

Atos Statement on Corporate Social Responsibility

Atos

Atos' purpose (Raison d'être)

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

Our ambition

Our ambition is to be the leader in secure and decarbonized digital and to act as trusted partner for all stakeholders – now and for the long term. Atos started its corporate social responsibility journey over ten years ago and is a recognized leader in its industry across environment, social and governance criteria. We believe we have a responsibility towards society and have been working to make a positive difference, particularly to the fight against climate change, for many years.

As a global leader in secure and decarbonized digital with a range of market-leading digital solutions along with consultancy services, digital security and decarbonization offerings, Atos strives to conduct its business sustainably, responsibly, and ethically. Atos has a leading position within its sector in all Environment, Social and Governance (ESG) relevant criteria. Atos has formalized its commitment to integrity, notably through its [Code of Ethics](#), which materializes the requirements in terms of ethical behavior

from its employees, and through this [Atos Partners' Commitment to Integrity](#), which sets out the ethical commitment that Atos expects its Partners, to take prior to entering in contractual relationship with them. The commitment aims to support efforts to decarbonize in line with Atos Decarbonization commitments to become Net Zero by 2028 and Atos Science-based targets to curbing global temperature rise to 1.5°C by reducing its total emissions by half until 2025.

Environment

Atos has decided to comply with the most demanding 1.5°C Science Based Target

Ambition zero carbon

Atos' new trajectory is 22 years ahead of the 2050 target set by the Paris Agreement to limit global warming to 2°C by 2050 above pre-industrial levels, and 7 years ahead of the target previously set.

According to Atos emissions reduction targets grounded in climate science through the Science Based Targets initiative (SBTi) on limiting global warming to 1.5°C above pre-industrial levels and the [Net Zero ambitions by 2028](#), Atos is committed to minimizing the environmental impact of its activities worldwide and expects its partners to apply the same standards.

Tackling climate change

Contributing to a more decarbonized and sustainable world by reducing and offsetting our carbon emissions and promoting digital solutions that support our clients in their decarbonized journeys.

To contribute to a more decarbonized society by promoting digital solutions that reduce the impact on the environment, Atos describes its ambition and actions plan to achieve net-zero emissions by 2028.



Environmental policy

All stakeholders in the Atos' ecosystem, are expected to always respect the [Atos Environmental Policy](#) and so comply with all regulations and other legal requirements relating to the environmental impacts of their activities. They should prevent pollution and climate change through the adoption of appropriate procedures and controls, and address the challenges such as energy, carbon emissions, waste, freight, and travel both locally and globally.

Atos' senior management approved a Global Environmental Policy which sets out the path for minimizing our environmental footprint. The policy applies to all divisions, support functions and all Global Business Units. We respect the environment and always strive to comply with statutory environmental requirements.

The Net Zero ambition has been motivated by the success of Atos' decarbonization plans, which have already materialized into a reduction of the Group's global carbon emissions by 15% in 2020 (from 3.3 to 2.8 M Tons

CO2), of which an estimated 10% is structural improvement in addition to the conjunctural Covid-19 effect. It also reflects Atos' commitment to further accelerate its customers' digital decarbonization.

Atos is once again positioning itself among the most advanced technology companies worldwide in the fight against climate change and is helping to limit global warming to 1.5° C above pre-industrial levels. As a reminder, Atos is ranked #1 in the digital sector worldwide by the Dow Jones Sustainability Index.

Decarbonization plans

Real estate: optimization of office space and energy consumption and use renewable energy.

Datacenters: improved energy efficiency materializing into a 15% decrease of energy consumption. Use renewable energy.

Supply chain: introduction of systematic decarbonization criteria for the Atos supply chain, which has already led to significant gains.

Products & solutions: Atos continuously improves the energy efficiency of its products, illustrated by the release in 2020 of the #1 greenest machine among the top 100 largest supercomputers in the world.

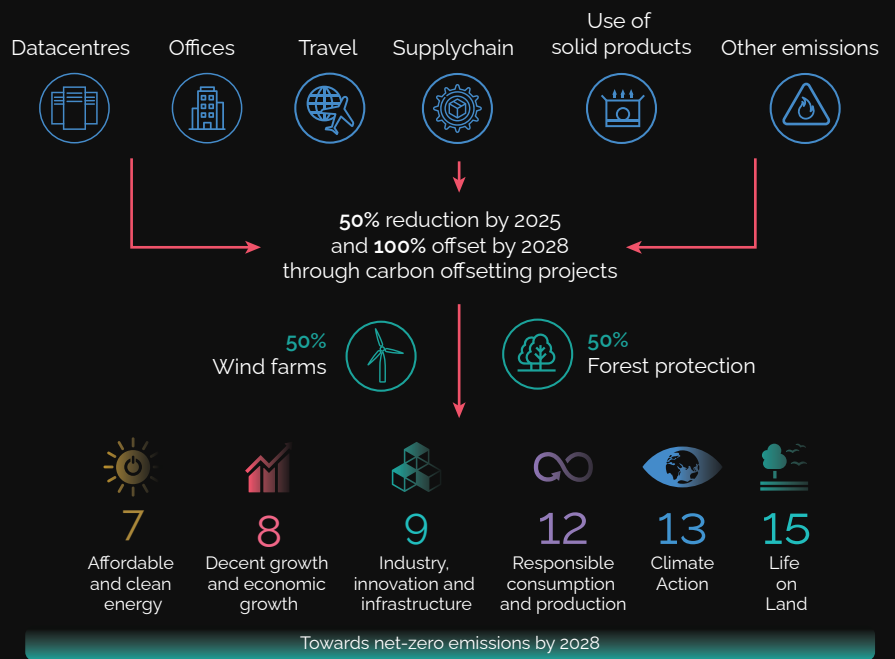
Internal carbon pricing

To ensure commitment to decarbonization is reflected at all levels across the company and to raise employee awareness on digital sustainability, Atos introduced in 2020 an internal carbon pricing mechanism (80 € / ton CO2), which applies to all of Atos' operations, as well as the "Atos Green" app, which provides Atos employees with resources to ensure the lowest possible environmental impact.

Carbon offsetting

In parallel, Atos plans to establish a reinforced offsetting program, focusing mainly on carbon sequestration, for all its residual emissions. To offset its CO2 emissions of all its activities, Atos invests in global offsetting program in partnership with EcoAct focusing on wind farms in India, and two reforestation projects in Brazil and in Ethiopia, contributing directly to UN Sustainable Development Goals.

[Our offsetting projects](#) are certified carbon reduction projects and nature-based solutions and deliver social and economic benefits for local communities. The carbon capture projects contribute directly to **UN Sustainable Development Goals** 8 (decent work), 12 (responsible production), 13 (climate action), 15 (life on land). The wind farms in India support SDGs 7 (clean energy), 8 (decent work), 9 (innovation) and 13 (climate action).



Social responsibility

We believe diversity and inclusion make great business sense and intend to be the diverse, ethical, and inclusive employer of choice within our industry. Our global partnership with Great Place to Work allows us to understand how our employees feel about their work environment and make sure we're always meeting their needs. Looking ahead, we recognize that the future will look different including full digitalization of the workplace, enabling home working and remote collaboration.

Diversity & Inclusion

Our ambition is to be an inclusive, diverse, and ethical employer of choice and for our employee experience to be truly best in class.

We strive to create an environment in which difference and individuality is valued and celebrated, to realise our full potential.

Diversity & Inclusion is embedded as one of the key elements of our We are Atos strategy, helping to create the best employee experience and make Atos a fantastic place to work.

We understand the vital role Diversity & Inclusion plays in driving innovation and contributing to our success, progression, sustainability, and relevance.

Our Diversity & Inclusion Strategy was developed with the support and feedback of our leaders and employees. Built around 8 pillars, the strategy outlines how we support every individual at Atos, in the spirit of togetherness.

ESG ratings

Atos ranks [No. 1 in the IT sector in the DJSI index](#), has got an 'A' rating from the Carbon Disclosure Project, and a triple A from the MSCI agency.

Platinum medal by [EcoVadis](#) for its performance in Corporate Social Responsibility (CSR), with a score of 82/100. Atos confirms its rank in the top 1% of companies assessed by EcoVadis in its industry in all four categories: environment, labour & human rights, sustainable procurement, and ethics.



Governance and digital trust

Atos strives to be recognized as a trustworthy digital company for corporate governance, ethics, and data safety. We comply with best-in-class corporate governance standards and are part of various initiatives, dedicated to security, ethics, and equity within digital services.

Human rights and labor

Atos adheres to these ten UN Global Compact principles as well in the areas of human rights, labour, the environment, and anti-corruption. Atos acts to prevent from infringements on internationally recognized human rights as expressed in the International Bill of Human Rights, and on the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Atos respects internationally proclaimed human rights and shall not tolerate any violations of the principles of the Universal Declaration of Human Rights of 1948 and of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Atos clearly rejects the use of child labour (Principle 5), and the use of forced, bonded or compulsory labour (Principle 4).

Atos also clearly rejects human trafficking and all forms of human slavery, in accordance with the UN Human Trafficking Protocol and the UN Slavery Convention.

Atos also abides by all applicable wage and working hours laws and regulations and provides a safe and healthy workplace to ensure employees' health.

Zero tolerance of bribery, corruption, or influence peddling

Atos does not tolerate any form of bribery, corruption, or influence peddling. As a participant to the United Nations Global Compact, Atos adheres to United Nations principles on human rights, labour, environment, and anti-corruption. The tenth principle states "Businesses should work against corruption in all its forms, including extortion and bribery".

Atos adopted a Code of Ethics as Atos firmly believes some principles are basis of dealings with and between its people, and with clients, suppliers, partners and other third parties throughout the world:

- Atos rejects any form of corruption or bribery
- Atos is a fair competitor
- Atos is committed to resolving conflicts of interest
- Atos protects its assets including intellectual property rights
- Atos protects confidential information.



The Ten Principles of the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Addendum Atos sustainability achievements

Atos objectives

- **Pursue science-based carbon emission reduction targets to keep global warming below 1.5°C**
Atos commits to reducing its emissions by 50% by 2025 from a 2019 baseline. All carbon operational emissions under Atos's direct control (Scopes 1, 2) and under our direct influence (Scope 3) to be halved by 2025, five years ahead of expectations by the Science-Based Targets initiative (SBTi). This will materialize in a reduction of Atos's CO₂e by around 10% for scopes 1, 2 and 3 each year.
- **Achieve net-zero emissions by 2028 thanks to the various initiatives set under the environmental program**
The Atos Environmental Program will support these new climate change-related targets and goals through a variety of initiatives.
 - Maintain ISO 14001 certification at our offices and datacenters
 - Improve the average power usage efficiency of our datacenters
 - Decrease energy intensity
 - Reduce business travel impacts
 - Offer sustainable fully carbon-compensated services to help Atos clients in improving decarbonization practices.

Atos 2020 in numbers

30% Women in Executive Management (vs 13% in 2019)

65% Great Place to Work Trust Index (vs 58% in 2019)

2028 Net-zero ambition – 22 years in advance of Paris Agreement

#1 ESG in IT services industry (DJSI, out of 86 companies)

- Internal carbon pricing mechanism launched (€80/ton CO₂)
- 15% reduction in CO₂ emissions
- 2 Atos supercomputers in the top 5 of the Green500 list
- Atos employees' drive for net-zero through Atos Green App
- Atos Green Network active employee-led communities encourages greener practices and building environmental awareness
- EcoAct contributes to urgent action to tackle climate change
- Atos Scaler to bring the best cutting-edge innovative start-ups into the Atos ecosystem
- Quantum technologies for CO₂ capture
- HDF Energy to develop the first green hydrogen datacenter
- Leading the supercomputing pack with JUWELS
- Renewable energy usage in offices and data centers
- Average PUE in strategic data centers lower than 1.45

Atos Group carbon footprint

-50% both in intensity (tCO₂e/M€ Revenue) and absolute (tCO₂e) for all emissions under direct control and direct influence (Atos carbon operational perimeter)

2020 CO₂ emissions = 2.8 MTons CO₂ (~ -15% vs. 2019)

- Operational decarbonization plans (DC, Offices, Travel) (-31%)
- Supply chain CO₂ reduction (-33%)
- Sold products increase related to better CO₂ assessment (+75%)

Monitoring & measurement results: Net Zero 2028 (operational scope 1, 2, 3a)

2020 landing = ~167* Ktons CO₂ (~-76 Kt ~-31% vs. 2019)

- Data centers: 80 Ktons CO₂ (- 27%)
- Offices: 48 Ktons CO₂ (- 34%)
- Business travels: 20 Ktons CO₂ (- 62%)
- *) Including Home Office: +17 Ktons CO₂ (EcoAct methodology)

Atos Netherlands carbon footprint

2020 CO₂ emissions = 3.3 MTons CO₂ (~ -36% vs. 2019)

- Operational decarbonization plans (DC, Offices, Travel) (-36%)
- Energy Efficiency (MJA4) vs. 2019 (55 TJ = - 22%)
- (multi-year energy efficiency agreements)

2020 landing = ~ 6.7 Ktons CO₂ (~-84% vs. 2019)

- Data centers: 8 Mtons CO₂ (- 12%)
- Offices: 155 Mtons CO₂ (- 48%)
- Business travels: 6.5 Ktons CO₂ * (- 76%)
- *) excluding Home Office working

Atos Netherlands energy efficiency

2017 – 2020 Results in Multi-year Energy Efficiency Agreements (MJA4)

10 energy-saving measures resulted in 281.5 TJ vs. 2017 (-58%)

- 84% by "Working from home" measure
- 9% by "DC capacity optimization" measure
- 4% by "Efficient use of office spaces"
- 0.5% by "Decarbonizing Business travels"

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About Atos

Atos is a global leader in digital transformation with 105,000 employees and annual revenue of over € 11 billion.

European number one in cybersecurity, cloud and high performance computing, the Group provides tailored end-to-end solutions for all industries in 71 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos operates under the brands Atos and Atos|Syntel. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

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[Find out more about us](#)

atos.net

atos.net/sustainability

Let's start a discussion together



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