

Atos Carbon Reduction Plan The Netherlands 2021-2025



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1. Introduction

Atos provides products and services (directly or indirectly) to commissioning parties who occasionally use award advantage in their tenders, based on the principles of the CO₂ Performance Ladder. For Atos these clients are predominantly government parties. The CO₂ Performance Ladder challenges and stimulates suppliers to map and reduce their own CO₂ emissions. The more attention a company pays to reducing their CO₂ emissions, the higher the chance of receiving fictional advantage in a tender.

The CO₂ Performance Ladder is based on four pillars:

A. Insight

Providing clear insights into the company's carbon footprint in the set-up of the ISO 14064-1 standard

B. CO₂ reduction

The way the company has set up a strategy and shows the commitment to reduce carbon emissions.

C. Transparency

The way in which the company presents itself, both internally and externally, about carbon reduction measures introduced and its achievements.

D. Participation

In what way does the company play a role in reducing CO₂ emissions in the ICT sector and in its own business chain.

The five levels of the CO₂ Performance Ladder provide a challenge and a better award advantage in tenders. The business activities and results in the carbon reduction are assessed by an authorized certification body. To reach a certain level, all requirements of the CO₂ performance ladder are tested.

This report contains the Emission-inventory report, Energy assessment, Strategic plan scope 3 emissions and Carbon Reduction Projects.

The Emission-inventory report provides an overview of the total greenhouse gas emissions: the GHG emissions. This also provides insights to the origin of these emissions with a distinction of direct and indirect GHG-emissions (respectively scope 1 and scope 2).

The report is set up following the requirement 3.A.1 van de CO₂ Performance Ladder and has been conducted in accordance with ISO 14064-1: 2018 (E) "Quantification and reporting of greenhouse gas emissions and removals."

In this Carbon Reduction Plan we describe the energy assessment for which an analysis is made about the progress of the CO₂ reduction and possible improvement points. The energy assessment is an in-depth analysis of the largest energy flows within the organization. By means of this insight, targeted measures can be taken to reduce this amount of energy.

In addition, recommendations have been included to stimulate the acceleration of the CO₂ reduction. We describe the environmental objectives for scope 1, 2 and 3. This means that it has been examined which objectives and measures other certified authorities have to determine whether the objective of the organization is sufficiently ambitious.

Furthermore, we present the progress of the organization. This Carbon Reduction Plan was drawn up in accordance with and under approval of management.

2. Description of the organization

Atos is a global leader in digital transformation with 107,000 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 is a SE (Societas Europaea), listed on the CAC 40 ESG and Next 20 Paris Stock Indexes.

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.

Atos in the Netherlands is part of the international group Atos but is organizationally part of the Regional Business Unit (RBU) Northern Europe & APAC.

2.1. Statement company size of Atos in The Netherlands

Total CO₂-emissions of the offices and other business facilities amount to a maximum of (>) 2.500 ton per year, and the total CO₂-emissions of all construction and production facilities amount to a total of (>) 10.000 ton per year. According to the CO₂-Performance ladder 3.1. categorisation of small, medium-sized or big company Atos thereby classifies as a big company in terms of CO₂-emissions.

The total CO₂-emissions of Atos in the Netherlands were 121,350 tons CO₂ in year 2021. Thereby classifies as a big company in terms of CO₂-emissions. Organizational structure of Atos in the Netherlands consists of 14 legal entities.

2.2. Tenders with award advantage

A project with an award advantage is a project by an organization in which the CO₂ Performance Ladder played a role in the tender. It is irrelevant here whether the award advantage was decisive in obtaining the contract, or in what way the CO₂ Performance Ladder was requested in the tender.

In 2020 and 2021 Atos has taken on several projects with requirements of carbon emissions that could be compared to the requirements the CO₂-Performance Ladder. Atos implements standards such as ISO14001 and strict CO₂ reduction measures that have the requirement level compared to the CO₂ Performance Ladder.

Therefore, the expectation is, like the ISO 14001 standard, the CO₂-performanceladder will be a part of the upcoming tenders too.

Since 2008 Atos keeps track of the CO₂-emissions of its own organization and from customers that signed of the Decarbonization Level Agreements (DLAs), in which the IT company contractually commits to reducing emissions from the infrastructure and services.

3. Carbon Emission Inventory

3.1. Responsible actor

The department responsible for the continuous improvement cycle, reporting of the CO₂-emissions and updating all necessary documents, is Corporate Social Responsibility team. This department reports directly to the CEO. A part of the CSR team is the Environmental Management System (EMS) team that report and maintain on the ISO14001 and the associated documentation for the certification for level 5 on the CO₂ Performance Ladder.

3.2. Reference year

After a break of four years, this is the fourth time Atos composes an emission inventory according to the GHG protocol. This report concerns the actual data from 2021. In this Carbon Reduction Plan for the setup of measures the CO₂ footprint of base year 2019 is used as reference.

The CO₂ emission are calculated in accordance with the provisions of this document. The reliability is checked by an internal audit by an independent party.

Based on the CO₂ emissions in this reference year, it is examined which measures and objective(s) can be formulated to reduce CO₂ emissions from this reference year.

Every year it is checked by the Group whether the chosen reference year is still suitable for the set objective and/or whether it needs to be adjusted.

The management evaluates annually whether sufficient progress is being made regarding the set measures and objectives set by the Net Zero Ambition.

Twice a year Atos reports its non-financial key performance indicators with the CRS reporting that collects all the data supporting the CO₂-performanceladder half yearly reporting of the carbon emissions. The first half year will be reported in July and the second half year will be reported December.

3.3. Organizational Boundary

The operational control method is chosen for determining the organizational boundaries. All the 14 legal entities of Atos in the Netherlands participate in doing business with and for the organisation Atos Nederland B.V. The legal entities are mentioned in an underlying document that determines the boundary, using data of revenue and headcounts per entity.

3.4. Direct and Indirect GHG-emissions (3A)

The direct and indirect GHG-emissions were in 2021 123,514 tons CO₂

Scope 1	1061 tCO ₂ (0,9% to total)	caused by direct GHG-emissions
Scope 2	13301 tCO ₂ (21,4% to total)	caused by indirect GHG-emissions
Scope 2 (Business Travel)	173 tCO ₂	caused by indirect GHG-emissions
Scope 3	108.979 tCO ₂	caused by activities from assets not owned or controlled

Source: NLD-EMS-0012 Emissie Inventaris dd 15/07/2022

3.5. Key Influencers

Within Atos there are no individuals who have got such an impact on the CO₂- footprint that a behavioral change of this individual person could ensure a significant change in the CO₂-footprint.

3.6. Future (4B)

The emissions in the paragraphs above are established for the year 2021. The organization plan of approach, which includes all reduction measures, describes which measures will be implemented in the coming years. Together, these will ensure that the organization will reduce CO₂ emission in scope 1 and scope 2 with 50% in FY25 compared to FY19. At the end of FY21, Atos net-zero commitments have been realigned to meet the new criteria of the [STBi Net-Zero Standard](#).

Atos near-term target to have its global GHG emission by 2025(2019 baseline) has been reconfirmed and Atos long-term and net-zero targets have been strengthened to reach -90% reduction at the latest by 2039 (Scope 1,2, and 3) and to neutralize the residual 10% emissions via carbon sequestration projects.

3.7. Significant changes

As mentioned in paragraph 3.2, 2019 is used as the new reference year. In this reduction plan an evaluation of the FY21 compared to FY19 is made. A significant change is the Covid19 period. All offices were closed or had access to a limited number of employees. This caused a significant reduction regarding mobility, flights and energy consumption.

As from this year 2022, the CO₂ reduction plan will be focused on the carbon emission in the supply chain analyses. (Scope 3 up/down stream) in collaboration with Group Procurement

3.8. Quantification methods

A customised model is used to quantify CO₂ emissions. In the model all the consumption can be filled in. The corresponding CO₂ emissions are calculated and compared with the reference year 2019. The model uses emission factors from the CO₂ Performance Ladder which can be found at www.co2emissiefactoren.nl.

For scope 3 emissions higher quality data is used. That means that estimates that fit for its intended purpose to have insight in the quantity of emissions. In the calculation the priority is set for categories with the main data of emissions of activities from GHG scope 3 categories 1,2 and 11. Focussing resources on the most significant GHG emissions in the value chain while setting more effectively reduction targets, and track and demonstrate GHG reductions over time.

For scope 3, because of the screening and monitoring, Atos decided to use higher quality data for activities that present the most significant risks and opportunities in the value chain. In this report Atos relies on relatively less accurate data for activities because accurate data currently difficult to obtain. Instead, Atos uses the criteria "Spending or revenue analysis" to use the ratio between the Group versus local data generating from spending and revenue data.

See table II "Criteria for identifying relevant scope 3 activities" out of the GHG Technical Guidance for Calculating Scope 3 Emissions version 1.0.

3.9. CO₂-emission factors

The emission factors of the CO₂-Performance ladder 3.1 have been used to assess the CO₂-emissions of Atos in 2021. As the emission factors are specifically calculated on both national and international level, the factors that have been used are very reliable for the conversion of the energy consumption into the related CO₂-emissions. The emission factors of Atos will adapt to all changes in future certification schemes of the CO₂-Performance ladder. For the calculation of the CO₂-footprint for 2021 the emission factors of 22-02-2021 have been used.

The CO₂-emission factors of www.co2emissiefactoren.nl are used for the calculation of the scope 1, 2 and CO₂-emissions.

3.10. Uncertainties

The presented results are an estimate of the actual values. Almost all the data used for the calculation of the CO₂ footprint is based on invoices or measured quantities. This keeps the uncertainty margin to minimum. However, there are opportunities for improvement.

Flights: All flights are reported by the international organization in CO₂ emissions calculated from kilometers. Specific data, also with the distinction short and long haul, is not available for the Netherlands. The CO₂ emissions from air traffic are based on an estimate. Only the figures for the last two months were available, and these were extrapolated to a year and allocated on long and short haul based on a percentage of the available monthly figures.

Electric cars. Unfortunately, there is a dependence to report in the success in the conversion to electric cars. The pace at which the fleet can be converted to electric cars is highly dependent on the delivery times of the automotive industry.

3.11. Verification and securing the quality

The data for the emission inventory, year 2021, has been verified at global level.

3.11.1. Internal audits

Every year an internal audit is being conducted. These audits are focused on checking the effectiveness and implementation of the energy saving and carbon reduction measures. Alongside this, it serves the purpose of improving the quality of the CO₂-footprint and providing a reliable view on the progress of the carbon reduction measures.

In addition, the data collection and processing data in the energy usage and carbon emission overview are assessed. The internal auditor draws up a report with the findings from the internal audit. Emphasis is being laid on the following matters:

- CO₂-emission inventory will be verified with a certain level of certainty.
- The actual assessment needs to comply with the requirements set out in ISO14064-1.
- Real-time data are used to draw up the CO₂-footprint.
- Determine which level of the CO₂-performance ladder standard is met.

If there are improvements, non-conformities, and recommendations, then these will be mentioned in an audit report. This report is part of an annual new management plan that focuses on carbon reduction to improve the care system and to steer by if necessary. The audit will be conducted by a consultant from internal department RACG.

3.11.2. External audits

Every year an external auditor from TÜV checks whether Atos adheres to requirements of level 5 on the CO₂-performance ladder.

3.11.3. Management review

Every half year a management update and review are run with the Sr. Management. The purpose is to inform on progress and if it is required to apply for budget and resources. A report is then drawn up based on findings from the audits and serves as quality registration. the results of the management review are part of an annual adjustment of the objectives and improvements in action plans.

3.12. Report ISO 14001 vs SKAO CO₂ Performance Ladder 3.1

This report has been drawn up in accordance with the various requirements of ISO 14001: 2015 standard and the Handbook of the SKAO CO₂ Performance Ladder 3.1.

4. Energy assessment (2.C.2, 3.B.2 and 4.A.2)

An energy assessment helps outlining and plan to save energy in offices, DC and in travel.

The 4 years plan: energy efficiency management plan identifies the energy usage and sources the plan to draw up additional energy saving measures upon the recognized energy saving measures stated by the RVO.

The first step is providing insight in the energy consumption of the business. Based on these insights a conclusion can be drawn in which aspect of the business most effectively can be targeted to reduce CO₂ emissions.

This insight is drawn up following the half year CSR reporting data collection of the non-financial key performance indicators conducted by the Group. The data being evaluated and tested on actual energy sources at the beginning of the year.

The CO₂ Performance Ladder requires insight into the 80% largest consumers. This allows the most important processes, buildings and/or activities that contribute to CO₂ emissions to be tackled effectively.

The extensive analysis was carried out in Excel done by the EMS team and can be requested from the CO₂ responsible, Ms. Muriel van Mameren, CSR lead of the Regional Business Unit Northern Europe. This energy assessment is carried out over FY21.

4.1. Energy Efficiency Plan (2021-2024)

The Energy Efficiency Plan is part of the Atos Environmental Care Program (EMS), which describes the main objectives of sustainability. With 2019 as the reference year, sustainability targets for energy management and CO₂ reduction have been drawn up for the coming 4 years.

The results are measured twice a year in sustainability and environmental measurements (CRS Reporting). This report is an integral part of the Annual Report (Atos Integrated Report).

The energy objectives as described in the Energy Efficiency Plan have been set up for a new term, even though the Multi-Year Agreements on Energy Efficiency for the ICT sector have not been continued. Atos has taken energy-saving measures that anticipate the results of the Climate Agreement. The new energy saving plan aims to reduce consumption by at least 2% of the energy consumption of the previous year. The target average energy savings target is 2% per year. In 2024 this would result in a minimum saving of $4 \times 2\% = 8\%$ on the energy consumption of 2019.

Energy management consists of the following:

- Evaluating the results of the energy reduction measures (scope 1 and 2 - gas, petrol, diesel, and electricity).
- Continued purchase and use of low-carbon and renewable energy sources.
- Evaluating the results of emissions reduction measures in business travel (scope 3)
 - reducing the impact of business travel
 - stimulating green mobility
 - encouraging the use of 'tools' for remote and hybrid working
- Optimize and innovate the existing energy reporting.
- Intensive monitoring of consumption data

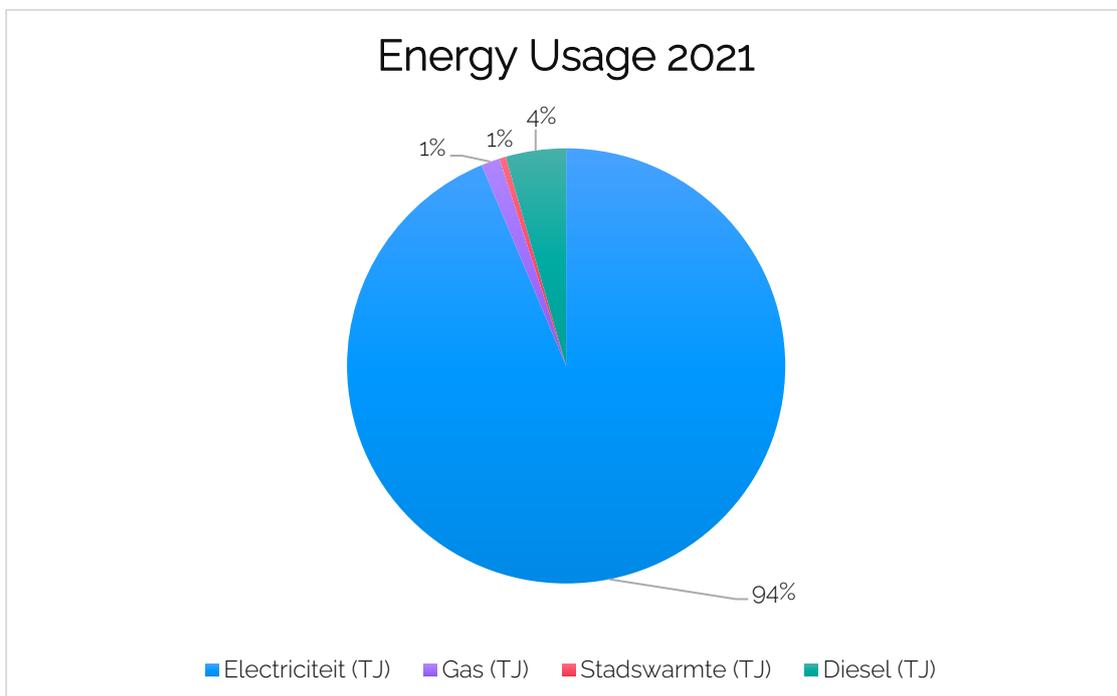
- Implementation of energy-saving measures for even better results.
- Intensifying and increasing the level of knowledge of legislation and regulations of the environment and environment in the workplaces of facility and data center management
- Stimulate employee awareness by providing information about sustainability and sustainable use of digital services

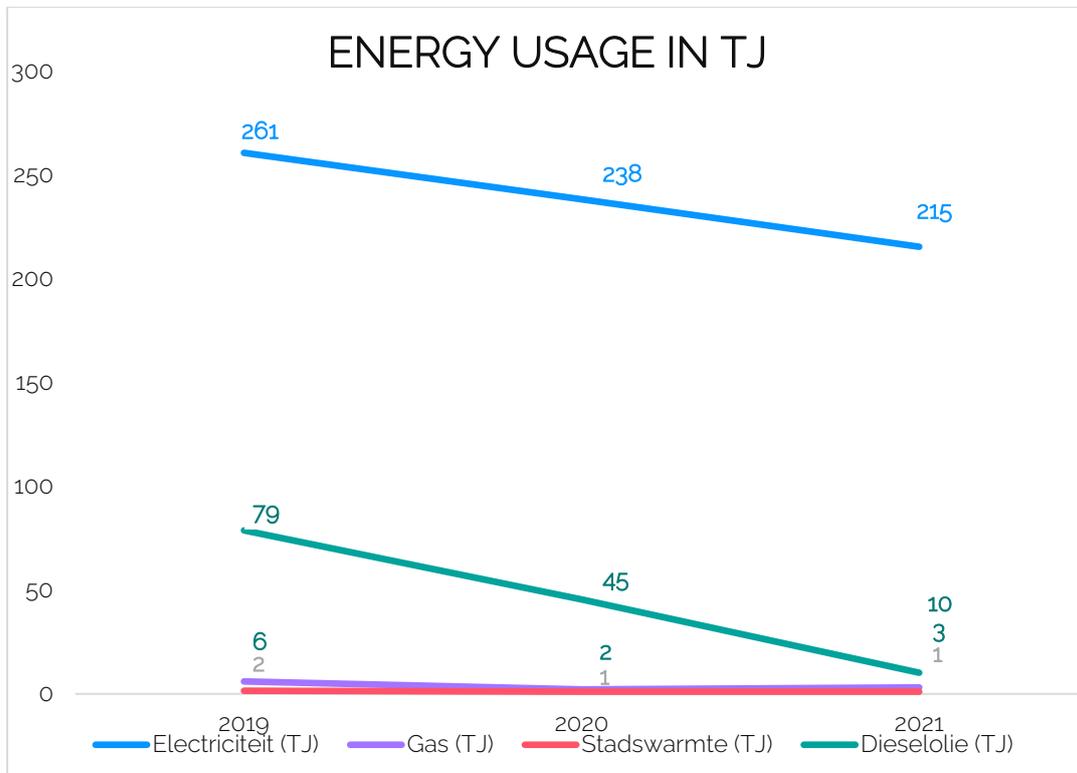
4.2. Energy Usage in Offices and DC

The Energy balance sheet of the energy actuals is made every year to indicate the energy consumption. The following accompanying remarks are important in this regard: All electricity, gas, district heating and diesel are purchased. At the location of the head office in Amstelveen, Atos generates energy by means of solar panels at the roof.

The functions of energy carrier and/or activity into the amount of CO₂ emission

- Gas and district heating: heating buildings
- Diesel: emergency power generator data centers
- Gasoline: fuel for transport of employees (commercial commuting)
- Fossil Fuel: switch to all-electric company car fleet (& fuel transport employees (business and commuter traffic)
- Electricity: all other office and data center activities that consume renewable energy. The energy that the organization consumes is purchased by landlords. Atos insists that these provide green energy. The energy consumption of the data center is in-house and green.
- Office boilers: these have an efficiency ranging from 89-97% with an average of 94%
- Data center boilers: these have an efficiency of 83-98% with an average of 92%
- Data center UPS: Uninterruptible power supply (UPS) systems with yields ranging from 83-97%
- The solar panels at the office in Amstelveen provide an average annual energy of 80 MWh





It should be noted here that in Post Covid it is expected that fuel consumption will increase in connection with the increase in driving behavior and the delay in the delivery time of electric cars. In the long run, an increase in electricity will also be seen because the electric vehicle fleet will use electricity instead off fuel.

4.3. Energy usage in business travel

The analysis of FY21 has been compared with the results of the previous 3 years. One of the most important measures to reduce fossil fuel consumption is the electrification of the vehicle fleet. Except for the electric car type, a strong decrease is shown in the table here below.

Atos actively promotes employees to switch to electric lease cars or a flexible mobility budget. With this budget an employee has the option to use public transportation and occasionally a rental car or taxi.

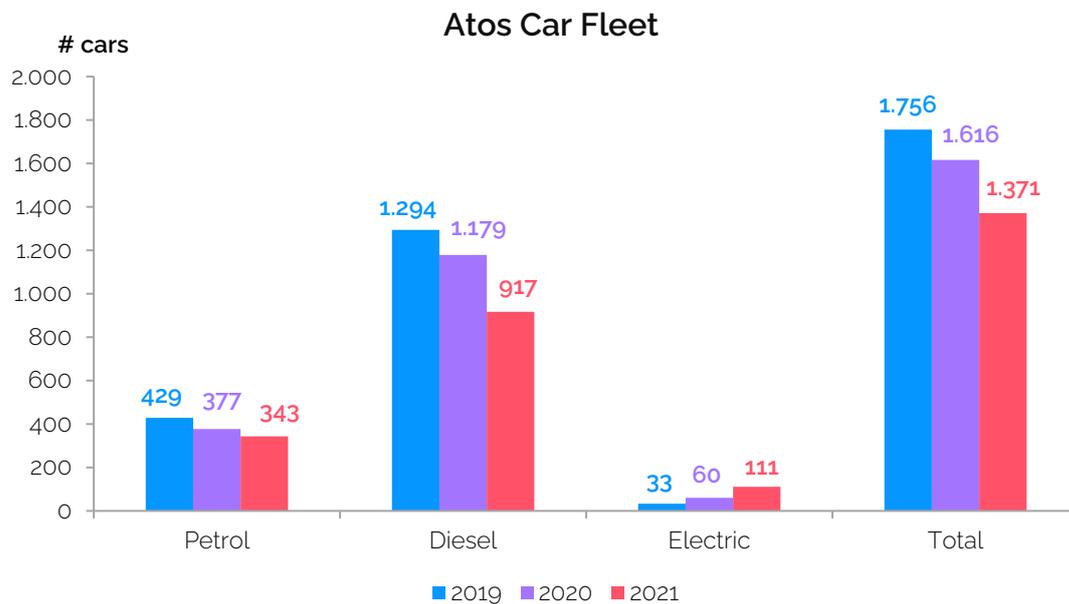


Figure shows the deeper overview allocation about mobility.

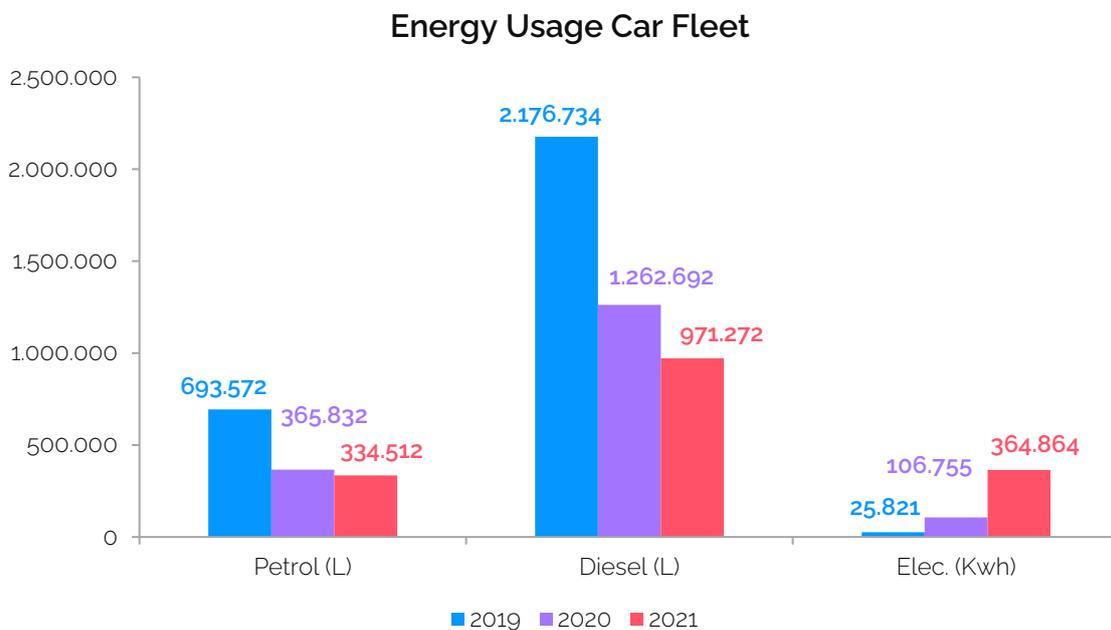


Figure shows the deeper overview of the types of energy used by the company cars.

4.4. Decarbonize business travel

4.4.1. Company Car travel

Run low-emission car fleet

- So sustainable as possible: less travel & less CO₂
- Introducing the Electric Car Scheme
- Favor cars with the lowest emissions (gCO₂/Km) and cap the CO₂ emissions
- Favor Electric / Hybrid cars where & when it's smart
- As from 2021 employees can only choose for Electric Cars if the supply sufficient

- In the long run Plug ins / Hybrids will be phased out, if choice of cars is limited by carbon footprint of < 105 gr/km
- Tire pressure is measured at the garage during the annual service

Decarbonization in car fleet

Since 2017, Atos significantly reduced the CO₂ emissions from its car fleet by introduced the measurement to reduce the carbon emission per km. This saves fuel and reduces CO₂.

- Favor cars with the lowest emissions (gCO₂/Km) of the expired lease contracts.
- Replace old cars with emission of 120gr/km lower CO₂ emissions.

Results: On average over a year, the carbon emissions of new company (purchase or lease, according to data measured in practice) are lower than 120 gr/km.

In 2017 emission maximum 115gr/km (502 cars were replaced)

In 2018, emission maximum 115gr/km (482 cars were replaced)

In 2019, emission maximum 115gr/km (462 cars were replaced)

In 2020 emission maximum 95gr/km (108 cars were replaced)

As from Jan 1st, 2021, it is no longer possible to order a car with fossil fuel. All new cars are electric.

Unfortunately, there is a dependence to report in the success in the conversion to electric cars. The pace at which the fleet can be converted to electric cars is highly dependent on the delivery times of the automotive industry.

Raise Awareness on Decarbonization

- Stimulating fossil-free car driving
- Employees are notified about their deviating petrol/diesel usage with driving. In both ways.
- Sustainability tips are regularly shared
- Carpooling and the use of shared cars are brought to the attention.
- Atos offers a discount scheme when purchasing an e-bike

Facilitate Hybrid Working

On remote working and Return to Office preparations will support the employees to return to the offices. The average number of transport movements (commuting, business trips) per employee with an office function has been demonstrably reduced by 10% compared to pre-corona time (2019).

During Covid period in 2020, employees worked on average 5/5 from home.

During Covid period in 2021, employees worked at home on average 4/1

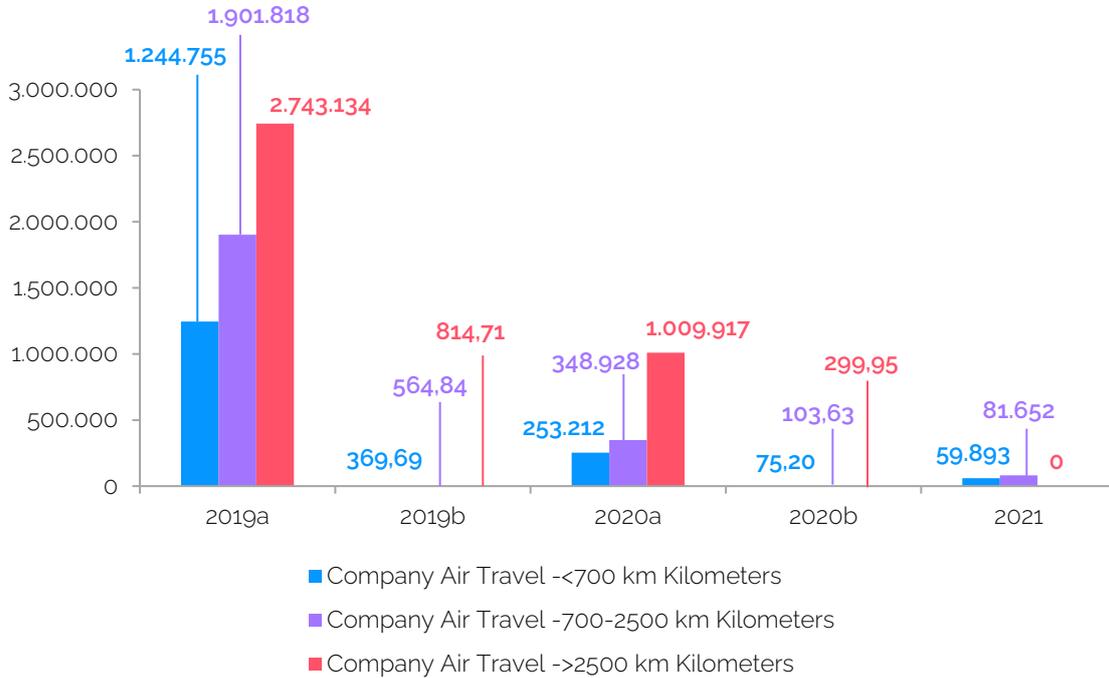
In 2022 it is expected that employees will work from home on average 3/2.

Real estate strategy – make offices network places instead of working spots.

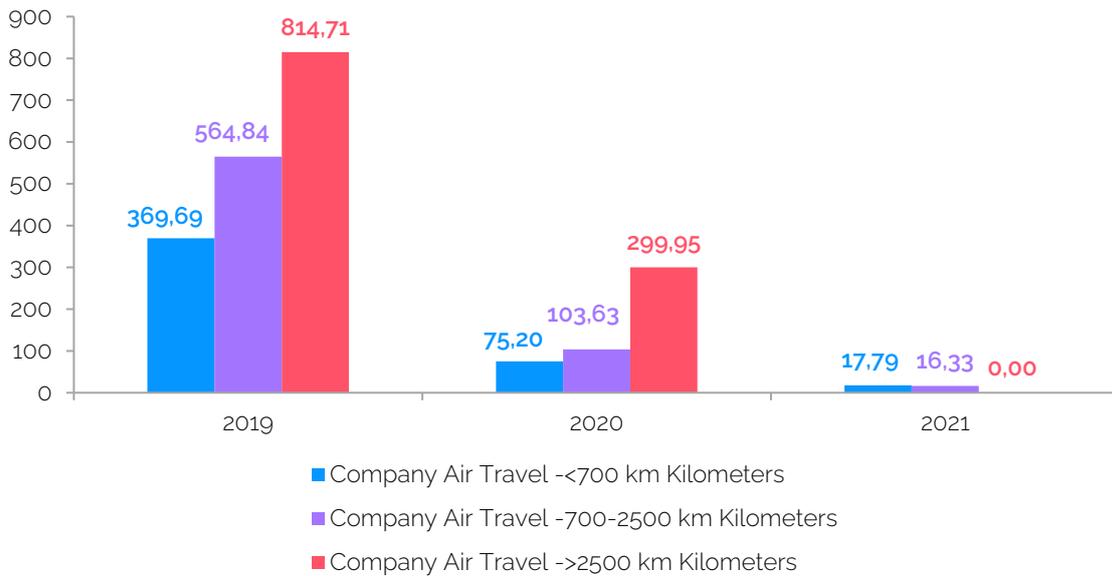
4.4.2. Air travel

The table below shows the amount of KM and CO₂-emissions in 2019 until 2021 due to the long and short haul flights. As shown the long and short haul flights have decreased a lot. This is a result of Covid-19 and a discouragement policy regarding flight movements.

Air Travel KM



Air Travel tCO₂



4.5. Conclusion Energy Assessment

We can conclude that the mobility strategy of Atos influences lowering CO₂ emission and motivating employees to exchange their lease car for a mobility budget or an electric variant. The analysis also shows that there is room for improvement. Meaning the data can still be improved and that there is still a lot of work to be done if Atos wants to achieve a CO₂-neutral fleet in 2025.

Main ambition

- Switch to all-electric company car fleet by 2025
- Reduce emissions of car travel by 50% by 2025
- Reduce emissions of air travel as much as possible
- Continue favoring new ways of working & travel Post Covid
- Energy efficient and future-proof mobility policy for all employees
- Enable work where and when to service clients @client @Atos or @Home

Potential measures	Planning
1. Lowering CO ₂ emissions per vehicle (1,05)	2019 - 2025
2. Stimulating and promoting electric cars	2019
3. Stimulating and promoting mobility budgets	2019 - 2025
4. Comparing CO ₂ emissions per travelled km	2019
5. Stimulating Working from home	2015
6. Virtual meetings as a standard	2020
7. Restrict Air Travel, favor traveling by train	2019 - 2025
8. Real estate strategy & hybrid working	2019 - 2025

4.6. Monitoring and evaluating

Every half year with the data collection of the CSR reporting, the energy consumption, and the carbon emissions in scope 1,2 and 3 are registered. In comparison with the previous half year the data are compared with the reduction objectives and corresponding measures evaluated.

The Environmental Management Team that leads the ISO14001 report shares these results during the half year Management Review meetings.

At the meetings the EMS manager focusses on:

- An overview of the energy usage compared to the reference year
- The CO₂-emissions inventory per scope
- Findings of the half year consistency check are presented
- The progress and expectations for reaching the reduction targets and potential recommendation for preventive or corrective measures.
- The state of earlier preventive or corrective measures
- General progress

Decisions are taken whether to change the course of the measures based on this report.

5. Strategic Decarbonization Scope 3 (4B, 5B)

5.1. Action plan scope 3 reduction goals 2021-2025

At the end of 2021, Atos net-zero commitments have been realigned to meet the new criteria of the STBi Net-Zero Standard. Atos near-term target to have its global GHG emissions by 2025 (2019 baseline) has been reconfirmed.

Atos long-term and net-zero targets have been strengthened to reach -90% reduction at the latest by 2039 (Scope 1,2, and 3) and to neutralize the residual 10% emissions via carbon sequestration projects.

5.2. Inventory reduction measures

5.2.1. Sustainable supplier management in the supply chain

Introduction of systematic decarbonization criteria in supplier selection.

An ecosystem of suppliers and partners working together on decarbonization.

Innovation Labs and Business Technology Innovation Centers work with startups to ensure co-innovation in decarbonization (Atos Scaler)

5.2.2. Products and solutions

Atos continuously improves the energy efficiency of its products, illustrated by the introduction in 2020 of the #1 greenest machine in the top 100 largest supercomputers in the world.

5.2.3. Internal CO₂ pricing

As part of its sustainability strategy, the decarbonization program has an Internal Carbon Pricing (ICP) scheme. The aim is to value the impact of CO₂ emissions and reduce them to neutral. This stimulates commitment to the decarbonization program at all levels within the company. Business processes have been aligned with the decarbonization goals and employees have been trained and made more aware of the possibilities of digital sustainability.

5.2.4. Decarbonization Level Agreements

We are willing to include CO₂ reduction targets in our agreements with customers. Here, we commit to a CO₂ reduction in customers' IT activities and quantify this in our contracts. With the so-called Decarbonization Level Agreements, we are leading the way in the market. As part of our services, we measure and report to our customers on their CO₂ emissions. With concrete targets, we commit ourselves to substantially reducing the CO₂ footprint. We also look at how we can integrate this into the services they purchase from us, such as in data centers, the Digital Workplace and other forms of digitalization.

5.3. Communications, (1.C.1)

5.3.1. External Communications

Atos' Carbon Reduction Plan is in line with the Corporate Social Responsibility (CSR) ambition. This includes a process that is supported by an on-going dialogue with all stakeholders, including clients, employees, employee representatives, business partners and suppliers, as well as communities and public authorities.

In the table here below the list of external stakeholders. Atos engagements with its stakeholders, or its "ecosystem" contains actions that stimulates working together with customers to improve their business, also when it comes to sustainability. Simultaneously they are potential partners to collaborate with on CO₂-reduction. Communication with the external stakeholders happens through the website, at sales events and at client meetings through account managers.

External Stakeholders	Value Created by Atos in general	Sustainability Goals	Communication channels / tools
Customers	Atos' business model is founded on creating value for its clients and partners through innovative and sustainable business solutions that will meet their needs to perform in the new digital economy	Informing about Atos' sustainability policy SDGs addressed: 8,9,12,16.	External website, all information about the intention to be certified again with the CO ₂ Performance Ladder at ambition level 5 has been published Universal Registration Document (URD), this document includes the integrated report, the annual financial report and the report on social and environmental responsibility.
Suppliers and Business partners	Atos works closely with suppliers to ensure that they meet required standards regarding the environment, labour and human rights, ethics and sustainable procurement.	Informing about Atos' sustainability policy and sustainability charter in contracts Assessment of suppliers CSR performance SDGs addressed: 5,16.	External website, all information about the method of Internal Carbon Pricing and making supplier management more sustainable is set out. Universal Registration Document (URD), Purchase conditions
Local municipalities/ government Communities and society	As a recognized leader in CSR in the IT sector, Atos minimizes and offsets environmental impacts and generates sustainable profits to support innovation. Through its support for volunteer programs, university relations and corporate citizenship actions, Atos aims to have a positive and long-term impact on local economies, support social progress and reduce the digital divide.	Informing about Atos' sustainability policy SDGs addressed: 5,10,12,13, 16.	External website, all information about the sustainability strategy and ambition is set out Universal Registration Document (URD), Integrated Report
New Hires	Atos recognizes that its role as a responsible employer means providing a diverse, inclusive and rewarding work environment while preparing its people for the workplace of the future.	Informing about Atos' sustainability policy SDGs addressed: 3,4,5,10.	External website, all information about the sustainability strategy and ambition is set out Universal Registration Document (URD), Integrated Report

External Stakeholders	Value Created by Atos in general	Sustainability Goals	Communication channels / tools
Climate Friendly Procurement & Entrepreneurship Foundation	As a recognized leader in CSR in the IT sector, Atos minimizes and offsets environmental impacts and generates sustainable profits to support innovation. Its CSR KPIs and integrates financial and non-financial factors, providing valuable information to investors	Informing about Atos' sustainability policy Environmental non-financial performance Environmental operational guidelines and reporting SDGs addressed: 8,9,12,16.	External website, all information about the sustainability strategy and ambition is set out Universal Registration Document (URD), Integrated Report
Non-governmental organizations, NGOs	Value for society by responding to its needs and challenges. Minimizes and offsets environmental impacts and generates sustainable profits to support innovation.	Informing about Atos' sustainability policy Through its support for volunteer programs, university relations and corporate citizenship actions. The positive effect and long-term impact on local economies, support social progress and reduce the digital divide.	External website, all information about the sustainability strategy and ambition is set out Integrated Report
Industry peers & Start Ups	Atos' unique partnership ecosystem includes both major IT industry players and start-up's that work together with Atos labs and Business Technology Innovation Centers, allowing Atos to combine a disruptive mindset with best-in-class technologies in its digital solutions for its clients	Informing about Atos' sustainability policy SDGs addressed: 8,9,12,16.	External website, all information about the sustainability strategy and ambition is set out Integrated Report, trade association NL_Digital - the sector ICT companies, government policy makers and other stakeholders
Certification bodies	Atos discloses its CSR KPIs and integrates financial and non-financial factors, providing valuable information to auditors.	Informing about Atos' sustainability policy CSR ratings: CDP and Dow Jones Sustainability Indexes (DJSI) SDGs addressed: 5,10,12,13, 16.	External website, all information about the sustainability strategy and ambition is set out Integrated Report

5.3.2. Internal Communications

In this Carbon Reduction Plan the identified internal stakeholders are all employees.

The intranet and other digital communication channels provide in top-down communications and information to all employees on a global scale. The Intranet has been structured according to general business areas, instead of Atos organizational structure. The same navigation is applied at local level with a source per country. All employees have access to global information & local information as well as global news and local news. Through local newsletters employees have access to the local Carbon Reduction Plan targets and results.

Webinars, emails, TV screens, and digital signage (TV and Coffee Corners) on site are other means to attract employees and share information according to the relevance of the topics.

General Management is involved in drawing up the local carbon reduction measures. The CRS manager is aligned with the Group and is responsible for progress to be made in the CO₂ reduction program and the further outlines of the CO₂ reduction policy.

Hereby the following applies:

- All internal communication to office staff will be in English;
- All internal communications to site personnel will be in Dutch and English;
- All external communications (on the website) will be written in Dutch.
- All downloadable documents published on the website are written in English.

5.3.3. Employee Engagement, and training

Compliance Environmental Awareness (EMS Training)

ISO 14001 introduction course and the Environmental Management System allows employees to gain better understanding and awareness on major environmental issues and the decarbonization ambition.

Atos Green App

Atos Green App allows all employees to track progress on major environmental issues and employees can make an individual contribution to the Net Zero Ambition and progress in reducing their own carbon footprint in a gamified way.

Employee share ownership scheme

Atos' employee share ownership program (Share 2020) has involved employees more closely in its sustainability performance. For every share purchased by an employee, a tree was planted. In total, 16,000 trees have been planted.

Atos Green Network

A global employee network of online communities is led by Atos' young generation. Various initiatives are undertaken to participate in green practices, such as ecological actions to encouraging the use of plastic-free products. The community publishes special newsletters and organizes webinars on environmental awareness, such as World Ocean Day, Earth Day and Climate Change Awareness.

5.4. Offsetting and Carbon Removal

CO₂- off setting:

At the same time, Atos is working on enhanced offsetting program (Carbon offsetting), which mainly focuses on removing carbon emissions from the atmosphere. To offset the CO₂ emissions from all its business activities, Atos is investing in a global offsetting program in partnership with EcoAct. This program focuses on wind farms in India, and two reforestation projects in Brazil and in Ethiopia, which directly contribute to the UN Sustainable Development Goals.

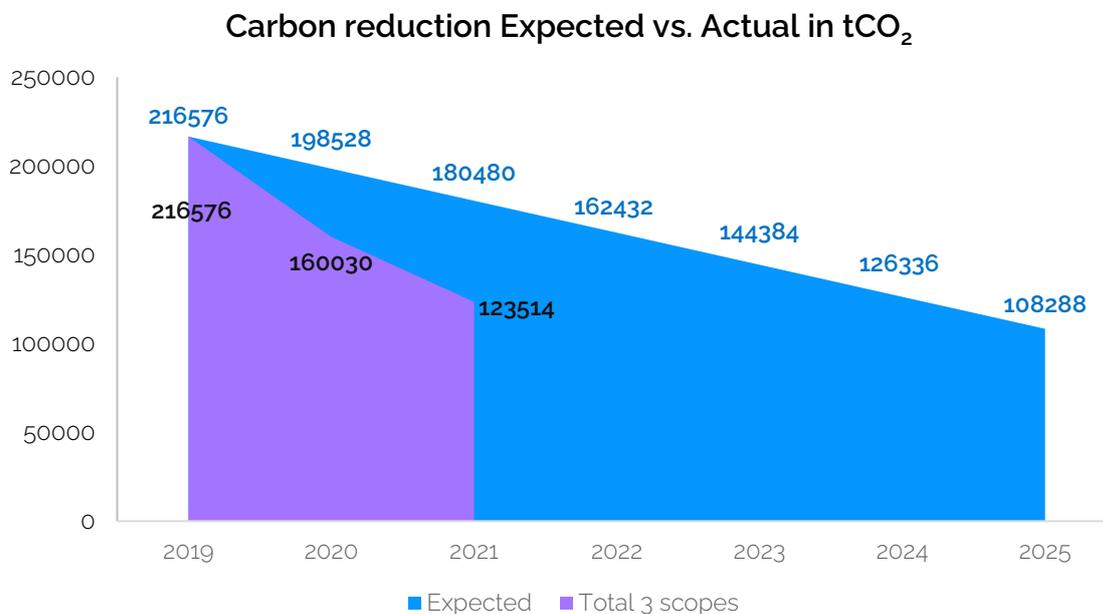
Sequestration projects

Carbon sequestration is the process of capturing and storing atmospheric carbon dioxide. It is one method of reducing the amount of carbon dioxide in the atmosphere with the goal of reducing global climate change. To achieve net zero emissions, all worldwide greenhouse gas (GHG) emissions will have to be counterbalanced by carbon sequestration. Atos' aim is to work hard to realizing its Net Zero in ICT. So that Atos is not adding incremental greenhouse gases to our atmosphere. Atos is working on means achieving a balance between carbon emissions and carbon sinks through a combination of emissions reduction within its business activities and carbon sequestration.

5.5. Quantitative scope 3 analyses

GHG Scope	Categories - GHG Protocol	Emission sources (% of total scope 3b)	2020	2019
3b	Categories 1 and 2	All emission sources from purchased goods and services and capital goods	58.4%	75.2%
3b	Category 3	Fuel- and energy-related activities not already included Scopes 1, 2 and 3a	1%	0.7%
3b	Category 4 (and 9)	Upstream and downstream transport, fret and warehouses, not already included Scopes 1, 2 and 3a	0.8%	0.7%
3b	Category 5 (and 12)	Waste generated in operations and end of life of sold products	0.1%	0.1%
3b	Category 6	Employee's business travel (not already included Scopes 1, 2 and 3a)	0%	0%
3b	Category 7	Employee's commuting/homeworking	1.1%	4.3%
3b	Category 8	Upstream leased assets (not already included Scopes 1, 2 and 3a)	0%	0%
3b	Category 9	Already accounted for in category 4	in C4	in C4
3b	Category 10	Processing of sold products. (not relevant in Atos context)	0%	0%
3b	Category 11	Use of sold products (both Atos' and suppliers')	38.6%	19.0%
3b	Category 12	Already accounted for in category 5	in C5	in C5
3b	Category 13	Downstream leased assets (not relevant in Atos context)	0%	0%
3b	Category 14	Franchises (not relevant in Atos context)	0%	0%
3b	Category 15	Investments (not relevant in Atos context)	0%	0%

5.6. Progress against these targets can be seen in the table below:



Source: NLD-EMS-0041 Sustainability Dashboard 1.4 July 2022

5.7. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 5,800 tCO₂e, a 29% reduction against the 2019 baseline and the measures will be in effect when performing the contract

Site rationalization / consolidation:

Currently Atos operates from many sites across the Netherlands, comprising a mix of data centers, production and administrative offices.

- Prior to Covid-19, approximately 31% of the workforce was home-based. The aim post-pandemic is to increase remote working to between 40-60% and to bring about a reduction of office space of circa 34%. This will deliver a corresponding reduction in emissions, even after taking into account the additional impacts of home working.
- We will continue to increase the efficiency of IT, namely data center hosted equipment such as servers, supporting data center plant and personal IT, as these contribute significantly to our energy consumption.

Switch to renewable energy sources:

- Atos currently utilizes gas for space and water heating and electricity for IT equipment, lighting and some space heating. The purchased electricity consumed in The Netherlands has been from 100% renewable sources since 2020.
- Additionally, for energy supplied by landlords, we are requesting that landlords follow a similar program of energy switching and sourcing renewables.
- Finally, we are also expanding our self-generation of electricity through Solar Panels installations at the HQ office.

Switch to a 100% electric car fleet:

- In 2020, Atos signed up to a group-wide car-fleet agreement to source only 100% electric vehicles through our fleet leasing supplier. As existing leases expire, so vehicles will be replaced with electric zero emissions equivalents.
- Furthermore, we are expanding our network of free-to-use charge points at our offices and installing charge points at employee residences to encourage the take-up of electric vehicles.

Supplier engagement program:

- We recognize that the biggest challenge in reaching Net-Zero will be to reduce the emissions arising from our supply chain (Scope 3). Consequently, Atos procurement teams are directly engaging with suppliers, on several levels. For example, we request environmental performance assessment through EcoVadis, a specialist 3rd party CSR assessment organization. Where performance levels are excellent, Atos awards a "green" rating to the supplier, which is used within our Internal Carbon Pricing mechanism.
- Suppliers who fall below this standard are given a "red" rating, and we encourage them to improve performance. Where performance is poor, the supplier is placed on a performance improvement program, and may ultimately be excluded from future business with Atos.

- We are also placing a 20% weighting on sustainability for all tenders and encouraging suppliers to bid only low or zero carbon solutions and technologies.

Internal Carbon Pricing (ICP):

In 2020, Atos became one of the first companies in its industry to establish an internal carbon pricing mechanism. The aim is to attach a value to tCO₂ emission reduction that will impact the operating margin results used in the bonus payout calculation. The three factors considered in the Internal Carbon Pricing calculations are emissions related to travel, devices and data center activities, supporting spend with green suppliers as well as our decarbonization offerings delivered to our clients.

6. All projects in short

Data Center Global Operations	<ul style="list-style-type: none"> • continue PUE program • get the code of conduct for DC-efficiency (mandatory for EU Taxonomy) • 100% green energy in DC's
Real Estate L&H	<ul style="list-style-type: none"> • continue the energy reduction / efficiency program (Multi Year Energy Efficiency) • continue renewable energy program • communicate Solar project (India) • explore new possibilities on self-energy generation for facilities
Supply Chain Procurement	<ul style="list-style-type: none"> • continue the supply chain assessment according to existing Red/Amber/Green classification in H2 with the intention to test and launch new classification of bronze, silver, gold & platinum in 2022 • track actual emissions from top suppliers
Products Sold BDS / UCC	<ul style="list-style-type: none"> • assess the % of renewable energy used by HPC clients • continue energy reduction of BDS products • work with R&D and suppliers to reduce the emissions
HR & Procurement	<ul style="list-style-type: none"> • secure Atos e-fleet targets for 2024
CSR/GIT	<ul style="list-style-type: none"> • CSR and IT work on automating manual reporting processes
CSR Finance Legal	<ul style="list-style-type: none"> • get ready for EU Taxonomy • TCFD (financial impact of climate change) • legal watch for various upcoming laws and regulations related to Environment
Industries/Sales	<ul style="list-style-type: none"> • firmly anchor the question of DLA / CO₂ offset / renewable energy in the rainbow process (customers running in renewable energy support our targets)
Communication HR	<ul style="list-style-type: none"> • push the existing EMS learning • Atos Green App / Atos Green Network - employee engaging program and network • proposal to launch a climate learning program to engage our people (how I can personally contribute)

7. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance associated guidance and reporting standard for CO₂ Performance Ladder.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Atos The Netherlands,

Hans Blom

General Manager

Atos The Netherlands

Muriël van Mameren

CRS Lead / EMS Manager

¹ <https://ghgprotocol.org/corporate-standard>

About Atos

Atos is a global leader in digital transformation with 109,000 employees and annual revenue of c. € 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 is a SE (Societas Europaea), listed on Euronext Paris and included in the CAC 40 ESG and Next 20 Paris Stock indexes.

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.

Learn more at: atos.net