4.6.2.2 => Global Ethics & Compliance Policy and other internal policies *URD - P 223 - 5.4.6.2.4 => 3rd level control *URD - P 245 - 5.5 Non-Financial Performance Indicators *URD - P 249 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...) Integrated report	III.d) 1	10	16

GRI 300 Environmental Standards Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
Energy										
	103-1	103-1 Energy: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 35 - 1 Group overview *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159- 5.1.4 => Atos materiality matrix *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 103: Management Approach 2016	103-2	103-2 Energy: The management approach and its components	Universal Registration document *URD - P 13 - 1 Group overview *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 164 - 5.2.2 Environmental governance *URD - P 166 - 5.2.3 Risks and opportunities related to environment *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-3	103-3 Energy: Evaluation of the management approach	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 164 - 5.2.2 Environmental governance *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 302: Energy 2016	302-1	302-1 Energy consumption within the organization	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 176 - 5.2.5.4 Energy consumption *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 235 - 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement *URD - P 253 - 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
	302-2	302-2 Energy consumption outside of the organization	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 176 - 5.2.5.4 Energy consumption *URD - P 178 - 5.2.5.5 Travel impact *URD - P 235 - 5.5 Non-Financial Performance Indicators *URD - P 247- 5.6 Non-Financial Performance Statement *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
	302-3	302-3 Energy intensity	Universal Registration document *URD- P 36 - 1 Group overview *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 176 - 5.2.5.4 Energy consumption *URD - P 235 - 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement *URD - P 253- 5.7.1.5 => Detailed information regarding energy intensity indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
	302-4	302-4 Reduction of energy consumption	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 176 - 5.2.5.4 Energy consumption *URD - P 235 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
	302-5	302-5 Reductions in energy requirements of products and services	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 171 - 5.2.4.2 => Digital Decarbonization Assessment (DDA) *URD - P 176 - 5.2.5.4 Energy consumption *URD - P 176 - 5.2.5.4 => Energy optimization in the offices *URD - P 177- 5.2.5.4 => Energy optimization in the Data centers *URD - P 235- 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
Emissions										
GRI 103: Management Approach 2016	103-1	103-1 Emissions: Explanation of the material topic and its Boundary	Universal Registration document URD- P 35 - 1 Group overview *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253- 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Emissions: The management approach and its components	Universal Registration document URD- P 13 - 1 Group overview *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 164- 5.2.2 Environmental governance *URD - P 166 - 5.2.3 Risks and opportunities related to environment *URD - P 253- 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 103: Management Approach 2016	103-3	103-3 Emissions: Evaluation of the management approach	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 164 - 5.2.2 Environmental governance *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 305: Emissions 2016	305-1	305-1 Energy Direct (Scope 1) GHG emissions	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 166 - 5.2.3.1 Requests regarding climate change disclosures *URD - P 173 - 5.2.5.1 => Carbon emission past and future targets *URD - P 236 - 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement *URD - P 253- 5.7.1.5 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 253 - 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254- 5.7.1.5 => Detailed information regarding GHG emissions *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15
	305-2	305-2 Energy indirect (Scope 2) GHG emissions	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 166 - 5.2.3.1 Requests regarding climate change disclosures *URD - P 173 - 5.2.5.1 => Carbon emission past and future targets *URD - P 236 - 5.5 Non-Financial Performance Indicators *URD - P 247- 5.6 Non-Financial Performance Statement *URD - P 253 - 5.7.1.5 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 253 - 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding GHG emissions *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15
	305-3	305-3 Other indirect (Scope 3) GHG emissions	Universal Registration document *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 166 - 5.2.3.1 Requests regarding climate change disclosures *URD - P 173 - 5.2.5.1 => Carbon emission past and future targets *URD - P 236 - 5.5 Non-Financial Performance Indicators *URD - P 247- 5.6 Non-Financial Performance Statement *URD - P 253 - 5.7.1.5 => Detailed information GHG Protocol Scopes 1, 2 and 3 *URD - P 253 - 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding GHG emissions *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			7, 8, 12, 13
	305-4	305-4 GHG emissions intensity	Universal Registration document URD - P 36 - 1 Group overview *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 166 - 5.2.3.1 Requests regarding climate change disclosures *URD - P 173 - 5.2.5.1 => Carbon emission past and future targets *URD - P 236 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding GHG emissions *URD - P 254 - 5.7.1.5 => Detailed information regarding energy and GHG emissions indicators rebaselining *URD - P 255 - 5.7.1.5 => Detailed information regarding Science-Based targets				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			13, 14, 15

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
	305-5	305-5 Reduction of GHG emissions	Universal Registration document URD - P 36 - 1 Group overview *URD - P 161 - 5.2.1 Environmental non-financial performance *URD - P 166 - 5.2.3.1 Requests regarding climate change disclosures *URD - P 173 - 5.2.5.1 => Carbon emission past and future targets *URD - P 176 - 5.2.5.3 Carbon offsetting *URD - P 176- 5.2.5.4 => Renewable and Decarbonized Energy *URD - P 178- 5.2.5.5 Travel impact *URD - P 236- 5.5 Non-Financial Performance Indicators *URD - P 237 - 5.5 Non-Financial Performance Indicators *URD - P 253- 5.7.1.5 => Detailed information regarding energy and carbon indicators *URD - P 254 - 5.7.1.5 => Detailed information regarding GHG emissions				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			13, 14, 15
	305-6	305-6 Emissions of ozone-depleting substances (ODS)	Universal Registration document *URD - P 182 - 5.2.7.4 Biodiversity and land use, air emissions and pollution *URD - P 235 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			3, 12, 13
	305-7	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Universal Registration document *URD - P 182- 5.2.7.4 Biodiversity and land use, air emissions and pollution *URD - P 235 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15

GRI 400 Social Standards Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
Employment										
GRI 103: Management Approach 2016	103-1	103-1 Employment: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Employment: The management approach and its components	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-3	103-3 Employment: Evaluation of the management approach					YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 401: Employment 2016	401-1	401-1 New employee hires and employee turnover	Universal Registration documentç *URD - P 189 - 5.3.4 Talent attraction and repention *URD - P 239 - 5.5 Non-Financial Performance Indicators *URD - P 242 - 5.5 Non-Financial Performance Indicators *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.a) 2.1; I.a) 2.2	6	5,8
	401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Universal Registration document *URD - P 196 - 5.3.7 => Health care coverage, death and disability benefits *URD - P 241 - 5.5 Non-Financial Performance Indicators *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			8
	401-3	401-3 Parental leave	Universal Registration document *URD - P 200 - 5.3.8.2 => Collective bargaining agreements *URD - P 241 - 5.5 Non-Financial Performance Indicators *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.f) 1	6	5,8

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
Occupacional Health and Safety										
GRI 103: Management Approach 2016	103-1	103-1 Occupational Health and Safety: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Occupational Health and Safety: The management approach and its components	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-3	103-3 Occupational Health and Safety: Evaluation of the management approach	Universal Registration document *URD - P 185 - 5.3.2 Employees Health and Safety *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 403: Occupacional Health and Safety 2018	403-1	403-1 Occupational health and safety management system	Universal Registration document *URD - P 185 - 5.3.2 => Health and Safety *URD - P 198 - 5.3.8.2 Awareness and involving employees							
	403-2	403-2 Hazard identification, risk assessment, and incident investigation	Universal Registration document *URD - P 185 - 5.3.2 => Health and Safety							
	403-3	403-3 Occupational health services	Universal Registration document *URD - P 185 - 5.3.2 Employees Health and Safety *URD - P 186 - 5.3.2 => UK&I Health & Safety							
	403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	Universal Registration document *URD - P 185 - 5.3.2 => Health and Safety *URD - P 186 - 5.3.2 => Consultation *URD - P 200 - 5.3.8.2 => Collective bargaining agreements							
	403-5	403-5 Worker training on occupational health and safety	Universal Registration document *URD - P 185 - 5.3.2 => Health & Safety							
	403-6	403-6 Promotion of worker health	Universal Registration document *URD - P 186 - 5.3.2 => UK&I Health & Safety							
	403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Universal Registration document *URD - P 186 - 5.3.2 => UK&I Health & Safety							
	403-8	403-8 Workers covered by an occupational health and safety management system	Universal Registration document *URD - P 185 - 5.3.2 => Health & Safety							
	403-9	403-9 Work-related injuries	Universal Registration document *URD - P 185 - 5.3.2 Employees Health and Safety							
	403-10	403-10 Work-related ill health	Universal Registration document *URD - P 186 - 5.3.2 => UK&I Health & Safety							

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation				
Training and Education										
GRI 103: Management Approach 2016	103-1	103-1 Training and Education: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 189 - 5.3.4 Talent attraction and retention *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Training and Education: The management approach and its components	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 186 - 5.3.3 Skills management and development *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			8
	103-3	103-3 Training and Education: Evaluation of the management approach	Universal Registration document *URD - P 186 - 5.3.3 Skills management and development *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 404: Training and Education 2016	404-1	404-1 Average hours of training per year per employee	Universal Registration document *URD - P 186 - 5.3.3 Skills management and development *URD - P 189 - 5.3.4 Talent attraction and retention *URD - P 238 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.e) 2	6	4, 5, 8
	404-2	404-2 Programs for upgrading employee skills and transition assistance programs	Universal Registration document *URD - P 186 - 5.3.3 Skills management and development *URD - P 238 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.e) 1		8
	404-3	404-3 Percentage of employees receiving regular performance and career development reviews	Universal Registration document *URD - P 186 - 5.3.3 Skills management and development *URD - P 238 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement *URD - P 255 - 5.7.1.5 => Detailed information related to Human Resources indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)	I.e) 1	6	5,8
Customer Privacy										
GRI 103: Management Approach 2016	103-1	103-1 Customer Privacy: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Customer Privacy: The management approach and its components	Universal Registration document *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy *URD - P 216 - 5.4.5 Ethical management of data *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
	103-3	103-3 Customer Privacy: Evaluation of the management approach	Universal Registration document *URD - P 216 - 5.4.5 Ethical management of data *URD - P 234 - 5.5 Non-Financial Performance Indicators *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
GRI 419: Socioeconomic Compliance 2016	419-1	419-1 Non -compliance with laws and regulations in the social and economic area	Universal Registration document *URD - P 179 - 5.2.6.1 => Hardware other environmental challenges *URD - P 223 - 5.4.6.2.4 => 3rd level control *URD - P 245 - 5.5 Non-Financial Performance Indicators *URD - P 249 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			16

Atos Specific Indicators

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
GRI 103: Management Approach 2016	103-1	103-1 Atos specific indicators: Explanation of the material topic and its Boundary	Universal Registration document *URD - P 35 - 1. Group overview => Atos materiality matrix *URD - P 157 - 5.1.3 Atos stakeholders' approach and engagement *URD - P 158 - 5.1.4 Challenges and Materiality Matrix *URD - P 159 - 5.1.4 => Atos materiality matrix *URD - P 251 - 5.7.1.2 Respect of the AA1000 standard *URD - P 252 - 5.7.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) *URD - P 253 - 5.7.1.5 Methodological detailed information				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Atos specific indicators: The management approach and its components	Universal Registration document *URD - P 13 - 1. Group overview => Board of Directors *URD - P 154 - 5.1 Corporate Social Responsibility *URD - P 154 - 5.1.1 Vision *URD - P 155 - 5.1.2 Strategy				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	103-3	103-3 Atos specific indicators: Evaluation of the management approach	Universal Registration document *URD - P 234 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
Atos specific indicators	A2	A2 - Atos Trust Index® informed by Great Place to Work	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 200 - 5.3.8.2 => Taking into account employees' expectations *URD - P 200 - 5.3.8.2 => The Trust Index *URD - P 241 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	A3	A3 - Information security and percentage of coverage of ISO 27001 certification	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 244 - 5.5 Non-Financial Performance Indicators *URD - P 248 - 5.6 Non-Financial Performance Statement *URD - P 255 - 5.7.1.5 => Detailed information related to ISO27001 Audits				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	A10	A10 - Client innovation workshops (number)	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 209 - 5.4.3 => Client Innovation Workshops (CIW) *URD - P 245 - 5.5 Non-Financial Performance Indicators *URD - P 249 - 5.6 Non-Financial Performance Statement *URD - P 255 - 5.7.1.5 => Detailed information related to Client Innovation Workshops				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	A14	A14 - EMS & Number of sites certified ISO 14001	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 165 - 5.2.2.3 Environmental Management Systems and ISO 14001 Certification *URD - P 237 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2020	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part Omitted	Reason	Explanation		Grenelle 2		
	A16	A16 - Lost working days/Absenteeism rate	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 198 - 5.3.7 => Smart working conditions *URD - P 240 - 5.5 Non-Financial Performance Indicators				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	A17	A17 - Supplier Screening	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 201 - 5.3.9 => Monitoring of CSR risk in the supply chain *URD - P 243 - 5.5 Non-Financial Performance Indicators *URD - P 249 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			
	A20	A20 - Natural Disasters	Universal Registration document *URD - P 36 - 1. Group Overview => CSR challenges & indicators of progress *URD - P 166 - 5.2.3 Risks and opportunities related to environment *URD - P 168 - 5.2.3.2 => More frequent and more extreme natural events and disasters due to climate change *URD - P 237 - 5.5 Non-Financial Performance Indicators *URD - P 247 - 5.6 Non-Financial Performance Statement				YES : Universal Registration document P 256 - 5.7.2 Report of one of the Statutory Auditors (...)			

Sustainability Accounting Standards Board content index

Atos align its annual reporting to the Sustainability Accounting Standards Board (SASB), focusing disclossures and indicators more material for its business into the Software and IT services Industry.

Software and IT Services Industry

Code	Accounting Metrics:	2020 disclosure location
Energy Management		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	5.5 Non-Financial Performance Indicators, page 234
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.2.7.3 Water and food, page 181
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	5.2.5.4 Energy consumption / Energy optimization in the Data centers, page 177
Customer Privacy		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	5.4.5 Ethical management of data, page 216
TC-SI-220a.2	Number of users whose information is used for secondary purposes	5.4.5.1 Customers / Clients information, page 217
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	5.4.5.2 Protecting personal data in a data driven world, page 218
Data Security		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	5.4.4 Security and data protection / Prescriptive Security, page 214
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	5.4.1 Governance Non-Financial Performance, page 205; 5.4.4 Security and data protection, page 212
Employee Engagement, Diversity & Inclusion		
TC-SI-330a.2	Employee engagement as a percentage	5.3.8.2 Awareness and involving employees / Taking into account employees' expectations, page 200
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	5.3.5 Diversity / Diversity table, page 193
Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	5.5 Non-Financial Performance Indicators, page 246
Systemic Risk Management		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	5.4.4 Security and data protection / Incident Response: Business continuity in the face of Covid-19, page 214

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, 2020

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, 2020.

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[1].

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.

[1] ISAE 3000 – *Assurance engagements other than audits or reviews of historical information*

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 48-50[2]:

- for the consolidating entity, we consulted the documentary sources and conducted interviews to corroborate the qualitative information[3] (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[4] 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 between 18% and all the consolidated quantitative social and 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.

Paris-La Défense, May 10, 2021

One of the Statutory Auditors
Deloitte & Associés

Jean-François Viat
Statutory Auditor

Erwan Harscoët
Sustainability Director

2 **Quantitative information:**
Energy in absolute (Mwh); Energy intensity by revenue (GJ per Million EUR); GHG emissions by employee (tCO2 per employee); Percentage of Offices and Datacenters ISO14001 certified; Offsetting of all data centers GHG emissions (%); Atos Trust Index® informed by Great Place to Work (GPTW); Total number or employees recruited; Percentage of graduates recruited; Average hours of training that employees have undertaken during the year; Number of digital certifications obtained per year; Percentage of female within Atos; Net Promoter Score for our All clients; Client innovation workshops delivered; 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€; Attendance rate at Board meetings; Percentage of female in the Board of Directors; Percentage of employees who successfully completed the Code of Ethics' e-learning; Number of significant fines (higher than 100k EUR); Total percentage of spend assessed by EcoVadis.

3 **Qualitative information:** Introducing internal carbon pricing; Atos employees' drive for net-zero; The power of digital technologies to support inclusion; Delivering digital security with the Charter of Trust.

4 **Sample of entities:** Atos USA, Atos Germany, Atos Philippines

For further information or questions related to:
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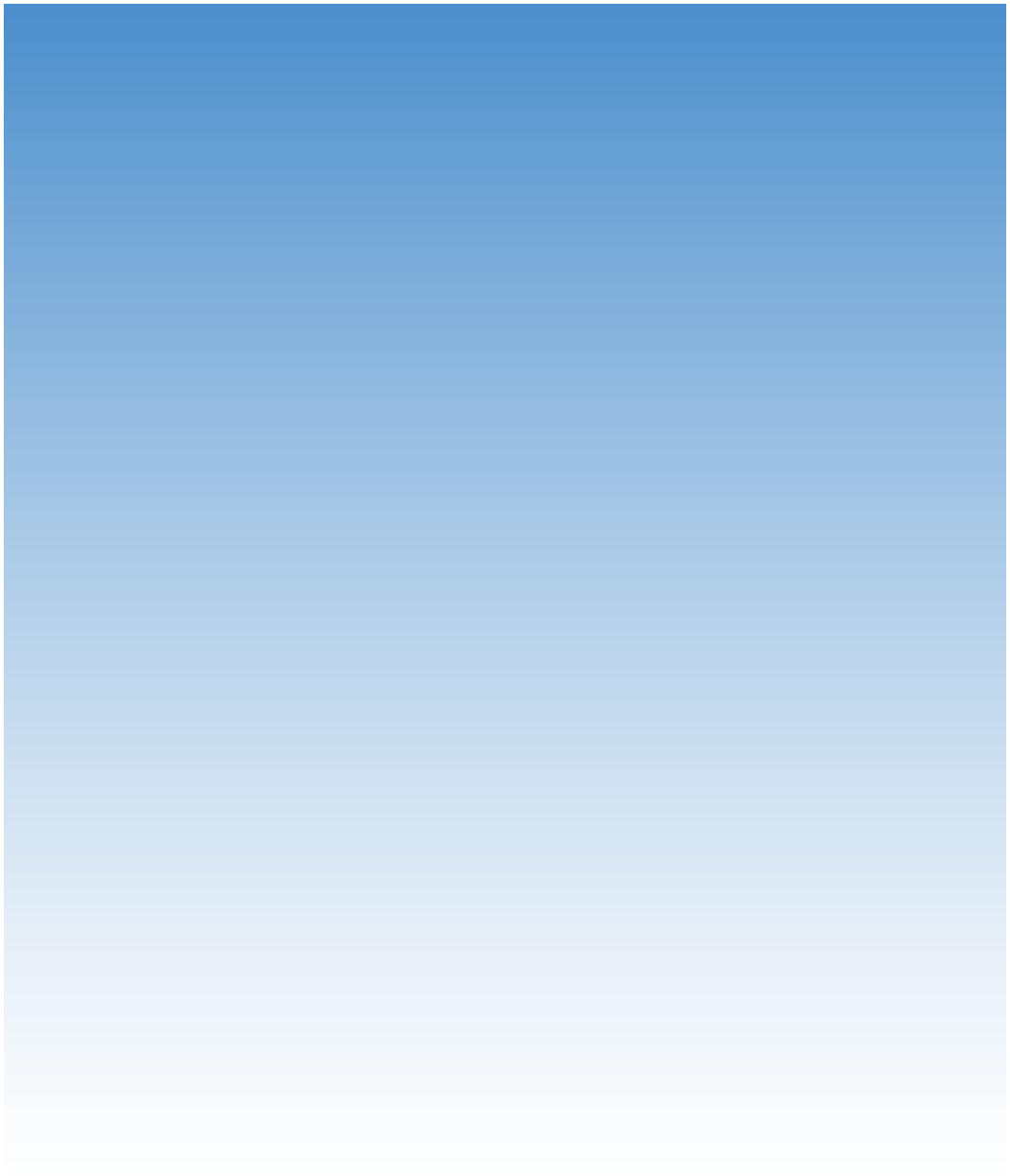

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