

Atos aligns its annual reporting to the Sustainability Accounting Standards Board (SASB), focusing on the disclosures and indicators that are material and more relevant for its business into the Software and IT Services Industry.

SASB Content Index

<i>Software and IT Services Industry</i>		
Code	Accounting Metrics	2022 Disclosure Location (Atos Universal Registration Document 2022)
Energy Management		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	5.2.8 Environmental Non-Financial Performance Indicators, page 192
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.2.7.3 Water and food, page 190
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	5.2.4.4 Energy consumption and renewable energy / Energy sources and optimization in the datacenters, page 183
Customer Privacy		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	5.4.5 Ethical and trustworthy management of data, page 255-258
TC-SI-220a.2	Number of users whose information is used for secondary purposes	5.4.5.1 Client information, page 256; 5.4.13 Governance Non-Financial Performance Indicators, page 290
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	5.4.5.2 Protecting personal data in a data driven world, page 257; 5.4.13 Governance Non-Financial Performance Indicators, page 290
Data Security		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	5.4.5 Ethical and trustworthy management of data, page 255-258
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	7.2.2 IT Security risks: cyber-attack, systems security and data protection, page 423; 5.4.4 Security and data protection, page 247-255; 5.4.5 Ethical and trustworthy management of data, page 255-258
Employee Engagement, Diversity & Inclusion		
TC-SI-330a.2	Employee engagement as a percentage	5.3.7.4 Awareness and involving employees / Taking into account employees' expectations, page 227-228; 5.3.9 Social Non-Financial Performance Indicators / Atos Trust Index® informed by Great Place to Work (GPTW), page 234
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	5.3.5.2 Recruiting and attracting a diverse workforce / Diversity table, page 209; 5.3.9 Social Non-Financial Performance Indicators / Diversity and Equal Opportunity, page 234; 5.4.13 Governance Non-Financial Performance Indicators / Share of women in the Group Executive Board, page 289
Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	5.4.13 Governance Non-Financial Performance Indicators / Competitive Behavior, page 291
Systemic Risk Management		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	7.2.2.2 Systems security, page 423