



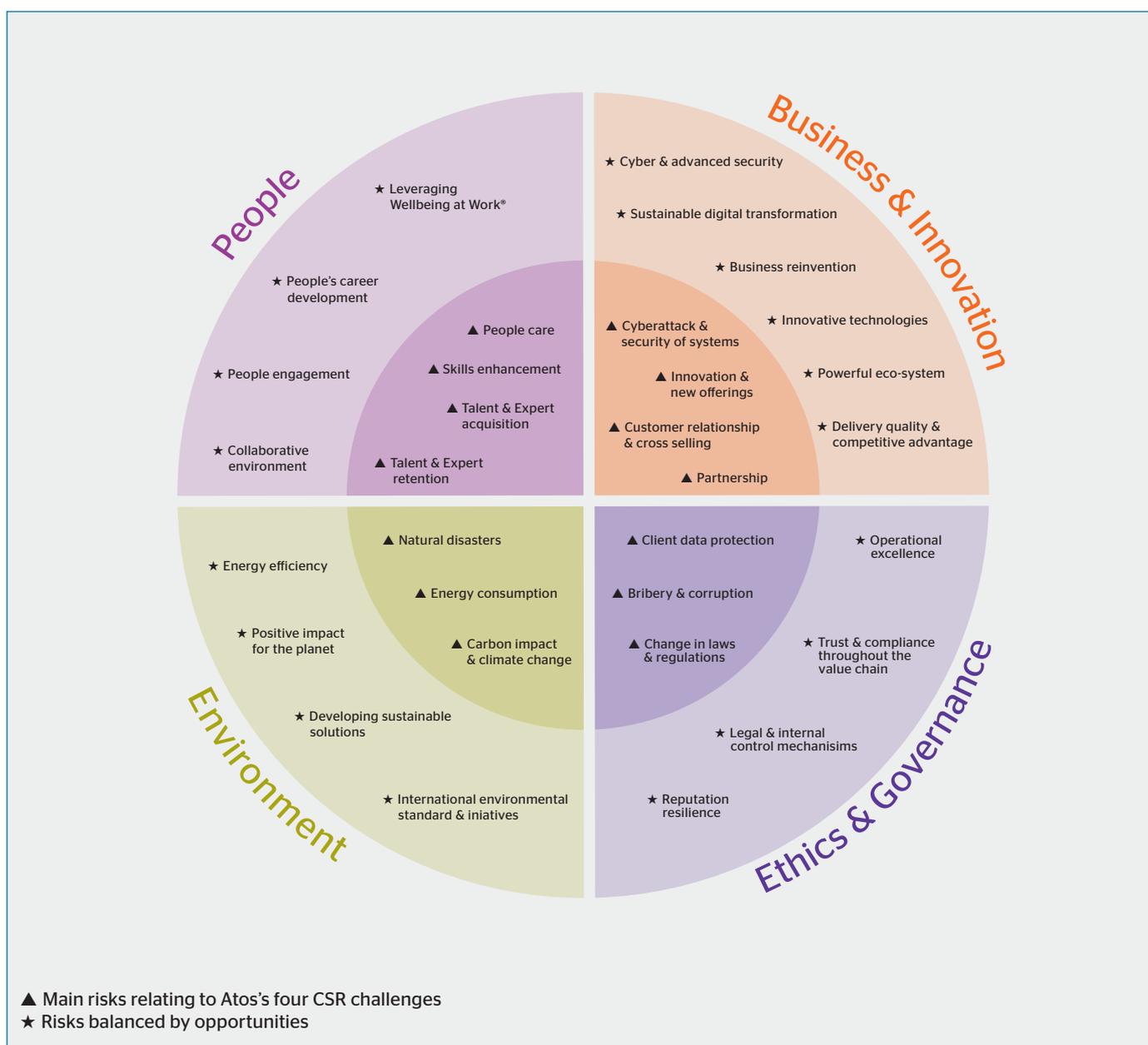
Corporate Responsibility and Sustainability Challenges

Balancing risks and opportunities

Risk assessment and management form an integral part of the Atos Group’s operational and strategic management. The risks Atos faces are both financial and extra-financial.

In 2018 Atos carried out a comprehensive assessment of the risks related to the four main areas identified as challenges under the Group’s Corporate Responsibility and Sustainability program: People, Business & Innovation, Ethics & Governance and Environment. The magnitude of these risks varies in terms of impact on Atos business or results and/or likelihood of occurring.

The chart below represents the combination of the identified risks that could adversely affect our goals to create value and potential opportunities that are open to us and to our clients to balance those risks.



Our four priority challenges

People

Risks description

▲ Talent and expert acquisition

Atos' success as a leader in the IT & digital services sector depends on our ability to attract key qualified staff who can apply their digital skills for the benefit of customers. This is becoming a substantial challenge considering the current highly competitive labor market for digital skills.

▲ Talent and expert retention

Retaining Talent and expert is our priority. Atos develops leadership and forms talented and stable teams that are dedicated to meeting clients' needs which is important for achieving customer satisfaction, gaining new customers and enhancing the company's reputation.

▲ Skills enhancement

Success in this fast-evolving sector depends on the company's ability to continuously up/reskill its existing employees so that they can provide the highest quality services, making use of the latest developments in technology.

▲ People care

In order to attract and retain the best talents it is essential to fulfil our employees' expectations for well-being at work, personal development and for the workplace to promote a fair and attractive company culture.

Action/Mitigation

By addressing this challenge, Atos is seizing the opportunity to be a responsible employer through:

- ★ its people engagement
- ★ people career development
- ★ collaborative environment
- ★ and leveraging on Wellbeing at Work.

In 2018, we continued our focus on employability to further develop strategic and tactical workforce management and to offer better career prospects supported by competency development through the programs of the Atos University as well as competitive reward structures for all employees. Atos focuses actively on key people (top performers, talents, experts) through global programs in place from early career to senior executive level and with worldwide leading institutions to offer them the best management and leadership development opportunities throughout their careers. Through our Wellbeing@work program we create a collaborative environment which is underpinned by development (including Individual Development Plans) and career mobility plans such as Internal First, plus initiatives to close the gender gap and encourage inclusiveness.

Business & Innovation

Risks description

▲ Cyberattacks and security of systems

The visibility of Atos and its clients may attract hackers, organized criminals or state-sponsored organizations to conduct attacks on systems that could compromise the security of data. The growing complexity of technical infrastructures which may be affected by security breaches (including the use of mobile technologies and cloud-based services) together with the increasing sophistication of cybercrime contribute to intensifying this risk. IT system breakdowns or disruptions could also be highly critical both for Atos' internal operations and our customers' needs.

▲ Innovation and new offerings

Atos' success is linked to our capacity to invest in technological innovation and new digital offerings to enable the digital transformation of our clients. Although we strive to ensure that our intellectual property is protected, others, including our competitors, may develop similar technology.

▲ Customer relationship and cross-selling

The IT & digital services and solutions that Atos provides to customers are critical for the performance of their commercial activities and often play a key role in the development of their businesses. Any inadequate implementation of sensitive IT systems or any deficiency in the performance of services may result in considerable prejudicial consequences for clients and may result in penalty claims or litigation. Effective management of client relationships should include client-centricity and cross-selling to provide a comprehensive response to clients' needs.

▲ Partnerships

The ability to develop partnerships and create a unique ecosystem of technological partners is vital to ensure the design and delivery of innovative and high-quality products and services. Third parties may represent risks as they expose Atos to liabilities: business, compliance, ethical and reputation risks.

Action/Mitigation

Managing the material risks affecting business and innovation is a spur for Atos to pursue operational excellence and entrepreneurship across the organization. It is an opportunity to:

- ★ reinvent business
- ★ with high delivery quality & competitive advantage
- ★ in a powerful ecosystem
- ★ to offer innovative technologies
- ★ cyber & advanced security
- ★ sustainable digital transformation.

Atos is certified ISO 27001. The impact of security incidents, including data breaches, is minimized through the implementation of a Computer Security Incident Response Team to manage all security events and security incidents worldwide. In addition to a Crisis Management Policy, Atos has established a Cyber Emergency Policy to ensure a consistent methodology is applied in addressing any declared cyber emergency event.

Our Scientific Community of 150 members anticipates future trends, and a network of more than 2,000 recognized experts around the world supports innovation and new offerings. The R&D investment committee oversees the Atos R&D roadmap globally and a specific risk assessment process (named 'RAPID') approves and follows R&D investments.

Atos safeguards innovation and new offerings through a dedicated Intellectual Property (IP) Factory which manages IP assets.

Atos partners are closely monitored based on the need for skills or resources justification, compliance with competition rules, proportionate remuneration, quality, cost, delivery, innovation, ethics and sustainability requirements.

Ethics & Governance

Risks description

▲ Changes in laws and regulations

As a worldwide employer and as a provider of IT products and services, Atos is subject to an array of stringent national and international laws and regulations. It is essential therefore to maintain a strong compliance culture to ensure operational excellence and to avert reputational damage.

▲ Bribery, corruption and fraud

Atos operates in 73 countries, some of which have weak anti-corruption laws which could expose the company to reputational and legal risks.

▲ Client data protection

Since controlling and processing data is a core business activity of Atos, it is essential that client data is protected. Atos complies with the numerous laws and regulations which protect personal data and the privacy of individuals in the digital world. Recent regulatory changes in the European Union (General Data Protection Regulation) and growing societal awareness of the way data is handled make protection of client data an important priority for Atos.

Action/Mitigation

Atos works to ensure that business across the value chain is done in a fair, ethical and responsible manner. This is an opportunity for:

- ★ operational excellence
- ★ trust & compliance throughout the value chain
- ★ legal & internal control mechanisms
- ★ reputation resilience.

These are continuously reviewed to ensure adherence to national and international laws and regulations, as well as relevance and usefulness in guiding the behaviors of our key stakeholders and our employees through mandatory training (Atos' Code of Ethics).

Client data protection is managed across the organization and led by a dedicated data protection organization at global level, cascaded within the geographies. A data protection policy and controls have been rolled out and this is also covered by the information security management system certified ISO 27001 standard.

Environment

Risks description

▲ Carbon impact and climate change

As part of the world's efforts to tackle climate change, Atos progressively reduces its own energy consumption and carbon footprint. We apply the scenario analysis recommended by the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) to assess the resilience of our activities, considering different climate-related scenarios, including a 2°C scenario and a business as usual scenario at 4°C.

▲ Natural disasters

Extreme natural events look set to increase in frequency in the years ahead and pose a threat not just to employee safety but also to the continuity and security of IT systems. In line with the TCFD approach, Atos considers upstream preparation for the resilience of its activities, as well as resistance capacity during an event and the recovery capacity after an event.

▲ Energy consumption

Reducing carbon emissions and energy consumption are priorities for Atos, and the company's reputation depends on its ability to deliver reductions in these areas, for itself and its customers.

Action/Mitigation

Atos views its environmental challenges as global opportunities to create:

- ★ positive impact for the planet
- ★ develop sustainable solutions (such as smart energy, green datacenters, compensated hosting services)
- ★ enhanced international environmental standard & initiatives
- ★ energy efficiency gains.

We address environmentally-related risks through the Environmental Program action plans, the Environmental Management System, the Enterprise Risk Management Process, the Book of Internal Control and Legal Risk Mapping along with the policies that frame our activities. ISO 14001 certification of our major sites involves legal monitoring and constant information on potential changes.

In 2018, we investigated a number of dimensions relating to our three main climate change-related risks and related opportunities in order to better assess the risks of climatic events and the responses that can be made.

The Atos Safety and Emergency Response Tool (SERT) is activated in areas where an event has occurred that could place Atos employees' safety at risk. In 2018 SERT was activated in Indonesia, the Philippines, USA, Mexico, Guatemala, Greece, Canada and France. Our extensive strategies to ensure business continuity include the provision of services from our different locations and we run twin datacenters with full duplication capacity (synchronous data and IT infrastructure replication).

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> Risks analysis



Our materiality matrix for integrated reporting

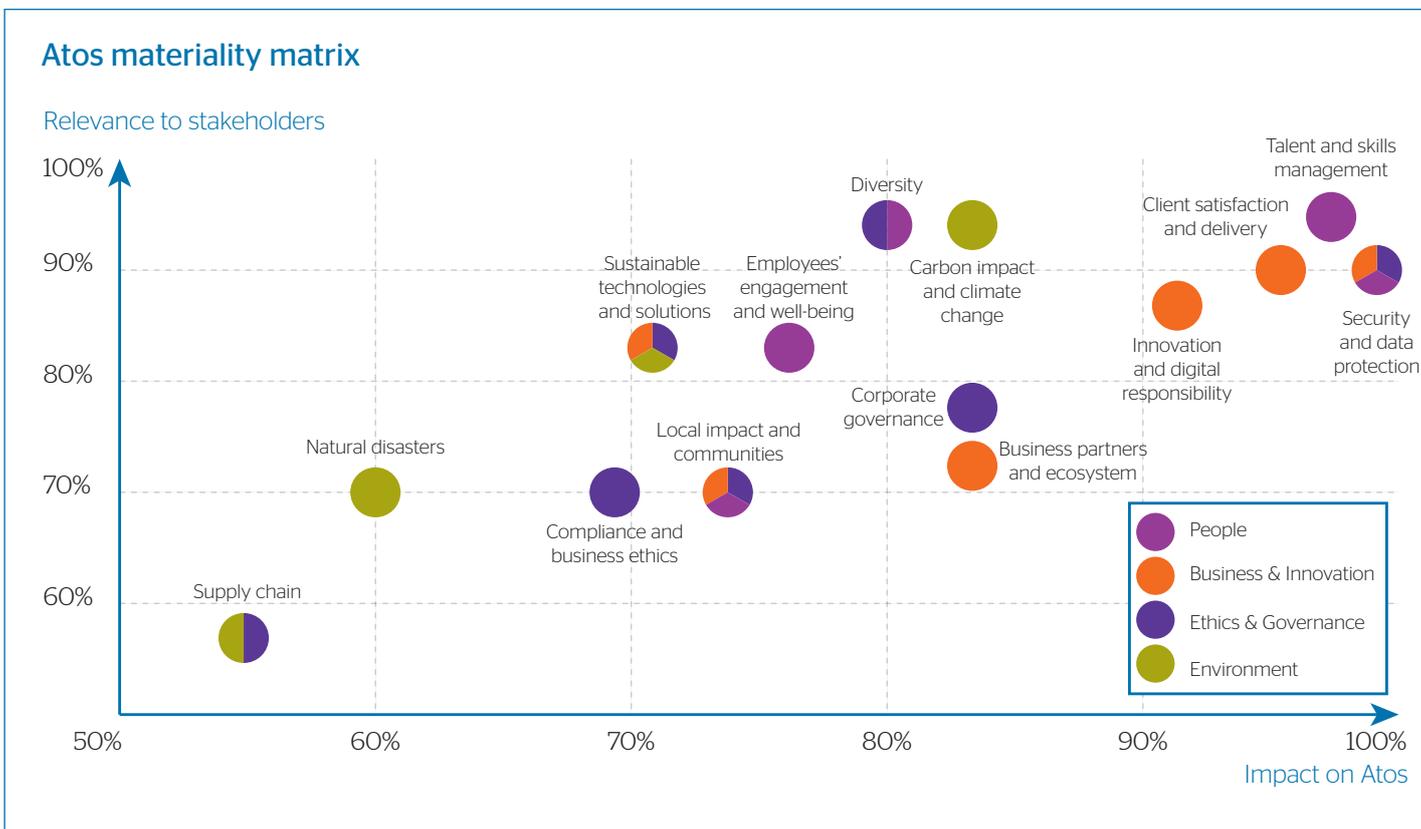
Atos bases its approach to corporate responsibility on a materiality analysis which considers its business activities and the expectations of its stakeholders. This analysis enables us to combine financial and non-financial considerations and to prioritize our actions. It allows Atos to focus on those issues that are truly critical in order to achieve the organization’s goals, secure its business model and manage its impact on society.

We perform regular materiality assessments in order to identify the principal challenges that key stakeholders consider as essential for Atos. Thanks to frequent communication with external stakeholders, we identify their key requirements and design ways to address them. We also collaborate with IT sector partners to promote innovation and contribute to global thinking on sector-specific challenges.

Internally, Atos holds annual interviews with Executive Committee members and Business Unit managers to discuss our materiality and corporate responsibility strategy. We also apply international independent standards and regulations such as the Global Reporting Initiative, the framework principles of the International Integrated Reporting Council (IIRC), the AA1000 standard and the French extra-financial reporting standards in order to help managers and Corporate Responsibility teams prioritize their challenges. Finally, we carry out a benchmarking exercise against other companies in the IT sector which enables us to identify best practices in the industry for sustainability strategies and reporting.

As a result of this analysis with internal and external stakeholders, four focus areas have been selected and prioritized: People, Business & Innovation, Ethics & Governance and Environment. For each of these areas, Atos has a structured area of intervention involving the development of internal policies and strategies, the monitoring of targets and the management of performance.

The following Materiality Matrix summarizes Atos’ Corporate Responsibility challenges related to each key stakeholder group.



People

Being a responsible employer

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

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

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

Diversity: Atos has deployed a global diversity program that aims to share in our operations around the world best practices in areas such as gender equity, disability, cultural diversity, seniority and other critical diversity issues. It is Atos' responsibility to employ a workforce which reflects the full diversity of today's society.

Employee engagement and well-being: We believe that the overall performance of our company reflects the commitment of every single employee. We are focused on developing a committed, motivated and engaged community of employees, based from a growing number of Atos campuses. Our Wellbeing@Work program aims to ensure that all our employees operate in a best-in-class working environment.

Business & Innovation

Generating value for clients through sustainable and innovative solutions

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

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

Client satisfaction and delivery: Atos is committed to ensuring a high level of customer satisfaction and improving scores every year.

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

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

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

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

Ethics & Governance

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

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

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

Corporate governance: Atos has established robust and diverse corporate governance standards and bodies. In 2018 the Board of Directors was composed of 50% of women, exceeding the threshold of the Copé-Zimmerman law in France. Furthermore, six nationalities were represented on the Board.

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

Supply chain: Atos has developed a permanent dialogue with its suppliers to enforce strong and fair relationships and to ensure the respect of its values and rules. Working together in these conditions is a prerequisite for building trust and long-term relationships.

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

Environment

Supporting the transition to a low-carbon economy

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

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

Carbon impact and climate change: Since 2008, Atos has reduced its carbon emissions by 50% both in intensity and in absolute terms. Our carbon targets to contribute to limiting the rise of climate change to 2°C have been approved by the Science-Based Target Institute and the CDP ranks Atos as one of the best-in-class for its action to combat climate change.

Atos runs a global Environmental Program which designs, promotes and consolidates specific initiatives addressing environmental challenges such as carbon intensity, energy efficiency, low-carbon and renewable energy and the impact of travel.

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

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> Corporate Responsibility



The power of dialogue

Atos invests extensively in innovation to anticipate new trends and develop the sustainable IT solutions that fulfil the expectations of our clients and of all our stakeholders, including our employees, business partners and suppliers, local communities and society in general.

Stakeholder dialogue plays a critical role in our innovation investments enabling Atos to create opportunities to design services and solutions with high growth potential. Indeed, our ongoing discussions with our stakeholders are essential for our business operations and our corporate responsibility process which includes our yearly materiality assessment process.

Clients are at the center of our ecosystem of stakeholders. Dialogue and co-innovation with customers are the main engines of value creation at Atos, reinforcing the trust of our clients, ensuring the relevance and success of our business and enhancing our reputation in the market.

At all levels of the company we work very closely with stakeholders, including national authorities, international organizations, employee representatives, analysts and other members of the investment community, industry associations and local communities.

Discussing our sustainability agenda

Since 2011, Atos has organized an annual Global Stakeholders' meeting to review and discuss strategic topics on the company's sustainability agenda and support the materiality assessment.

At the annual meeting in March 2018, issues discussed included the role of Atos in securing responsible digital services, as well as the ethical and security aspects of technologies such as artificial intelligence and robotics.

Hubert Tardieu, Head of the Atos Scientific Community, spoke about the digital choices that need to be made for a sustainable future. Nicolas Kozakiewicz, Head of R&D and Innovation at Worldline, analyzed the revolutionary potential of blockchain.

Feedback from stakeholders about these and other questions play an important part in integrating CSR concerns into Atos' strategic development.



Clients and partners

Expectations:

Atos' clients expect to benefit from the right digital tools and expertise to meet their own challenges. In order to adapt and develop in a constantly evolving marketplace, their expectation for innovation is steadily increasing. They also rightly request a very high level of data protection.

Challenges:

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

Value created by Atos:

Innovative services and solutions to anticipate and meet clients' needs. Strong business growth and co-innovation opportunities offered via Atos' wide-ranging ecosystem of partners, including leaders and startups, that are closely supported by Atos Labs and Business Technology Innovation Centers (BTICs).

SDGs addressed:



Investors and Analysts

Expectations:

Atos' investors expect profitability and efficiency. They need to be informed about our strategy and our corporate responsibility achievements and objectives. Above all they request clarity and transparency in how we allocate and manage our resources.

Challenges:

Integrated thinking, Transparency, Credibility.

Value created by Atos:

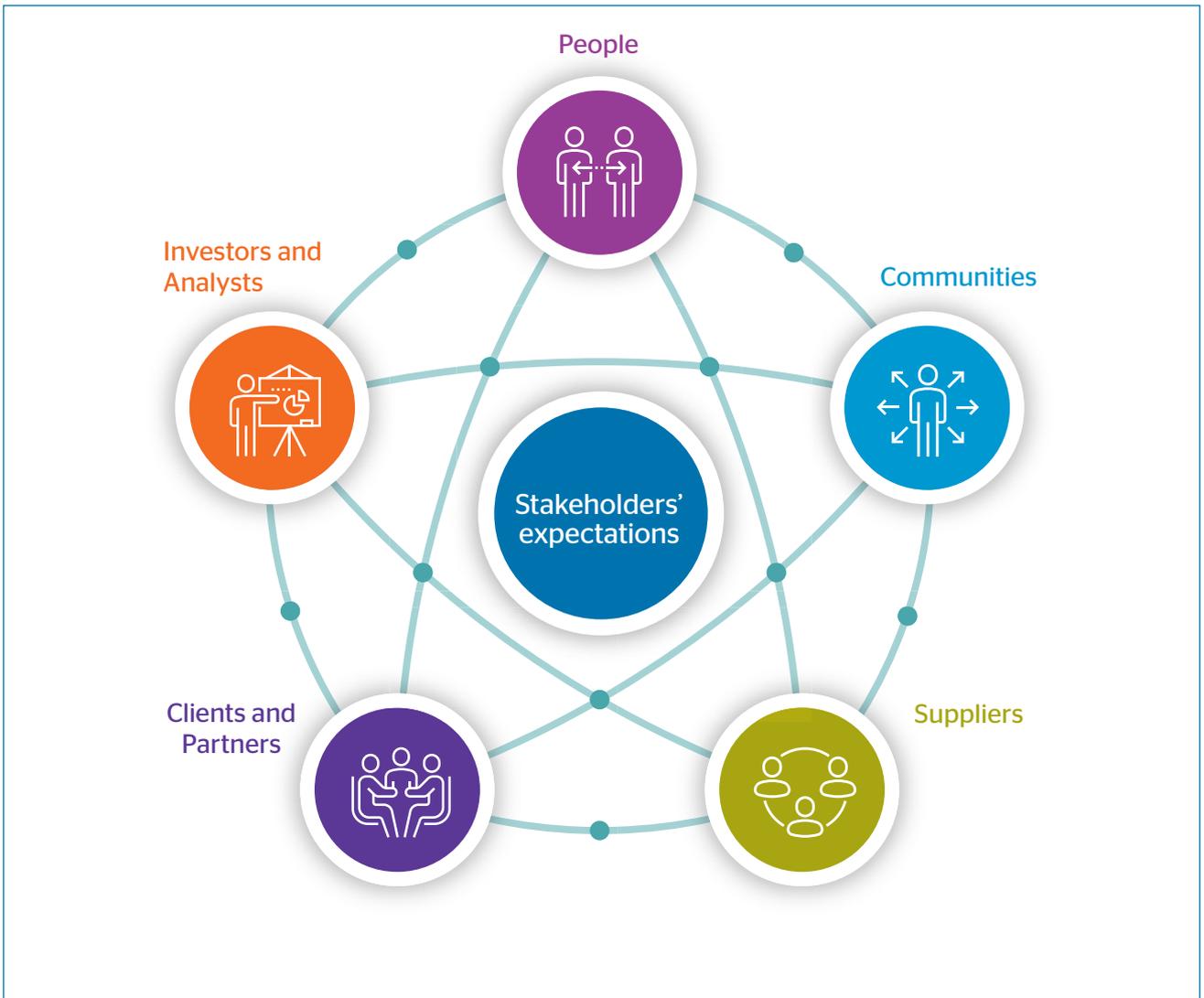
We disclose sustainability KPIs and integrate financial and non-financial factors to provide high value information and generate significant long-term value to investors and shareholders through continuous business and profit growth.

SDGs addressed:



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> Corporate Responsibility





People

Expectations:

Atos' employees want to work in the best possible environment and to have the opportunity to evolve and grow within the company. They expect genuine recognition for their work. The protection of their personal data is also key for Atos' employees.

Challenges:

Employee commitment, engagement and satisfaction, Brand appeal, Talent retention, Wellbeing@Work.

Value created by Atos:

Atos is a responsible employer, promoting collaborative working, diversity and well-being at work. With dedicated programs, the Group offers tremendous opportunities to fast track career growth with a special attention to the millennial generation.

SDGs addressed:



Suppliers

Expectations:

Atos' suppliers want to benefit from access to new markets, revenue growth and fair margins. They expect long-term relationships based on the observance of contracts and on trust, fairness and shared ethical values.

Challenges:

Ethics and responsibility in the value chain, Collaboration, Knowledge sharing, Efficiency.

Value created by Atos:

Our governance framework uses ethics and compliance to drive organizational processes and business thereby securing a sustainable supply chain. Atos was the first ICT company to obtain approval for its Binding Corporate Rules (BCR) by European data protection authorities, placing data protection as a key component in our business culture.

SDGs addressed:



Communities and Society

Expectations:

Society and local communities are interested in the socio-economic impacts of Atos' operations, including issues such as job creation. These stakeholders are also interested in the use of new technologies and smart solutions which enable progress with a minimal environmental footprint. Public bodies deliver administrative authorizations and determine the regulatory context in which Atos does business.

Challenges:

Savings, Performance, License to operate.

Value created by Atos:

As recognized leaders in sustainability in the IT sector we minimize and offset environmental impacts, generate sustainable profits to support innovation, make a positive and long-term impact on local economies, support social progress and power digital inclusion.

SDGs addressed:



Main Key Performance Indicators

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos' corporate responsibility performance in 2018 linked to its four challenges. The complete set of KPIs is contained in the Registration Document.

1 • BEING A RESPONSIBLE EMPLOYER

CHALLENGE 1	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being a responsible employer	Talent and skills management	Average hours of training that employees have undertaken during the year	404-1	✓	37.90	36.27	41.98	91%	-
		Percentage of employees with an Individual Development Plan	404-3	✓	85%	80%	62%	81%	-
		Number of digital certifications obtained per year	404-2	✓	40,316	35,263	not disclosed	100%	-
	Diversity	Percentage of females within Atos	405-1	✓	29.42%	29.17%	27.07%	100%	-
		Percentage of women identified in talents pool	405-1	✓	27.88%	27.43%	27%	78%	-
	Employees' engagement and well-being	Atos Trust Index® informed by Great Place to Work (GPTW)	A2	✓	57%	54%	54%	60%	-
		Absentee Rate (%)	A16	✓	2.38%	2.33%	2.53%	62%	-

2 • GENERATING VALUE FOR CLIENTS THROUGH SUSTAINABLE AND INNOVATIVE SOLUTIONS

CHALLENGE 2	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Generating value for clients through sustainable and innovative solutions	Client satisfaction and delivery capability	Net Promoter Score for all clients	102-43 102-44	✓	48%	not disclosed	not disclosed	-	62%
	Innovation and digital responsibility	Innovation workshops delivered with customers	A10	✓	297	290	290	-	100%
	Security and data protection	Percentage of coverage of ISO 27001 certifications	A3	✓	100%	100%	100%	-	100%
		Total number of material complaints regarding breaches of customer privacy and losses of customer data giving rise to legal proceedings with an amount claim of at least 300k€	418-1	✓	0	0	0	-	100%
	Business partners and ecosystem	Digital transformation factory revenue (M Eur)	A12	✓	3,642	2,958	1,500	-	100%
	Sustainable technologies and solutions	Total revenue of "sustainability offering" (M Eur)	A7	✓	3,257	2,755	1,670	-	100%
		Offsetting of all datacenters GHG emissions (%)	305-5	✓	100%	100%	100%	100%	100%
	Corporate Governance	Percentage of females within the board of directors	405-1	✓	50%	50%	45%	-	-
		Attendance rate at Board meetings	102-28	✓	84%	91%	not disclosed	-	100%

3 • BEING AN ETHICAL AND FAIR PLAYER WITHIN ATOS' SPHERE OF INFLUENCE

CHALLENGE 3	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being an ethical and fair player within Atos' sphere of influence	Compliance and business ethics	Percentage of employees who successfully completed the 'Code of Ethics' e-learning	205-2	✓	92%	91%	86%	90%	-
		Number of significant fines (higher than 100k EUR)	419-1	✓	0	0	1	-	100%
	Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	A17	✓	57%	52%	41%	-	99.99%
		Total percentage of spend assessed by EcoVadis	A17	✓	55%	54%	49%	-	99.99%
	Local impact and communities	Total number of employees recruited	202-2	✓	13,510	12,596	16,005	100%	-
		Percentage of graduates recruited	401-1	✓	45.67%	37.97%	not disclosed	90%	-

4 • MANAGING THE CORPORATE ENVIRONMENTAL FOOTPRINT

CHALLENGE 4	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Supporting the transition to a low-carbon economy	Carbon impact and climate change	Energy intensity by revenue (GJ per Million Eur)	302-3	✓	222.07	227.35	243.41	-	97%
		Energy intensity by employee (GJ per employee)	302-3	✓	28.11	29.68	32.18	85%	-
		GHG emissions by revenue (tCO ₂ per Million Eur)	305-4	✓	18.22	19.28	22.14	-	97%
		GHG emissions by employee (tCO ₂ per employee)	305-4	✓	2.30	2.51	2.90	89%	-
		ISO 14001 certified sites (Offices plus datacenters)	A14	✓	119	134	124	-	100%
	Natural disaster	Percentage of the strategic datacenters that have synchronous data replication capacities	A20	✓	100%	100%	not disclosed	-	100%

2018 FOOTNOTES:

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

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

A2: This indicator is based on the Great Place to Work® survey. In 2018, unlike 2017, school trainees (interns) are included into the total value of these indicators.

102-43, 102-44: data published in 2017 was related to top clients that responded to strategic surveys whereas data published for 2018 relates to all clients that responded to the customer satisfaction survey.

A10: See the methodological note "Detailed information related to A10" in "D.7 Scope of the report" of the 2018 Registration Document

418-1: the threshold to report the complaints is now 300K€

205-2: the e-learning excludes Germany

All environmental KPIs exclude ImaKumo, Belarus, Worldline USA, Worldline Brazil, Bosnia and Herzegovina, Indonesia, Algeria and Tunisia.

302-1, 302-3, 305-1, 305-2, 305-3, 305-4 for offices include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Croatia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates, United Kingdom, Uruguay, USA, Worldline Argentina, Worldline Austria, Worldline Belgium, Worldline Chile, Worldline Czech Republic,

Worldline Estonia, Worldline Finland, Worldline France, Worldline Germany, Worldline Iberia, Worldline India, Worldline Italy, Worldline Latvia, Worldline Lithuania, Worldline Malaysia, Worldline Netherland, Worldline Poland, Worldline Singapore, Worldline Sweden, and Worldline UK.

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

302-3 the Energy Intensity includes the offices and datacenters scope of countries. The employees included in that language scope of countries are 95,817. The revenue applicable for that scope of countries is 1,213,051 million of Euros.

305-4: GHG = Greenhouse Gas

305-4: tCO₂ = Tons of Carbon Dioxide equivalent

305-4 the Greenhouse Gas emissions Intensity includes the offices, datacenters and travel scope of countries. The employees included in that scope of countries are 96,618. The revenue applicable for that scope of countries is 1,219,453 million of Euros.

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> Corporate Responsibility



Building a culture of excellence

In an industry as fast-moving and dynamic as the IT services sector, Atos makes it a priority that all our employees have the skills they need to be true drivers of digital transformation.

In 2018, building the digital skills of our colleagues was a high priority focus in Atos and 40,000 new digital certifications were delivered.

The official opening of the Atos University in Bangaluru in India was also an historic event for us. With technology moving into the core business processes of our customers, Atos is ready to conceive and deliver a whole new level of training to our employees.

Meeting the expectations of the next generations of digital talents so that they can make plans for a long future at Atos is critical for our long term standing with regards to our clients. 2018 was a year where our Graduate Discovery Journey was piloted; this brand-new program for graduates joining Atos will be rolled out across the Group in 2019. Giving career perspectives to Atos staff has become a tangible reality thanks to the success of our Internal First initiative; in 2018 some 80% of vacant positions or new opportunities were filled internally, a significant increase from the 60% achieved in 2017.

Ensuring a smooth transition and integration for the 23,000 employees who joined us from Syntel in 2018 was also a key priority. We plan to capitalize on and combine Syntel's sophisticated knowledge acquisition program and its state-of-the-art campuses to enhance our value proposition in terms of career development.

The technological transformation of Atos remains another permanent focus. The internal digital workplace experience of our colleagues is a major factor for employee satisfaction and retention; Atos plans to make sure that they have access to the very best technologies in the market. Beyond this, Atos is proactively exploring the potential of data analytics and artificial intelligence to enhance the experience of our people.



Atos remains committed to helping employees gain a stake in the company and to share in the value they help to create. Our 2018 employee shareholding plan is our largest ever, open to more than 95% of our colleagues around the world.

In 2018, steps were taken to increase the diversity of our workplace, with a focus on gender diversity as a priority with Key Performance Indicators such as moving towards parity in recruitment and equal remuneration for men and women. Our new 3-year plan, Advance 2021, sets a target of 25% of women in our top management.

Also within our diversity drive, we implemented in 2018 an ambitious Accessibility Program across Atos, appointing a Head of Accessibility and Digital Inclusion and publishing a new internal accessibility policy establishing new criteria for accessible IT at work.

The successful transformation of the Atos workplace in recent years would not have been possible without our long-running initiative, Wellbeing@work. In 2019, we will launch a new program, "We are Atos", that will focus on key issues such as diversity, skills and social value. Our ambition remains for Atos to be truly best-in-class when it comes to the employee experience.

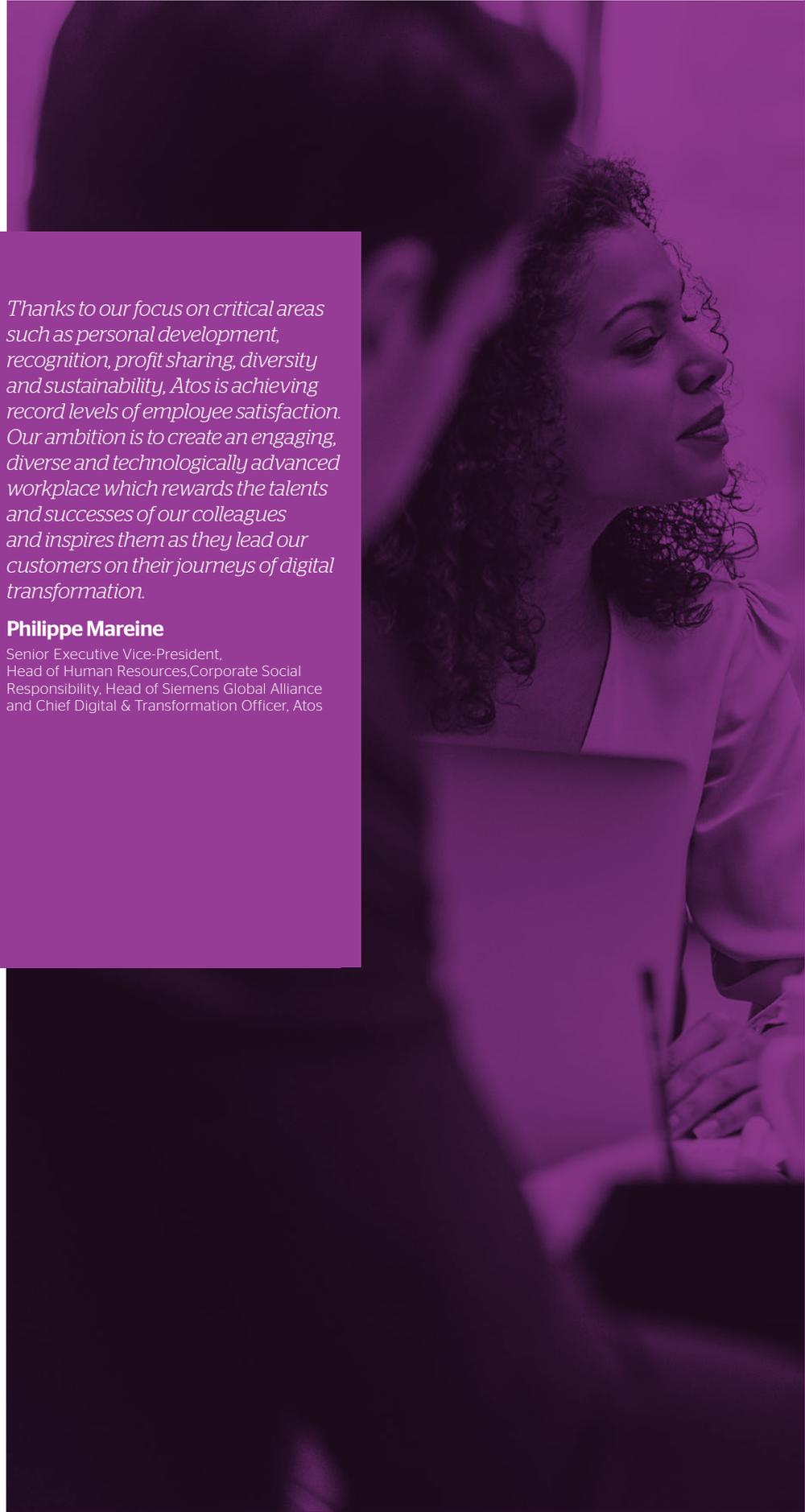


Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

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2018 Registration Document 
 > Corporate Responsibility/
 Being a responsible employer



Thanks to our focus on critical areas such as personal development, recognition, profit sharing, diversity and sustainability, Atos is achieving record levels of employee satisfaction. Our ambition is to create an engaging, diverse and technologically advanced workplace which rewards the talents and successes of our colleagues and inspires them as they lead our customers on their journeys of digital transformation.

Philippe Mareine

Senior Executive Vice-President,
Head of Human Resources, Corporate Social
Responsibility, Head of Siemens Global Alliance
and Chief Digital & Transformation Officer, Atos

Key achievements in 2018

+3 points

Great Place to Work® satisfaction score increases to 57%

66%

participation in Great Place to Work® survey

40,316

digital certifications

8,800

Atos people trained at the Atos University in 2018

80%

vacant positions filled through Internal First

2,000+

membership of the Expert Community

Maintaining a diverse, talented and agile workforce



How data analytics helps HR

As digitalization gathers momentum in the world of human resources (HR), data analytics is playing an increasing role at Atos in supporting the management of our people.

Within the Global HR function at Atos, teams have used data analytics, relying on statistical methods and analysis through programming software, to help improve the performance of retention or reskilling programs for instance.

In the UK and Ireland, the HR team used data analytics to transform its management of absenteeism, enabling a shift from reporting on the number of days lost to generating valuable insights on where the real issues lay. As a result, the HR team was able to implement tailored initiatives, for example in relation to mental health.

As well as using data analytics in areas such as graduate retention and resource optimization, the UK HR team is using it to quantify any gender pay gap and to identify any causes.

Winning the race for digital talent

To fully meet the aspirations of digital graduates from leading universities, Atos has developed a three-year tier-one graduate program providing incoming talents with a structured career path and exciting opportunities for professional development.

The Graduate Discovery Journey aims at transforming raw talent into best-in-class, all-round digital professionals. Participants enjoy varied operational experience early in their careers on projects across all areas of the company, including a minimum of 18 months' experience abroad. They may also be given a once-in-a-lifetime opportunity to contribute to the Olympic Games.

Every member of the program, trialed in 2018 with 80 high-potential graduates, is assigned an executive sponsor and a mentor from senior management to provide personalized support during their journey of empowerment.

The curriculum encompasses training covering technical and digital skills, so-called soft skills and emotional intelligence. The pilot program included a five-day course in India focused on experiential learning.

Following positive feedback from the trial, the program will now be expanded and rolled out across Atos.



As well as gaining practical experience in different divisions, the Graduate Discovery Journey has helped grow my leadership capabilities. I felt empowered from day one at Atos.

Holly Mattinson

Atos in the UK & Ireland



As an Atos intern I had the opportunity to work on a number of interesting subjects within my chosen field of big data, including a Worldline project about online fraud detection and a database audit in the financial services sector in Ivory coast. I was constantly able to develop my skills in IT technologies and languages. I was also lucky enough to work with senior big data engineers from across Atos. It was a very enriching experience.

Abdoulaye Niang

Atos in Senegal

Benchmarked against the best

Atos' ambition is to be recognized as the best employer in the IT and digital services sector and to provide the best digital experience for its employees. It aims to increase its score in the Great Place to Work® Trust Index©, a leading indicator of employee satisfaction, to the top 10% industry benchmark.

2018 saw the highest participation to date by employees across Atos in this global survey which is managed by the Great Place to Work® Institute and which is structured around five dimensions: Credibility, Respect, Fairness, Pride and Camaraderie. Around 60,000 employees – 66% of the workforce – provided feedback on workplace experience and expectations and gave suggestions for how to help build a great working environment together.

Atos' average Trust Index score improved by three points from 2017, reaching an all-time high of 57%. This performance reflects greater management engagement to improve the workplace culture, with 70% of participants agreeing that "management trusts people to do a good job", and that "they are given a lot of responsibility".

Other elements leading to the higher score include Atos' priorities to recognize and reward its people, as evidenced by a 6% increase in participants expressing pride in working for the company.



Karen Gorosito
HR Director, Atos in Argentina

By working simultaneously on many areas that needed our attention, we were able to demonstrate to our employees our genuine commitment to making Atos Argentina a great place to work. We communicated regularly about Atos benefits and how to access them, and our CEO and the HR team met with employees over breakfast on a number of occasions to listen to their needs and to better understand what they expect of Atos. We integrated many of these expectations into our plan for 2018, which included work plans, training and workplace improvements. Employees were also given opportunities to engage in a range of work and social activities including the Buenos Aires Youth Olympic Games and a family day. Our recruitment team worked closely with our Operations so that we could fill vacancies through our Internal First policy and fulfil employees' aspirations for mobility and placements.



Promoting internal talent

With its Internal First program, which prioritizes existing staff when filling new positions, and with dedicated career paths across the organization, Atos aims to support its employees to develop challenging, stimulating and rewarding professional lives. In 2018, Atos launched an Internal First smartphone app through which employees can view current job opportunities that match their career and skills profile.



I think it is important not to stay in your own comfort zone for too long and instead to look for new challenges regularly. After joining Atos in 2011, I worked in different HR management roles in the Central and Eastern European region, mainly for Business & Platform Solutions (B&PS). At the beginning of 2018, I decided it was time for a general change in my career. Through the Internal First initiative and the 'hands-up' program, I was selected for the role of Global Head of Recruitment & Mobility for Worldline.

Julia Von Poswik
Global Head of Recruitment & Mobility, Worldline

Skilling up for the digital future



Training for excellence

At all levels within Atos, attracting, developing and retaining talented employees and managers is a strategic priority. The Atos Excellence Program (AEP) is dedicated to growing the company's skills base by offering both local and global training initiatives in a warm and collegiate atmosphere.

In 2018, more than 200 high-potential employees in France participated in year-long leadership training programs as part of AEP Talents. Each learning program includes training delivered by the Ecole Polytechnique, a highly ranked training institution.

Students focus on a wide series of topics ranging from public speaking and communication to risk management, value creation, innovation and creativity.

Meanwhile, worldwide some 500 people at manager-level participated in a training program delivered in partnership with the EMLyon Business School. The course is designed to encourage a common managerial culture and to help Atos managers develop their entrepreneurial skills, communicate Atos' strategic plans and lead the transformation of the company.



The Atos Excellence Program helped participants understand how to continuously improve our soft skills and adapt our management style to the evolution of the workforce and the increasing need for expertise in interpersonal skills, coaching, emotional intelligence and agility. It was also a fantastic opportunity for networking with colleagues from my division and other divisions.

Caroline Houdent

Head of Customer Operations, Atos in France

Atos University boosts our skills capacity



Since the inauguration of the Atos University in Bengaluru, India, in early 2018, Atos has provided training to more than 8,800 colleagues.

In less than a year, the Atos University has proved itself to be an asset of high strategic value to Atos. The institution gives Atos significant capacities to deliver in-house training across a wide range of disciplines and has helped to embed a culture of continuous education across the organization.

As well as increasing the technical skills of employees by running well-attended courses in Java, Python, Azure and .Net, the learning programs provided by Atos University extend well beyond training in digital certifications.

Employees who pass through the institution receive education in key business areas such as leadership, project management, contract management, finance, procurement, sales, and service delivery management.

A culture of learning

In line with Atos' mission to be the partner of choice for its customers' journeys of transformation, investment in digital skills and capabilities forms a cornerstone of the company's plans for sustainable growth.

In 2018, Atos certified more than 14,000 people for the high-value digital skills necessary to deliver Atos Digital Transformation Factory offerings. The cutting-edge skills and abilities of these employees support Atos' continued leadership in the competitive market for digital transformation services.



My journey began when we followed Amazon Web Services (AWS) Partner training electives as part of

our required training from Atos. That's when the lights went on, and I saw what an opportunity this could be. After I had completed my AWS Solution Architect certification, I realized that to fully understand the Cloud it would be good to have certifications in all three of the major public cloud providers. That's when my quest for learning started in earnest. My knowledge of a wide range of solutions relating to public cloud and on-premises architectures has helped me immensely in my career. I am more confident in talking to customers about the latest trends which I believe are here to stay. I cannot recommend enough for anyone in technology to fully embrace this type of learning.

Willem Van Der Gryp

SAP Solution Architect, Atos in North America

Supporting the LGBTI community

In 2018, Atos committed to following new standards of conduct published by the United Nations Human Rights Office which are designed to support the business community in tackling discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people.

The standards build on the UN Guiding Principles on Business and Human Rights and reflect the input of hundreds of companies across sectors. By endorsing the standards, Atos aims to play its part in accelerating the pace of change and eliminating discrimination.

Leading the way in the UK

Leading UK business newspaper, the *Financial Times*, listed Atos' Julia Atwater at number 21 in its 50 LGBT+ Future Leaders ranking. Julia is the co-chair of AtosPride, a network which spans 29 countries, bringing together and supporting lesbian, gay, bisexual and transgender employees in the workplace. She plays a key role in advising how to ensure diversity and inclusion can be integral to Atos' strategy, working closely with HR, sales, bid and delivery teams.



Setting up AtosPride and being part of the LGBT+ and Allies community at Atos has changed my life. The impact of being able to be myself at work is immeasurable. We know that people perform best when they can be themselves. The recognition I have received (shortlisted for the NatWest British LGBT Awards Top 10 LGBT+ Corporate Rising Stars 2018) confirms that the work I'm doing is necessary, but more importantly it has also encouraged many colleagues to come forward, share their stories and be role models for others in the LGBT+ community.

Julia Atwater

Head of Communications, B&PS and Co-Chair of Atos Pride, Atos in the UK & Ireland

ICT systems accessible to all

Atos is determined to position accessibility as a fundamental and integral aspect of all its ICT systems and related services.

In 2018, the company published a new wide-ranging Group accessibility and digital inclusion policy. The policy commits Atos to provide ICT systems that not only comply with relevant accessibility standards and enable the company to attract and retain talent from the widest possible pool, but also enhance efficiency and act as a trusted resource to facilitate access for millions of customers worldwide.

Neil Milliken, Head of Accessibility & Digital Inclusion at Atos and author of the new policy, was listed at number nine in the Shaw Trust's Disability Power 100 in 2018. The annual publication lists the 100 most influential disabled people in the UK; more than 700 nominations were received for the 100 places.



It is my firmly held belief that disability inclusion is a key factor in creating sustainable business. At Atos, we have a strong focus on creating equitable and inclusive digital experiences in the workplace and beyond. We are developing the skills base of the organization to be better able to support accessibility and we plan to train over 10,000 people in accessibility fundamentals by 2021. Our ambition is to make Atos a recognized global leader for accessibility, and for our inclusivity initiatives to be a key reason as to why customers choose Atos as a partner.

Neil Milliken

Head of Accessibility & Digital Inclusion, Atos

Embracing diversity

To mark the UN International Day for Persons with Disabilities on 3 December, four employees from across Atos shared experiences about what it is like to live and work with an impairment.

As part of the #PurpleLightUp initiative, employees based in the UK, Brazil and the Netherlands contributed inspiring narratives to a company blog, raising awareness across Atos of the challenges and achievements of people with an impairment.



A leader in diversity

The Brandon Hall Group recognized Atos' North America Operations (NAO) diversity program with an Excellence in Workforce Management award in 2018.

This acknowledgement by international analysts highlights Atos' best-in-class diversity and inclusion programs. As part of its diversity program, Atos NAO has implemented several initiatives to showcase the importance of diversity and inclusion to the Atos culture. These aim to increase awareness and focus on four diversity pillars: Gender, Generations, Culture and Accessibility.

Atos' new program competed against entries from global companies with mature programs in place. The award entries were evaluated by a panel of independent senior industry experts and Brandon Hall Group analysts and executives.

Responsible innovations for a digital world

As our clients confront the challenges of new digital dilemmas, customer satisfaction through innovative and sustainable solutions has become a major driver of Atos' strategy for growth and value creation.

Our clients rely on Atos to assist them in successfully navigating a world of unprecedented risks and dramatic opportunities. It is our job to help them transform their organizations while at the same time protect their data and promote a culture of digital responsibility.

Because Atos' clients look to us to provide them with the digital tools and expertise that they need to meet their challenges, their expectations for innovation are increasing continuously. To exceed these expectations, we are developing strong relationships with major technology companies, startups, research institutes and universities.

In 2018, we formed a global partnership with Google Cloud which has significantly strengthened our capacity to meet the digital transformation needs of our customers and help them adopt solutions based on artificial intelligence.

This major agreement has enhanced Atos' powerful ecosystem of partners, which includes technology leaders such as Dell Technologies, Microsoft, SAP and of course Siemens, our largest shareholder. By working together with these players and with innovative startups, Atos is able to draw on unparalleled expertise and insights to help our clients achieve successful and sustainable digital transformation.

Atos remains dedicated to co-innovation with our key customers. In 2018 we increased the number of innovation workshops we held with major clients. At these events, which covered topics ranging from FinTech to blockchain to quantum computing, leading business technologists from our Scientific Community helped our customers plan for upcoming digital disruptions and challenges. In 2018, we also rolled out a dedicated global Client Innovation Team in charge of carrying out client innovation activities such as StratHacks.



Data protection is an absolute priority for our customers. As a recognized global leader in delivering secure data privacy services Atos further strengthened our relevant policies across the Group in 2018 to ensure the prevention of any breaches or loss of data privacy.

Our cutting-edge solutions and technologies are playing an important part in helping our customers rise to the challenges of sustainability. We are convinced that digital solutions are enablers of sustainable development and we cross-match all the offerings of our Digital Transformation Factory against the United Nations Sustainable Development Goals.

Whether by supplying government organizations and universities with supercomputers that can simulate climate systems and disease patterns or by facilitating the use of detailed satellite data to create products and services to address some of society's great challenges, or by simply

improving the energy efficiency and security of data processing, innovations from Atos are already helping our customers shape a digital economy that is more responsible, inclusive and sustainable.

- 
8 PROMOTE SUSTAINED AND ECONOMIC GROWTH
 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- 
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- 
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 Ensure sustainable consumption and production patterns
- 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
 Promote peaceful and inclusive societies for sustainable development

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 Generating value with co-innovation and sustainable business solutions



Companies and organizations look to Atos to help shape their digital transformation journeys, secure their longevity and deliver a culture of corporate digital responsibility. Technologies developed and implemented by Atos are now enabling companies and organizations of all sizes and in all sectors to respond to some of the major challenges linked to sustainability, from climate and environmental issues to questions of governance, trust and social inclusion.

Robert Vassoyan

Senior Executive Vice-President, Group Chief Commercial Officer, Atos

Key achievements in 2018

48%

Net Promoter Score for all clients

30%

Share of Digital Transformation Factory revenue

297

Customer Innovation Workshops

€300 million

Annual Research & Development investment

5,000
patents

15

R&D centers

Our innovation culture, built on trust



Shining a light towards 2022

In 2018, Atos released a landmark report into the future of technology in business: *Journey 2022*.

Compiled by experts from the Atos Scientific Community, the publication represents Atos' vision of the challenges faced by organizations from all sectors as they adapt to new technologies and to new social and environmental pressures.

According to *Journey 2022*, waves of disruptive change and the accompanying divergent choices they often bring can lead to new challenges and disruptions for organizations.

Atos describes these challenges as Digital Dilemmas. The digital and physical worlds are becoming increasingly interconnected and sometimes entangled. Businesses need to understand how to balance the increasing tensions between physical and digital worlds if they are to successfully complete their journeys of digital transformation. Those businesses that take appropriate action to resolve these dilemmas will flourish on the path to 2022.

Above all, organizations will need to evolve towards a paradigm based on workforce flexibility, collaborative partner ecosystems, skills automation and sustainable resource consumption.

These perspectives are embodied within what Atos' *Journey 2022* refers to as the new concept of Corporate Digital Responsibility.

Spearheading quantum computing in Europe

In recognition of its expertise in the emerging field of quantum computing, Atos has been selected to participate in two projects of the European Union's €1bn 10-year research initiative, the Quantum Technologies Flagship.

The initiative aims to support the development of a competitive quantum industry in Europe, making the results of quantum research available as commercial applications and disruptive technologies.

Atos is contributing its expertise in two key research areas: quantum computing and quantum simulations.

The PASQuanS project will develop next generation quantum simulation platforms that will be pushed far beyond the reaches of classical computation.

The AQTION project will realize a scalable European quantum computer that is based on the manipulation of single-charged atoms. Atos will bring to the project its powerful programming platform, the Atos Quantum Learning Machine, and will work on finding new industrial quantum applications. The project supports Atos' commitment to developing a true 50-qubit quantum accelerator.

AI unleashed

With the launch of Atos Codex AI Suite, the most comprehensive artificial intelligence (AI) software suite available on the market, data scientists now have an easy-to-use, efficient and cost-effective solution to rapidly build and deploy AI applications, extract value from data and develop new opportunities for their businesses and for society.

As the latest innovation to be offered as part of the Atos Codex portfolio, Codex AI Suite supports the development of a new generation of AI applications in areas such as personal medicine, homeland security and smart cities.

Using the solution, applications can be deployed and relocated in multiple complementary environments including public clouds, on-premises infrastructure and edge computing, enabling the fast allocation of hardware and software resources.

In this secure, shared environment, data scientists are able to efficiently develop applications and achieve optimal performance at the lowest cost. Cloud resources are used wherever possible with high-performance resources only deployed when necessary.

Enabling high performance computing (HPC) and AI convergence, Codex AI Suite can help HPC businesses overcome the limits of traditional simulations and develop exciting new applications to address today's challenges such as precision medicine, advanced prescriptive maintenance and person recognition.

Innovation ecosystem dedicated to clients

Client satisfaction is one of the strongest indicators that our innovations are creating value for customers. Atos takes a client-centric approach to innovation, which engages all our partners, along with a rich variety of external third parties from startups to universities and trade associations.

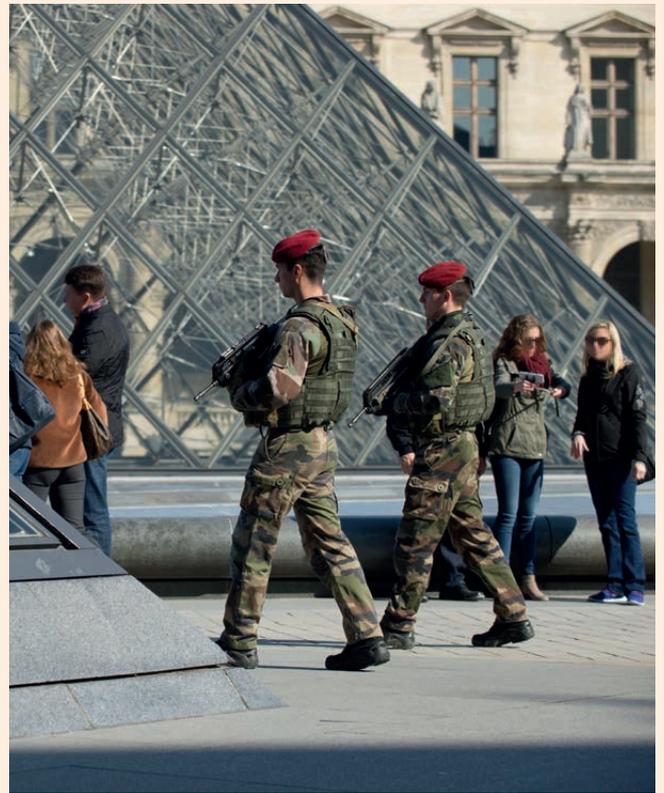
This forms a collaborative and open ecosystem which helps us to accelerate the evolution of our insights and the development of new services.

To help us bring clients, partners, and other leaders together to innovate effectively, Atos invests in Business Technology Innovation Centers around the world. We also organize popular StratHacks (Strategy Hackathons) which help our clients at executive management level explore their future business options enabled by new and emerging technologies.

The AI Lab is born

In London, in 2018, Atos unveiled its first artificial intelligence (AI) lab, developed as a result of our partnership with Google Cloud.

At the lab, Atos works alongside private and public sector organizations to unlock cross-enterprise opportunities. The new lab is available to businesses and organizations across Europe, supporting them as they utilize AI technologies and define and design use cases relevant to their needs. The Atos AI Lab is also helping build an ecosystem of highly-skilled AI specialists in London and across Europe.



Top-level clearance for Axylium

Axylium, the tactical LTE (long term evolution standard) communication solution developed by Atos for the French Armed Forces, has received the official 'Defense Restricted' certification by the French Army.

Axylium is the first 4G LTE tactical device used in operational missions to receive this level of security certification, which recognizes Axylium as officially capable of transmitting sensitive information.

Used daily by soldiers engaged in the French military's anti-terrorist operations (Opération Sentinelle), Axylium provides encrypted communications, enabling information to be shared smoothly and operational control to run effectively.

The solution is based on an Android smartphone and a remote Helium 4G radio module patented and co-developed by the French Defense Procurement Agency.

Axylium's resilience and its high-speed capabilities while on the move, combined with the high level of security confirmed by its 'Defense Restricted' certification, have positioned the service as a leading solution for internal and civil security.

Opening new horizons with technology



Digital eyes in the sky

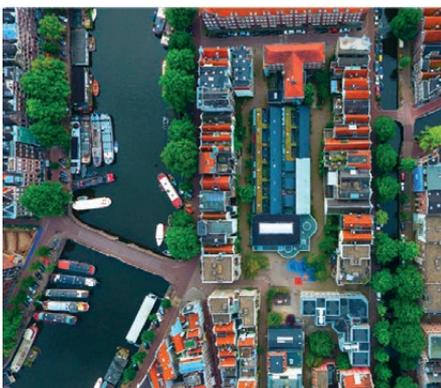
Since June 2018, the scientific, research and corporate community worldwide has been able to access and combine satellite data in an unprecedented way. Its use and combination with information from multiple sources creates services that address some of society's greatest challenges.

Atos is the leader of a consortium that manages the new Earth Observation Platform, officially named Mundi Web Services, on behalf of the European Commission and the European Space Agency. The satellite data platform went live in June 2018.

Mundi Web Services give organizations and companies unlimited and free access to real-time data from a network of Sentinel satellites, enabling customers to combine this information with their own data and tools and to develop innovative products and services.

The robust and flexible platform handles vast volumes of data in different formats. It provides access to sophisticated processing tools, resources and infrastructure.

Supported by the analytics and cognitive capabilities of Atos Codex, Mundi Web Services will help transform raw satellite data into valuable insights so that organizations can deliver services which respond to some of the greatest challenges we face today, such as climate change and resource scarcity. For example, the platform can help governments and cities better manage and anticipate urban development, support scientists as they assess climate change and help farmers improve the management of their crops and yields.



to learn more:



Tackling disease with quantum computing

Atos is working together with international life science company Bayer and RWTH Aachen University in Germany to evaluate the use of quantum computing to research and analyze patterns in human diseases.

Computing and life science experts from these institutions are using the Atos Quantum Learning Machine, the world's highest-performing quantum simulator, to analyze anonymized real-world patient data and to research the behavior of diseases.

Quantum computing will be able to identify correlations between comorbidities (which are additional diseases or disorders that occur at the same time as the primary disease or disorder) and any relevant patterns in patient data.

The Atos Quantum Learning Machine is capable of simulating up to 41 qubits (quantum bits) and combines an ultra-compact system with a universal and standardized quantum programming language, AQASM (Atos Quantum Assembly Language).

The project with Bayer in Aachen, which will also include a complementary approach using high performance computing, aims to assess the potential of quantum computing in the field of medical data analysis.

Fostering sustainable land development

Mundi Web Services are expected to serve clients across a broad range of sectors and markets, including manufacturing, insurance, utilities, agriculture, forestry, urban development and emergency services.

French startup geomatics management platform provider Geosigweb is already using the capabilities of Mundi Web Services to help local communities in France manage land resources.

Based on cross-referencing satellite data from the Mundi platform with local geographic information system data, Geosigweb supplies clients with regular reports which analyze trends in land use and resource consumption across all of France and provides forecasts for the future. The startup credits Atos with the outstanding technical qualities necessary to process satellite images which map the entire country and address its clients' needs.

The birth of digital twin

In 2018, Atos joined forces with software specialists Bentley Systems to develop a complete solution to create and operate so-called 'digital twins' on behalf of industry and infrastructure asset owners.



A digital twin is a virtual replica of a physical system, product, production system or service, which evolves through constant feedback, simulation and learning from its physical

counterpart. Enterprises can use digital twins to predict asset performance, avoid failures and increase productivity as well as to support operational training and decision making.

The application of digital twin technology also creates the potential for a new generation of adaptive products which are able to respond to a range of contextualized data insights.

Atos' global experience and expertise in digital transformation, combined with Bentley's portfolio, will enable businesses to take advantage of digital twins as a cloud-based service.

The groundbreaking partnership was initiated through the Atos and Siemens Global Strategic Alliance.

Leading the way in GDPR

Recognition of Atos' global leadership in delivering secure data privacy services to its clients continued in 2018 with global analyst firm Nelson Hall identifying Atos as a leader in its latest vendor evaluation & assessment tool for GDPR (the EU's General Data Protection Regulation) services.

Nelson Hall cites Atos' key strengths as strong encryption, identity & access management and incident response services, and its partnerships and significant investment in upcoming security technologies and regulations. The research firm says that Atos is well positioned to help clients become very compliant with GDPR.

Atos GDPR services are based on its data protection solutions, global consulting capabilities, secure payment technologies (such as tokenization) and its robust network of global and local Security Operations Centers for continuous monitoring and security measure enforcement to mitigate data privacy risks. Atos is also developing an end-to-end offer in order to manage the data in accordance with GDPR regulations.

Atos Quantum Learning Machine opens new research horizons



The Argonne National Laboratory is the latest US national laboratory to deploy the Atos Quantum Learning Machine, which allows engineers, researchers and scientists to focus on their applications and algorithms without having to wait for actual quantum machines to become available.

Argonne National Laboratory is a US Department of Energy Office of Science national laboratory and is a world leader in scientific research into high-energy physics, materials science, biology and advanced computer science, including quantum computing. Computation, modeling, and simulation are key components of its research efforts, helping to solve some of society's most complex problems.

Argonne scientists intend to use the Atos Quantum Learning Machine to explore the impact of quantum computing in critical areas such as quantum chemistry and quantum materials.

Bringing Industry 4.0 to Russian transport



Atos is enabling one of Russia's largest transport manufacturers to enter the age of Industry 4.0, thanks to its delivery of a pilot on-premises project for the world-leading IoT (Internet of Things) platform from Siemens, MindSphere.

Atos is providing on-site, secured, and powerful IoT solutions based on MindSphere to 2050 LLC, a company which is a service integrator for Transmashholding, the largest rolling stock manufacturer in Russia.

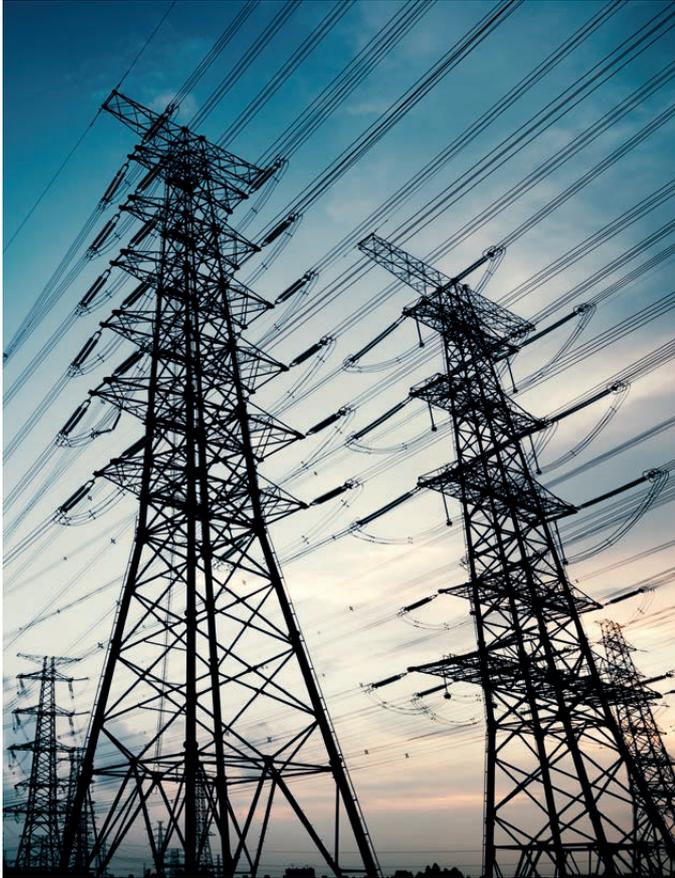
Atos, in cooperation with 2050-Integrator LLC, is ensuring highly secure end-to-end operational implementation and deployment of the on-premises solution to Transmashholding.

Atos experts are delivering the IT and IoT infrastructure, alongside developing the MindSphere and IoT use cases around equipment monitoring, tracking assets and data processing.

Atos will manage all aspects of cloud infrastructure and delivery, scaling up the service as business needs change, while all the time ensuring performance, security and clarity of reporting.

Atos is the Siemens partner for on-premises with its Codex Private IoT Platform powered by MindSphere. Every client who wants to use MindSphere is able to also deploy their data on a private cloud solution.

Solution-driven customer partnerships



Sustainability in transport and energy

Atos is playing a major role in two European Union research projects which are exploring ways of making energy use more intelligent and sustainable working with public and private partners.

In the ELVITEN project, Atos is working to improve the experience of using light electrified vehicles for urban transport. Together with its research partners, Atos is developing an online platform for booking vehicles, using charging points, fleet monitoring and other services which can help cities in this area. This is an ongoing project that will last until 2020.

Atos is also a member of the eDREAM project which is researching the application of blockchain and big data technologies to the management of electric grids. This project has started in 2018 and will last until 2020.

These technologies could help traditional grids evolve into smart grids, integrating decentralized and community-driven energy networks and even virtual power plants, all while ensuring the reliability and security of power supply. Atos is playing a key role in eDREAM's pilot project as both system integrator and service provider.

Bringing CX into focus for Aegon

As customer experience (CX) moves to the heart of the financial services sector, Atos has helped financial services provider Aegon transform its customer journeys, upskill its staff and achieve market-leading customer satisfaction scores.

From day one of the project to migrate Aegon's operations and IT to deliver continuous service improvements, Atos worked closely with Aegon to establish a dynamic and collaborative partnership and build a culture of transformation.

Among the key solutions achieved was the establishment of an onsite cutting-edge CX Lab to test new service enhancements. Atos also introduced powerful technologies such as robotic process automation (RPA) to drive operational improvements and add new functionalities.

As a result of the innovative and forward-looking partnership with Atos, Aegon is now benefiting from high net promoter scores and customer satisfaction levels well above the industry average.

Atos' employee engagement initiatives, including a unique training CX Academy, have played a role in enhancing employee skills and opened up new opportunities for Aegon employee training and career development.

Atos and Aegon have created a mutual benefit fund to invest in joint development activities and to share objectives and successes within an inclusive environment. In 2018 Atos was entrusted with additional digital transformation work beyond the original contract - a clear vote of confidence in Atos' approach.

Partnering the power industry

Atos is working closely with Enel, one of the world's leading energy companies, to prepare for a new era of digitally enabled services.

In Europe and in Latin America, Atos is providing critical support to Enel's Infrastructure & Networks division as it upgrades its core processes mainly around Billing and Credit to support front office, back office and other services for energy traders, producers and consumers.

As part of the contract signed in 2018, Atos will build out new projects, significantly enhance SAP for Enel's services, and will manage Application Maintenance services including user-support incidents, corrective maintenance and test services. In 2018 Atos and Enel also both joined the Charter of Trust, a major global cybersecurity initiative to secure data and protect critical infrastructure in the energy sector and elsewhere.

As the global energy industry experiences unprecedented disruption, Atos has the expertise and experience to help power companies manage fast-changing risks and take advantage of the opportunities presented by digitalization.

From prairie to plate

Atos company Worldline has developed the world's first end-to-end digital traceability platform based on blockchain, in partnership with certification services company Bureau Veritas.

First tested in the food sector, the Origin solution enables all parties in a value chain, from the producer to the distributor to the end-user, to easily access verified information on the ingredients in a product. For example, a consumer in a supermarket could use a QR code to verify if a food item is organic.

The project makes use of some of blockchain's most promising characteristics, including transparency, traceability, integrity and data security.

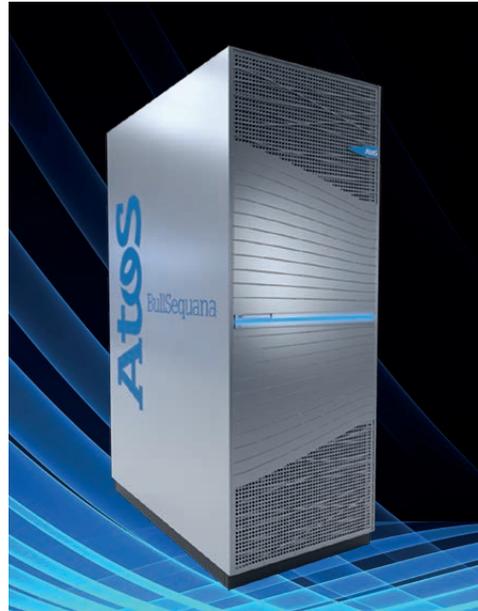
Major players in the food industry have participated in several international pilot projects for Origin, including a tuna producer in South East Asia, a major French retailer and a French starch producer.

Each supplier in the production process records relevant data using blockchain. This information is made available for retailers and customers, increasing trust all along the value chain and helping society in general to make more informed choices.

The Origin solution is based on a private blockchain, which requires minimal energy consumption.

In the future, Worldline believes that the concept could also be deployed in other sectors, such as healthcare, pharmaceuticals, government services and logistics.

Supercomputing in Africa



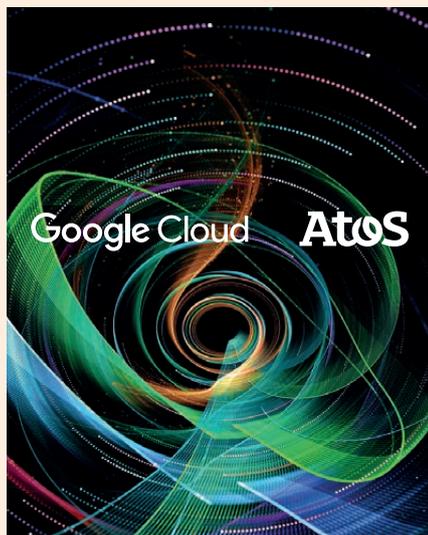
Atos is a key player in encouraging the rapid development of the digital economy in Africa.

Following our delivery in 2017 of our high performance computing infrastructure to create the National Digital Simulation Center for the Ivory Coast's Ministry of Higher Education and Scientific Research, in 2018 Atos worked to establish the National Digital Simulation Center (CNCS) in Senegal, in partnership with the Ministry of Research and Innovation.

The CNCS will be accompanied by its own ecosystem and a specific program of support services

including training and maintenance. Designed by Atos, it will be used for high-level scientific research by Senegalese universities and research institutions. The infrastructure will include a BullSequana supercomputer with a processing power of 537.6 teraflops.

The computing infrastructure and the ability to engage in digital simulation will establish Senegal as a major player within this field in Africa. In addition to giving researchers access to immense capacities, it will lower the costs of computing and have only a minimal environmental footprint.



Joining forces with Google Cloud

To provide the most in-depth and extensive support to our clients, Atos has built one of the world's broadest innovation ecosystems for digital transformation through our well-managed partnerships with best-in-class technology providers and close links with other innovative partners.

In 2018, Atos established an important global alliance with Google Cloud in order to accelerate the digital transformation of enterprise customers.

The strategic partnership is helping Atos bring to enterprises new, secure business solutions in advanced technology areas such as hybrid cloud, data analytics, machine learning and Digital Workplace. Enterprises now have a fast and frictionless way to use Google Cloud technologies alongside their existing assets and processes, while at the same time leveraging data to create new insights and value for their own customers.

As part of the agreement, Atos is establishing three R&D centers and customer innovation labs in France, the UK and the US focused on business transformation projects for clients. Atos will leverage training from machine learning experts in Google Cloud's Advanced Solutions Labs to bring the latest advancements to customers.

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Shaping the future with business
partners and ecosystems



Working for the common good across our sphere of influence

Atos must comply with local and international regulations and ensure that business partners in its supply chain follow best practices in corporate social responsibility (CSR).

Compliance is a priority at all levels and in all areas of the organization, from ensuring data protection in our IT products and services to avoiding the risk of conflicts of interest in the supply chain or managing export controls in our sales activities.

In 2018, we strengthened our compliance program in order to train senior executives and sales personnel to identify the risks of corruption and to encourage the reporting of corrupt practices using Atos' global alert system. At Atos, top management is closely involved in awareness training for ethics and compliance and we ensure that local operations are fully empowered to implement our compliance program. Training, processes and new tools are fundamental elements of the program.

As Atos grows organically and by acquisition, so do our compliance actions. For example, following the acquisition of Syntel in 2018, we launched extensive anti-corruption training for Atos Syntel employees.

New regulatory developments also require continuous enhancements to our compliance mechanisms. For example, we prepared for the EU's General Data Protection Regulation (GDPR), which came into force in May 2018, with a dedicated and wide-ranging GDPR program.

Acting fairly and ethically is also critical in our supply chain. With a total procurement spend of approximately €6 billion, we aspire to have a supply chain that is ethical, agile and competitive, with its carbon emissions offset.

We continue to conduct regular quality audits of our main suppliers and we use the services of EcoVadis, a specialist consultancy, to monitor our suppliers' performance in fields such as labor, fair business, the environment and sustainable

procurement. We aim to cover 70% of our total spend with companies that EcoVadis audits, which represents c. 250 vendors.

As our manufacturing footprint expands, our most material challenge is to reduce the risks of non-compliant behavior in this supply chain. In 2018, we combined our procurement and supply chain teams into one organization, helping ensure that our selection of suppliers and their respective supply chains comply with our rigorous standards.

For example, we allocated more resources to export controls to ensure compliance with international legislation in this area, including the licensing procedures required for products that are subject to dual-use trade controls.

Finally, digital technologies are providing us with greater insights into the businesses of our vendors and a much clearer view of their risk profiles than ever before. As the digital revolution accelerates, our supply chain is increasingly becoming a critical source of innovation for Atos.



Achieve gender equality and empower all women and girls



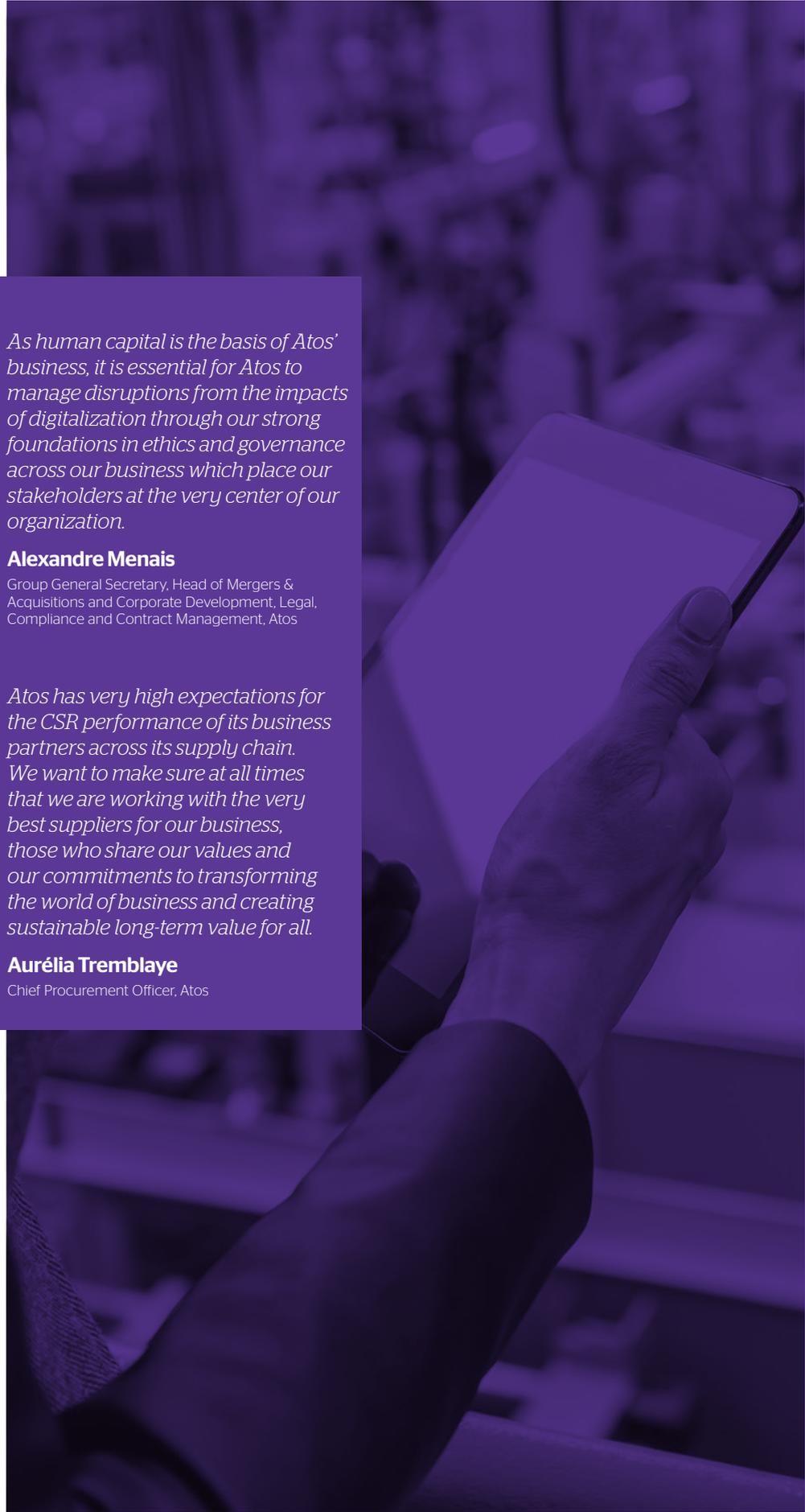
Promote peaceful and inclusive societies for sustainable development

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Ethical & Governance excellence in
Atos' sphere of influence





As human capital is the basis of Atos' business, it is essential for Atos to manage disruptions from the impacts of digitalization through our strong foundations in ethics and governance across our business which place our stakeholders at the very center of our organization.

Alexandre Menais

Group General Secretary, Head of Mergers & Acquisitions and Corporate Development, Legal, Compliance and Contract Management, Atos

Atos has very high expectations for the CSR performance of its business partners across its supply chain. We want to make sure at all times that we are working with the very best suppliers for our business, those who share our values and our commitments to transforming the world of business and creating sustainable long-term value for all.

Aurélia Tremblaye

Chief Procurement Officer, Atos

Key achievements in 2018

92%

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

57%

of strategic suppliers assessed by EcoVadis

78/100

EcoVadis score for Atos

13,510

Number of employees recruited

46%

new employees who are graduates

An ethical approach in business

Atos is committed to the principle that business should be conducted both profitably and responsibly. In that respect, Atos complies with applicable laws in different countries and ensures its employees as well as business partners carry out business in an ethical way.

Setting the pace in data protection

In May 2018, the General Data Protection Regulation (GDPR) entered into force in the European Union with a major impact on the IT services market.

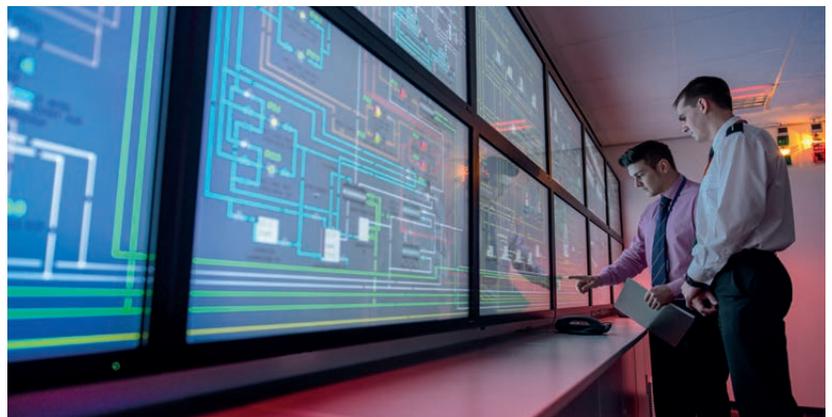
Atos has for many years positioned itself as a pioneer in the protection of personal data. In 2013 it was one of the first companies to implement Binding Corporate Rules (BCR) for the transfer of data.

In anticipation of the entry into force of the GDPR, Atos set up a dedicated GDPR program, fully supported by senior management both at global and local levels. The program is designed to ensure full compliance with the new regulation, based on adapting existing policies and procedures, training and commitments.

Atos thoroughly reviewed its organizational measures, updating all affected policies, in particular its Group Data Protection Policy and its Group Personal Data Breach Policy, as well as its security policies.

We also implemented a series of processes and tools to assess the risks and enhance the management of data privacy monitoring, documentation and Data Protection Impact Assessment.

To support this new approach, we have maintained a strong community focused on data protection topics. As a global leader in data protection, we continue to allocate considerable efforts to this area.



Tools to fight corruption

Atos has strengthened its efforts to raise awareness of the risks of corruption, making widespread use of the United Nations' Anti-Corruption Training Tool.

It is now mandatory to participate in the UN's e-learning module on corruption, including at the top levels of Atos management.

This widely-used learning tool is a joint product of the UN Global Compact and the UN Office on Drugs and Crime. It comprises six interactive learning modules to further participants' understanding of corruption. The modules cover topics including gifts and invitations, received or given; facilitation payments; intermediaries and lobbyists; social investments; and insider trading.

During 2018 management and employees who are most exposed to corruption risks were obliged to complete the e-learning tool.



Responsible approaches to manufacturing

In recent years, Atos' manufacturing footprint has expanded significantly around the world, with Atos brands such as Bull, Worldline and Unify manufacturing computer hardware, payment terminals and other equipment at third-party factories or in their own facilities.

In order to ensure responsible behavior in the manufacturing supply chain, Atos works with EcoVadis, a specialist consultancy that monitors suppliers' performance in fields such as the environment, human rights and society, ethics and responsible purchasing. Our Code of Ethics is also an integral part of all contracts with suppliers. Meanwhile, Atos' updated Suppliers Charter, now called the Business Partners Integrity Commitment Charter, focuses on integrity and requires compliance with Atos rules on Environment, human rights, labor and safety.

Atos aims to avoid the use in its products of minerals that have been sourced from zones of conflict. In 2018, Atos companies Worldline and Bull informed their main hardware suppliers of Atos' expectations in the area of conflict minerals and its strict commitment to the responsible sourcing of rare minerals.



Worldline is committed to ensuring that our payment terminals are eco-designed and have a minimum impact on the environment all along their lifecycle. In this regard, Worldline has offset 100% of the CO₂ emissions from the lifecycle of its payment terminals since 2016 and now provides 100% carbon neutral offerings; We also pay specific attention to the conflict minerals issue, especially as part of our supplier dialogue.

Sébastien Mandron

Corporate Social Responsibility Officer, Worldline

Ethics in the supply chain



In order to ensure ethical and responsible behavior in its supply chain, Atos closely monitors the performance of its suppliers.

Atos uses the services of specialist consultancy EcoVadis to perform corporate social responsibility audits of its main suppliers. EcoVadis assesses companies' approaches to the environment, labor practices, fair business practices and sustainable procurement.

In 2018, suppliers who completed these audits scored an average of 55. Some of Atos' key vendors scored over 70. Atos itself was awarded a score of 78.

Suppliers with insufficient scores (below 40/100) are encouraged to implement corrective action plans and are re-evaluated after 12 months. In 2018, less than 19% of audited vendors had low scores, often as a result of a misunderstanding of the EcoVadis assessment process.

Atos' objective is to have all its top 250 suppliers assessed by EcoVadis on their corporate responsibility performance by the end of 2019.

Quality control, standards and export controls

Quality control procedures such as First Article Inspection play an essential role in Atos' supervision of its manufacturing supply chain.

Atos also ensures that its products comply fully with EU directives on the restriction of hazardous substances and the registration, evaluation, authorization and restriction of chemicals.

The use of standards including quality management standard ISO 9001, OHSAS 18001 for health and safety, ISO 14001 for environmental management also helps ensure that our partners in the manufacturing supply chain are responsible, sustainable, agile and competitive.

In terms of the export of goods, a dedicated export controls unit makes certain that Atos and its partners follow all international legislation governing export controls, including the licensing procedures required for products that are subject to dual-use trade controls.

Investing in local education partnerships

Across its global operations, Atos works closely with local communities to build partnerships which create sustainable, long-term value for society.

A dynamic corporate citizen

With social responsibility at the heart of the Atos vision of corporate citizenship, we focus our contribution to social progress on three main action areas: education and knowledge equality; youth empowerment, insertion and employability; and digital inclusion.

Across these three global themes, we implement effective and impactful partnerships with local stakeholders, such as NGOs, charities and universities, to carry out initiatives that achieve lasting results for the community.

The priorities of these partnerships can be grouped into four separate categories: fundraising activities; voluntary programs with employees; the development of innovative IT solutions for society; and the sharing of our expertise in IT and consulting to help social stakeholders.

For example, in Poland we have formed a groundbreaking partnership with a high school in Bydgoszcz to encourage students to think about the skills they will need and the careers they would like to pursue.

In Senegal, we work closely with Mariama Ba Maison d'Education, a public educational institution in Dakar, to help grow the talents of young girls.

Atos has a long-standing relationship with the Energie Jeunes organization in France, which supports the work of secondary schools in deprived areas, enhancing access to education and empowering local youth.

In the UK, Atos works with the Prince's Trust by supporting the technological education of young people, providing "job clubs" to help young people gain interview skills, and through fundraising activities by Atos graduates in the annual Million Makers challenge.

In 2018, more than 2,100 Atos employees around the world took part in community programs, donating their time, raising funds and delivering IT projects.

To help measure our social investments and assess their impact, Atos uses the widely-deployed model developed by the London Benchmarking Group (LBG) to report on social contributions. LBG is the global standard in measuring and managing corporate community investment, taking into account cash donations, staff time, management costs and in-kind contributions. In total, based on the LBG model, Atos spent €3.89 million on community investments in 2018.



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Support for STEM in Indiana, USA

In 2018, Atos was the leading sponsor for TechFest, a major annual event organized by the Northeastern Indiana Technology Coalition to help raise young people's awareness of STEM - Science, Technology, Engineering and Mathematics - and to generate interest in STEM-based careers.

More than 600 students from nearly 20 high schools across northeastern Indiana competed in seven STEM competitions and learned about the industry.

Students were given the opportunity to talk to company partners about the activities of a STEM-based business such as Atos. At a college and career expo at the same event, they were given the chance to participate in interview training and in discussions about colleges and STEM careers. In partnership with the City of Ft. Wayne and Allen County, Atos provided both funding and volunteers for TechFest.

This event started when the City of Ft. Wayne and Allen County government became an Atos customer; now in its eighth year, the Atos-developed event has grown significantly from just 50 students to more than 600 in 2018. Planning is underway for the next events which will be held in November 2019.



Fundraising for flood victims

Employees of Atos' large operations in India quickly swung into action when floods devastated the southern Indian state of Kerala in August 2018.

In association with the Goonj Foundation, a local NGO, Atos actively gathered materials for the relief effort. In addition, Atos donated CSR funds reaching in total a cash contribution of more than €200,000 to help the victims of the Kerala floods rebuild their homes and their lives.



Atos has joined hands with Rotary International to provide relief and rehabilitation to the affected people of Kerala. With the CSR funds donated by Atos, Rotary International will construct 26 low cost shelters for the victims of the flood.

Nasir Usman Shaikh

Head of Human Resources, Atos in India

Sharing years of skills

In 2018, 18 Atos employees who were approaching the end of their careers with the company in France, were able to share their skills with social associations across the country.

Under Atos' skills-based sponsorship program, a group of 20 selected associations, working in fields such as education, social integration, digitalization and healthcare, are able to benefit from the knowledge of Atos employees for significant periods of time.

Atos makes its highly experienced employees available at no cost to the associations. The employees are allocated to the association for the duration of their employment while remaining Atos employees with the associated rights and responsibilities. The program benefits Atos employees in their transition towards retirement, enriches their personal skills and gives them the satisfaction of participating in a valuable civic activity.

In 2019, Atos intends to expand the program and involve as many as 50 employees in these activities.



This unique experience is an open door to the society around us. I'm proud to play an important societal role. These diverse

and varied associations play a strong part in social interaction and support hundreds of thousands of jobs in France. Thanks to this initiative by Atos, I feel responsible in being able to be a player and a multiplier for a social cause.

Pierre Lorioux

Atos in France

Delivering green transformation

Carbon impact and climate change, as well as preparedness to ensure employee safety and business continuity in the event of natural disasters, are the most material issues for Atos in relation to the environment. Our specific challenges are in the areas of energy, travel and greenhouse gases.

As a major global player in digital transformation, we take seriously our responsibility of leading by example in the global transition to a truly low-carbon economy. We assess our overall footprint in its entirety and we work on multiple complementary dimensions.

From the datacenter services we deliver to our customers, to the IT hardware and software we develop and procure, to the way in which we manage our offices and our transport requirements, our focus is on progressively improving our operational efficiency, reducing our overall footprint and maximizing our positive contribution.

Over the past three years, thanks to consolidation, modernization and cutting-edge technologies for cooling and power consumption, Atos has improved the Power Usage Effectiveness of its datacenters to 1.74 in 2018, outperforming the global industry average of 2.0. Atos has also increased the use of low-carbon energy to 95% in its strategic datacenters and since 2018, we have offset 100% of all our datacenters' offices and business travel CO₂ emissions. Overall, to monitor our environmental progress, we collect 60 specific key performance indicators at more than 400 office locations and datacenters worldwide.

In our offices, we apply the ISO 14001 program (which also applies to our strategic datacenters), and we implement exacting environmental guidelines, new ways of working and the promotion of digital solutions such as Circuit Unify. The combination of these approaches significantly reduces our energy consumption, the need to travel and our CO₂ emissions.



The Group's carbon intensity target captures energy, travel and carbon impacts in one single overriding commitment. In line with global efforts to combat climate change, we are committed to pursuing science-based carbon emission reduction targets to help limit the global rise in temperature below 2°C. Our long-term CO₂ intensity targets have been approved by the Science-Based Target Institute and our current carbon intensity target aims to reduce by 7% to 20% our CO₂ emissions per revenue unit by 2021 compared with a 2016 baseline.



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts

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 Supporting the transition to
 low-carbon economy





Atos is recognized as a global IT leader when it comes to the environment. In all our operations, from our cutting-edge datacenters to the way we run our offices and manage our travel requirements, we are continually looking for new ways to reduce carbon emissions and minimize our environmental footprint.

Eric Grall

Senior Executive Vice-President,
Head of Infrastructure & Data Management

Key achievements in 2018

15%

Reduction in carbon intensity by revenue from 2016-2018

1.62

Overall Power Usage Effectiveness (PUE) of strategic datacenters

95%

energy used by Atos' strategic datacenters from decarbonized sources

87%

of main sites certified for ISO 14001

100%

of carbon emissions from its datacenters, offices and business travel are offset

Innovating for a low-carbon future



Embedding eco-design into services

Eco-design is an essential component of Atos' development of software and services. To protect the environment, combat climate change and enhance performance, our software developers focus on finding ways to minimize energy consumption and extend hardware life.

As well as minimizing the environmental footprint of a product, eco-design can also increase its operational effectiveness.

When designing Auxylium, the tactical LTE communication solution developed by Atos for the French Armed Forces, Atos worked with start-up Greenspector to reduce the system's power usage and increase its energy efficiency.

Designers on the development team chose to use green writing on a black background for on-screen messages as this consumes up to 20% less energy than black letters on a white display. They also eliminated any so-called energy bugs, which is code that consumes power without enabling any functionality, leading to the saving of one hour of battery capacity per day.

In total, this eco-design approach extended Auxylium's battery life to eight hours - double that of similar mission-critical 4G systems which are developed according to standard industry procedures.



For too long, developers have pursued a makeshift approach to creating software.

With Axylium, we were determined to integrate eco-design into the software development process from the beginning and to eliminate all energy bugs. The resulting improvements in energy efficiency have exceeded our expectations.

Christophe Fournier

Axylium Product Owner, Atos in France



Greenspector is proud to be part of this successful project. Beyond gains, "Green by Design" only makes

sense except if you maintain methodology and measurement solutions in the whole lifecycle and consequently in future versions. That is the case for the Axylium Project in which our solution is used by the Atos team in continuous integration in the next versions.

Thierry Leboucq

Chairman, Greenspector

New standards of energy efficiency in supercomputers

As the processing power and capacity of high performance computing reach dizzying new heights, Atos is at the forefront of research efforts to minimize the energy consumption and heat output of cutting-edge supercomputing infrastructure. Thanks to innovations such as its next-generation patented Direct Liquid Cooling (DLC) solution, today's exascale supercomputers from Atos are able to combine unprecedented performance with new standards of energy efficiency.

Czech scientists choose BullSequana

Scientists at the national supercomputing center in the Czech Republic will soon be able to enjoy the benefits of the BullSequana XH2000, the state-of-the-art supercomputer from Atos which is eight times more powerful than its predecessor in the Czech facility. The BullSequana XH2000 consumes less energy than current systems. It is 100% water-cooled using Atos' patented DLC solution, which minimizes energy consumption by using warm water up to 40°C. The BullSequana will be available to the entire scientific community in the Czech Republic and will be used for the development of new materials and medicines and in the sectors of biosciences, engineering, astrophysics and other scientific disciplines.

ROME0 revs up Reims

The University of Reims Champagne-Ardenne's supercomputing center has inaugurated ROME0, a BullSequana X1000 from Atos, which is being used by academic and industry researchers in areas of agriculture, banking and the automobile sector. The supercomputer, which brings together digital simulation and artificial intelligence (AI), is ranked in the TOP500 and Green500 amongst the most powerful and energy-efficient supercomputers in the world.

Finland on the frontline of innovation

The BullSequana XH2000 supercomputer will give researchers in Finland's CSC-IT Center for Science five times more computing capacity than previously, enabling new breakthroughs in innovation. With a combined theoretical peak performance of 11 petaflops, Finnish researchers can use the new supercomputing environment to predict climate change and its effects, explore problems around renewable energy and fusion power, utilize AI to develop new treatments, and solve other data-intensive problems.



Atos develops a sustainable supercomputing future

In July 2018, Atos began the construction of its new global high performance computing (HPC) Test Lab in Angers, France. Angers is one of the first sites certified ISO 14001 in France.

The new test center will provide Atos' HPC customers with a unique opportunity to thoroughly test their supercomputing equipment under real conditions. This will help ensure that the equipment meets stringent benchmarking criteria prior to receiving delivery on-premises.

Atos also develops and builds supercomputers at the site in Angers. Atos is Europe's leading supercomputing manufacturer. The facility is expected to rank among the Green500 list of the top 500 supercomputers in the world by energy efficiency. The list recognizes energy-efficient performance and efforts to develop sustainable supercomputing.

The test lab will also support the work of Atos and its clients as they develop 'exascale' supercomputers, amongst the most powerful in the world (capable of processing a billion billion operations per second), together with research on quantum computers.

The facility in Angers focuses on the use of artificial intelligence in four priority sectors: health, transport, environment and defense.

Setting the pace in eco-efficiency

In December 2018, Atos unveiled a next-generation datacenter in Les Clayes-sous-Bois in France that continues to set new standards for energy efficiency.

The modular datacenter has a PUE (Power Usage Effectiveness) of 1.22 (approaching the theoretical maximum of 1) and is 30% more energy efficient than the previous datacenter.

The leading-edge datacenter uses a hyper-efficient air-cooling system to minimize water and power consumption. The datacenter also uses full flash memory VMAX storage systems rather than energy-intensive spinning disks.

Compared to the previous infrastructure, the new facility which houses the datacenter uses 85% less electricity to provide power, supply batteries and cool the building.

The optimized datacenter will house the most modern servers and technologies to provide Atos' clients optimal performance, storage capacity, security, scalability and cost-efficiency, all in compliance with European data regulations.

The new 1,300m² datacenter is situated on Atos' existing R&D site and is the first in a series of eight modules planned to be built from 2017-2020. It represents another milestone in Atos' strategy of transforming Clayes-sous-Bois and the Yvelines region into a major global hub of technical expertise.



The greening of mobility

At enterprises the size of Atos, travel and transport can contribute considerably to energy consumption, pollution and greenhouse gas emissions. To reduce the environmental footprint of Atos' 120,000 employees' travel, initiatives are in place ranging from remote working tools (Circuit) to promoting environmentally-friendly alternatives to car transport.

In many offices, Atos now provides dedicated parking slots for carpoolers in order to encourage the use of car-sharing for commuting to work and other journeys for business. A variety of bike-to-work, bicycle leasing and other carbon-free travel options are also encouraged.

In its own car fleet, Atos is progressively accelerating the shift to electric and hybrid vehicles. Wherever possible, employees are encouraged to use buses and trains rather than cars or airplanes and air travel must be considered only if necessary. Across its global operations, Atos is realigning travel rules and policies in order to reduce travel intensity and encourage the use of remote solutions.



The car-sharing service is simple and easy to use. After signing up and entering details of my route, I was matched with

an Atos colleague who lives near me and drives to work. I am a very environmentally conscious person and car-sharing is one way to minimize my footprint. It is also a pleasure to go to the office in the company of a colleague. Environmental issues mean a lot to me. In 2019, I aim to start buying food and household supplies in bulk, to avoid using too much packaging.

Anne Beaumont

Wellbeing Program Leader, Atos in France



In the HR department we think a lot about environmental issues when introducing new policies such as reducing the use of

paper and ink by sending letters to employees electronically and encouraging the use of hybrid and electric cars. When replacing my car recently it was very important to me to consider the environmental impacts, so I chose a hybrid. I have found that I can build up really good relationships with colleagues all over the world even though I have never met them face-to-face - I use Circuit to talk to them instead. At a more individual level, after reading about the damage we are all doing to the environment with our disposable take-away cups, I have bought a re-usable cup made out of sustainable bamboo for my takeaway coffees.

Jane Williams

Head of Global HR Quality Security Risk and Compliance, Human Resources, Atos in the UK & Ireland



I work closely with public sector clients who are very interested in our CSR performance. As a member of the

committee for health and safety I also monitor how our buildings are performing and how our activities impact the health of our employees. CSR issues are important to me not only in the professional sphere, but also in my personal life. As much as possible, I use my bicycle to come to work in Bezons. I try to minimize the usage of my car and do sport almost every day. With its flexible workplace culture and sport facilities, Atos has been supportive of my efforts to reduce my carbon footprint and to improve my health, which is also for me a sustainability matter.

Cédric Carel

Manager of Integration Platform Practice, Atos in France



Our transition towards a low-carbon economy

After a decade of achieving significant increases in the use of decarbonized energy sources, Atos is determined to continue to reduce the carbon intensity of its operations in the future.

In 2018, 95% of electricity consumed by Atos' strategic datacenters was generated by decarbonized sources, such as nuclear power and renewable energy (57%).

Improvements to the energy efficiency of datacenters are also reducing Atos' carbon intensity.

The certification procedure for ISO 14001 and the Atos Environmental Management System in place at strategic datacenters and main office sites further help to minimize greenhouse gas emissions.

Since 2018, Atos has offset 100% of any residual CO₂ emissions from all its datacenters, offices and business travel worldwide through dedicated programs of investment in wind farms in India, managed by our partner EcoAct, enabling Atos to deliver fully compensated hosting services to our clients.

Seal of approval for our decarbonization activities

Atos believes that the transition to a low-carbon economy will catalyze the development of new technologies and operational practices. By setting ambitious targets, Atos is positioned to accelerate the decarbonization of its own operations and of the businesses of its customers.

Science-based targets for reducing emissions of greenhouse gases provide companies with a clearly defined pathway to future-proof growth. The Science Based Targets initiative – a collaboration between Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wide Fund for Nature (WWF) – considers targets to be “science-based” if they are in line with the level of decarbonization required to keep global temperature increase below 2°C.

The SBTi has officially approved Atos' carbon intensity reduction targets per margin unit for 2021-2050 as being in line with the world effort to limit the rise of climate change. Atos was recognized as a global leader within the IT sector on the 2018 CDP Climate Performance Leadership Index and was, for the sixth consecutive year running, positioned in the 'leadership band' and awarded an 'A-' grade worldwide (among the top 6% in 2018).

Preparing our business for climate impacts

To address many scientists' concerns that accelerating climate change may increase the frequency and severity of impact of natural disasters, Atos is implementing a series of measures to enhance the sustainability of its datacenters and to respond to climate change.

As a major global IT & digital services provider, Atos runs more than 100 datacenters, designed to meet extremely high building and safety standards. Atos' strategic datacenters positioned in major markets are twin datacenters and their services to customers can continue in the event of a major natural disaster, fire or civil disturbance. To reduce risks, each twin datacenter can be up to 40km away from its partner and share instant synchronous replication capacity. A new twin datacenter is currently under development in Paris.

Business continuity and the safety of employees are major priorities. The Atos Safety and Emergency Response Tool (SERT) is ready to be activated in the event of extreme natural events or other emergencies in order to determine (within 48 hours of an incident) whether employees are safe or require assistance.



As a leading carbon neutrality advisory company, EcoAct is very proud to support Atos in the implementation of their carbon neutrality strategy, especially as they expanded the scope of their carbon offsetting in 2018 to offices worldwide, including business travel in addition to their datacenters. The investments made by Atos every year since 2014 contribute to the reduction of greenhouse gases emissions from the electricity mix in India, a key region for Atos.

Arnaud Doré

Executive Director, EcoAct France

Contributors

Integrated Report Contributions & Assurance

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

Corporate Social Responsibility Office

Philippe Mareine	Head of Global Human Resources, Corporate Social Responsibility and Head of Siemens Global Alliance
Alexandra Knupe	Global Program Leader
Pilar Barea	Business Development
Benjamin Bergeron	Environmental Commitment
Marie Chateau	Compliance
Delphine Delsaux	Global Communications & Social Responsibility
Sébastien Mandron	Worldline
Sylvie Deuve	ISO 14001
Jean-Michel Estrade	Global Human Resources
Hiko Wan	Global Human Resources
Denise Reed Lamoreaux	Diversity
Jean-Baptiste Siproudhis	Global Compliance
Dorien Wamelink	Global Marketing
Jean-Christophe Spilmont	Global Marketing
Henri Giraud	Governance
Laetitia Saulais	Governance
Peter Hobday	Global Procurement
Beata Bauman	Global Procurement
Muriel Van Mameren	Benelux & The Nordics
Jeff Chater	UK & Ireland/Carbon Reporting
Andreas Koeller	Germany/ISO 14001 Certifications
Balaji Krishnamachari	India
Benjamin Bergeron	France
Eva Carro Solana	Iberia
Toby Karlsson	APAC
Raymond Gestopa	Philippines
Julie Arcadia	NAO
Julie Deschenes	NAO
Petar Opacic	CEE
Ricardo Laurino	SAM
Marco Revert	SAM
Murielle Hoydis	MEA

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

The reporting process was overseen by the Atos Corporate Social Responsibility Office and more than 700 employees from around the world contributed to reaching our global 2018 corporate responsibility performance goals by collecting and interpreting all the KPIs' relevant data.

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Contact: Atos Global Headquarters - River Ouest - 80, quai Voltaire - 95877 Bezons Cedex - Tel: +33 1 73 26 00 00

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