

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Atos is a global leader in digital transformation, high-performance computing and information technology infrastructure with 109,000 employees in 71 countries and annual revenue of €10.8 billion. The Group provides end-to-end Orchestrated Hybrid Cloud – Atos OneCloud, Digital Platforms, Business Critical Applications, Digital Security and Customer and Employee Experiences. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos|Syntel, and Unify. Atos is a SE (Societas Europaea), listed on Euronext Paris and included in the CAC 40 ESG and Next 20 indexes.

Since 2020 with the acquisition of the sustainability consultant company Ecoact, the purpose of Atos is not only helping design the future of the information space, but also supporting its decarbonization journey. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific, technological and decarbonization 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 is committed to building specific know-how and expertise to help its customers meet the challenges related to their digital transformation:

- digitize their customer experience and foster business reinvention thinking and implementation;
- streamline operational excellence;
- guarantee trust, compliance and sustainability.

Atos solutions and services provide agile, scalable and trusted foundations to support customers in their digital journey. They are at the heart of Atos' differentiation:

- Industry expertise and solutions to build future-proofed systems fitted to our clients' industries;
- Digital solutions, Applications and Platforms to help organizations unlock the value of their data today;
- Ecosystems of multiple infrastructure solutions to create the foundations for digital business.

Across all these solutions, platforms and infrastructures, Atos Cybersecurity enables to set up end-to-end, prescriptive security solutions to identify and block threats before they may have a substantial impact. All these solutions and services leverage innovations from Atos' vast network of partners and from its own R&D programs

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1 2021	December 31 2021	No	<Not Applicable>

C0.3

(C0.3) Select the countries/areas in which you operate.

- Argentina
- Austria
- Belgium
- Brazil
- Bulgaria
- Canada
- Colombia
- Croatia
- Czechia
- Denmark
- Finland
- France
- Germany
- Hungary
- India
- Ireland
- Italy
- Luxembourg
- Mexico
- Netherlands
- Philippines
- Poland
- Portugal
- Romania
- Russian Federation
- Serbia
- Singapore
- Slovakia
- South Africa
- Spain
- Sweden
- Switzerland
- Taiwan, China
- Thailand
- Turkey
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

EUR

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	FR0000051732

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Chief Sustainability Officer (CSO)	The Atos board-level CSO is the Chief Digital and Transformation Officer, Head of CSR (Sustainability), who reports directly to the Group CEO, is responsible for oversight of all climate-related issues. He chairs the Global Sustainability Office, which comprises Exec level and Senior Management representatives from each Regional Business Unit and permanent members leading the tracks of the Global CSR program (Environment, Social, Governance), and he has responsibility for direct oversight of the program, making decisions about what the company will do including investments related to the topic, adapting those decisions based on climate-related information. The appointment at such a senior level is due to the strategic importance placed upon CSR within Atos. From our climate change scenario analysis, we have identified that digital technologies/solutions will become more and more critical to help tackle climate change and help mitigate its consequences. Consequently, the potential for a global "decarbonization" plan has been assessed and is considered today as one of the most credible development/transition scenarios for Atos and so our global "decarbonization" development/transition program was rolled out by the CSO and the Group CEO in 2020. As a result, our strategy and business objectives are now reflecting our decarbonization digital program, aiming the potential contribution to 1% of our incremental revenue growth by 2021, our 1.5°C Science-based targets and, our net-zero commitments. Since the CSO oversees the program streams involved in the objectives above, the CSO holds bi-weekly meeting with the CEO reporting the current status of the decarbonization program. Example of a climate-related decision made by the CSO: In response to the new SBTi Net Zero definition released in late 2021, the CSO decided that Atos must realign its existing Net Zero target to -90% emissions reduction for all 3 GHG Scopes with neutralisation of the residual 10%, committing to achieving this target at the latest by 2039 (Atos URD 2021 - 5.2.5.1 Reduction of carbon emissions pages 181-185) To support this, the CSO leads weekly meetings with decarbonization experts, global function and regional business leaders from within Atos, and the CSR Global team present and performance, progress reporting and new initiatives are discussed and moved forwards.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	<ul style="list-style-type: none"> Reviewing and guiding strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding annual budgets Reviewing and guiding business plans Setting performance objectives Monitoring implementation and performance of objectives Overseeing major capital expenditures, acquisitions and divestitures Monitoring and overseeing progress against goals and targets for addressing climate-related issues 	<Not Applicable>	The Group Management Committee determines the 3-year plan for the business, which includes the planning of Sustainability Objectives and ongoing monitoring. For the next three years, the "Spring" strategy on being the decarbonized digital leader in the IT sector was defined. The CSO, a member of this Group Management Committee reporting directly to the CEO, supervises Atos' Corporate Responsibility and Sustainability Program, and provides guidance on the actions performed. He presents on a regular basis to the Group Management Committee the latest achievements and planned objectives both at global and regional levels on the environmental and social initiatives of the Group and its Spring strategy. In addition, the evolution of the decarbonization portfolio is also presented on a regular basis by the CSO. Digital decarbonization innovations are followed closely by the CEO through these bi-weekly meetings. For instance, the monitoring of the evolution of the net-zero program, its levers to reduce GHG emissions and any risk associated with them are explored in such meetings. The CSO also presents the same information regularly to the Board of Directors. The Board of Directors, created in December 2018 has specific oversight of the Corporate Social Responsibility programme, on behalf of shareholders. This Board comprises 4 Directors, namely Ms. Valérie BERNIS, Ms. Colette NEUVILLE, Ms. Lynn PAINE (independent directors) and Mr. Vernon SANKEY. It is chaired by Ms. Valerie Bernis who is a company director, former Vice-President of Engie Foundation and former Executive Vice-President Financial and Corporate Communication and Sustainable Development of Compagnie de Suez. She has extensive experience of CSR topics. The role of the Corporate Social Responsibility Committee is to review CSR initiatives and targets and the implementation of the Company's raison d'être across the Group.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	Working experience in this domain was the criteria to assess the competence of the board member responsible for Atos environmental program and targets. Atos CSO has more than 15 years of working experience in the with climate-related issues such as smart and sustainable management of natural resources for waste and water management and their environmental solutions. Having this expertise associated with business, legal and M&A background has been definitely supporting the decarbonization journey of the company.	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Sustainability Officer (CSO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

The highest management-level position(s)/committee(s) with responsibility for climate-related issues is the Chief Sustainability Officer (CSO). Sustainability is identified by our stakeholders as key to the future development and prosperity of Atos and for this reason, the CSO was appointed, reporting directly to the group CEO so that there is an appropriate level of authority to drive all necessary activity across the breadth of the business to make this core to and embedded within all business activity.

A materiality assessment was conducted in 2020, where the topics of carbon footprint and energy efficiency of Atos, eco-efficient digital solutions and decarbonization solutions to address clients' environmental challenges were considered some of the top CSR matters. Again, this exemplifies the importance of environmental topics for the Group. The responsibilities within the role include:

- To report to the Group CEO on a bi-weekly frequency about the achievements and further projects related to Atos' digital decarbonization strategy.
- To report quarterly to the full Atos Group Management Committee
- To provide reports and regular updates to the Board of Directors' CSR Committee regarding progress and activities. This is a committee formed in 2018, which represents the shareholders, that focuses specifically on all CSR matters.
- To engage regularly with of executive management (top 400) across the group
- As head of the Net-Zero program, to orchestrate groups of experts form diverse areas that support the reduction of Atos and Atos' clients CO2 footprint through our decarbonization solutions, secure that carbon reduction targets are being reached.
- Be responsible for, and manage the CSR program within Atos, monitoring and directing the Corporate Social Responsibility Team, which is a global entity composed of an international team of circa 30 people, including 11 Regional Business Unit heads of corporate responsibility, as well as representatives of all support functions.
- Communicate all CSR activity within the Group Management Committee and determines our overall course of action based upon the overall company strategy, determined by the Group Management Committee and guided by best practices highlighted from external consultancies.
- Provide investment authority for the activities required to meet our targets.

The Corporate Social Responsibility Team members collaboratively determine mechanisms through which we will report (for example DJSI, CDP, GRI, SASB), environmental standards to which we will apply (e.g. ISO14001), set emissions and energy targets, determine actions required to meet these and plan and coordinate the global data collection mechanisms. They also liaise closely with external consultancies to understand and progress new initiatives, such as Internal Carbon Pricing and our TCFD analysis. The Corporate Social Responsibility Team also oversees the wider Social Responsibility program. Individually, the members take these actions back to their geographical regions, communicate locally to the local CEO and Management Committee as well as all employees. They specifically liaise with individuals who can substantially impact target achievement (e.g. facilities teams, data centers management, and transport managers), understand their programs and directly influence the move towards greener investment and operations. They also participate in procurement processes for energy and other significant aspects that can significantly impact emissions. They also monitor emissions locally on an ongoing basis to ensure that targets are achieved. Twice each year, they manage the global CSR data collection process for their own regions, through the corporate UL 360 tool.

Weekly meetings and monthly workshops are organized to design, implement, and monitor the main axes of actions and targets. In these workshops, monitoring of progress by region is reported and where issues or concerns are raised follow-up actions are issued. Twice per year, formal global data collection and consolidation through UL provides a global view of our status towards our targets. Corporate Social Responsibility Team members are assigned areas of expertise, such as "data center energy", or "transport energy" and these individuals perform "consistency checking" of the data across all regions, to ensure that the variations from previous data submissions are, as would be expected, and free from error. After these checks, our external auditors also perform data assurance and attest to the data accuracy.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Last year new environmental performance conditions (weighted 20%) were included in Atos' 2021 long-term incentive plan for Top Management. This incentive is directly connected with decarbonization target achievements. Additionally, Atos awards all managers based upon Internal Carbon Price regional performance. This forms a standard component of the Balanced Scorecard, against which bonuses are calculated, incentivizing managers to reduce emissions, source low carbon goods and design low carbon services (see the ICP section for more details). By incorporating such conditions into the long-term compensation of Atos leaders, Atos's first managerial lines including the Chief Executive Officer, key employees and experts are directly impacted by meeting or not Atos' environmental targets. As per advice from the Board of Directors, the environmental criteria in these incentive plans includes specific targets on Atos' carbon intensity reduction at the end of a three-year period (in 2022).

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive	Type of incentive	Activity incentivized	Comment
Board/Executive board	Monetary reward	Company performance against a climate-related sustainability index	The long-term incentive plans (Monetary target / Performance Share Plans granted each year since 2015) for the top 1% of Group managers including the CEO integrate a corporate responsibility (social and environmental) dimension as a condition of performance weighted with 20%, as following: - 10% of the grant are subject to an external CSR condition, linked to the Atos Dow Jones Sustainability Index score positioning vs peers: - Average of the yearly DJSI scores (World or Europe) of Atos compared to the average of the other companies over the 3-year period. - 10% of the grant are subject to an internal CSR condition, based on the reduction of the Group's carbon intensity: change in percentage of tons of CO2 emission per million euros of revenue at the end of the 3-year period (in 2022). In 2021 all criteria were fully achieved. See further information in the Atos 2021 Registration Document. Pages 137, 138 and 221. Undertakings in support of the sense of purpose - Environmental transition and page 86 - Atos variable remuneration.
Chief Procurement Officer (CPO)	Monetary reward	Environmental criteria included in purchases Supply chain engagement	The CPO has a Bonus Scorecard, like all other Atos employees that is used to measure performance within the role, which mirrors Atos' procurement objectives. This particular role is required to ensure that Atos purchases goods and services at the best price, to fully meet with the requirements and that these purchases fit within our sustainability strategy. To this end, suppliers are required to undergo external vetting and sign up to our Code of Ethics. Performance is assessed against the Balanced Scorecard and is rewarded with bi-annual bonus payments. More information can be found in chapter 5.4.6 Suppliers CSR performance pages 251 – 254.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	This is in line with our 3-year plans that we operate to as a business.
Medium-term	3	10	Medium-term is 3-10 years as this takes into account longer-term strategy and investment requirements.
Long-term	10	30	This is aligned to more generally defined climate risks publicized through global scientific bodies.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

1) Definition of "substantive financial or strategic impact" on the Atos business at the corporate level, in the context of a climate-related risk:

Aligned with the TCFD recommendations and also the European Commission's 2019 Guidelines on non-financial reporting – reporting climate-related information, Atos recognizes that environmental risk works in two directions. Risks arise from:

- the impact of our business on the environment and associated consequences, due to for example to carbon emissions and taxes.
- the impact of increasing environmental dysfunctions on the business, due to for example extreme weather events.

Within our annual risk assessment processes (at local and global levels), Atos reviews these risks using stakeholder feedback and information from more than 400 managers across the business. This facilitates the ongoing review of the definitions for substantive risk, whether financial or strategic.

The risk assessment processes takes into consideration:

- A) - The **time horizon** to help the Group's capability for assessing short, medium, and long potential risks (and opportunities).
- B) - The **likelihood** or chances that an event/ risk will materialize.
- C) - The **magnitude** of the impact, and notably for Atos' Operating Margin.
- D) - The **type** of risk or impact and their consequences (physical, transitional).

Financial risk considers the time boundary of the 3-year plan, and this is defined based upon boundaries for Atos globally and also on a regional basis. At both levels, several KPIs are allocated thresholds, notably Operating Margin but also Revenue, Book to Bill ratios and backlogs. These thresholds determine the severity categorization of each risk.

Strategic risk goes beyond the 3-year plan and reviews the ability to maintain and grow business operations in the medium to long terms in line with the strategic plans for the business and the Group's ambitions. Risk severity is also categorized by the probability and scale of impacts, translated into financial terms, and by its impact on the Group's ability to achieve its ambitions.

2) Description of the quantifiable indicator(s) used to define "substantive financial" or "strategic impact".

For substantive financial risks and opportunities, Atos sets quantifiable financial thresholds against the Operating Margin for the Group, as follows:

- High: > €200 million
- Medium: €50 - €200 million
- Low: €10 - €50 million
- Very Low: < €10 million

For example, a specific risk is considered as having a high substantive impact if the resulting impact on planned Operating Margin exceeds 200 million euros. These thresholds are published in the Group's annual Universal Registration Document in the chapter "5.2.3.2 Main climate-related risks".

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Introduction: Aligned with the expectations from key players such as the European Commission, the Task Force on Climate-related Financial Disclosures (TCFD), NGOs, clients and student groups, Atos favors a double materiality approach that considers both the potential impacts of climate change on companies (risks and opportunities) and the potential impact of companies on climate. Atos is officially a supporter of the TCFD initiative. Following TCFD recommendations, Atos uses the scenario analysis approach to assess the resilience of its activities, considering both physical and transformation risks as well as different geographies, time horizons, and climate-related models including a 2°C scenario and business as usual 4°C scenario. Description of process: The identification of the main environmental risks and opportunities is carried out by internal experts from support functions, using a combination of analysis, tools, and processes and with the support of external experts. The processes used to determine which risks and opportunities could have a substantive financial or strategic impact on the organization are: materiality and risk assessments, including stakeholders' interviews conducted with the help of external consulting firms - assessments conducted by Atos's Enterprise Risk Management function, to identify main risks that could impair the achievement of the Group's objectives (see detail below) - assessments before determining new operational locations and/or when new sites come under the Group's control (geographical location) - annual environmental Risk Assessment carried out by Atos' insurer (including natural risks/hazards, potential impacts on the environment and onsite visits) - review of the Flood Maps covering all Atos sites (data centers and offices) - review of Resilience Index (RiskMark Score) and Risk Heat Map including resilience advice and recommended action plans - the evaluation and ranking of the maturity of key suppliers and strategic partners in the field of climate-related risks (using a mix of external and Atos's specific data and criteria - review of climate change models to identify the foreseeable impacts (transformation, acute, chronic) and the climate change macro and micro-economic scenarios to identify the potential business impacts per geography - competition benchmarks; legal monitoring and documentary research. Atos uses a combination of the above processes to make decisions to mitigate, transfer, accept or control the identified climate-related risks and to capitalize on opportunities through: - the Enterprise Risk Management function, to monitor main risks that can impair the achievement of the Group's objectives; - the Book of Internal Control (BIC), - the Regional Business Units (RBUs), Divisions and Support Functions action plans; - the Environmental Program action plans; - the EMS (Environmental Management System) and the ISO 14001 certification of Atos' main sites; - the Legal Risk Mapping and the policies that frame all activities; - the Global "crisis management policy" and extensive "business continuity" strategies including "local crisis scenarios" and local "continuity plans" and "recovery procedures"; - the Safety and Emergency Response Tool (SERT) to check the situation of our employees after a major event and help them if necessary. Detail regarding the Enterprise Risk Management mentioned above: The ERM is one of the key risk management activities, embracing the widest scope of risks. It is included in the Atos Risk Management policy. It includes enterprise and operations risks: 1) Enterprise risk address all risks on the strategic level and taking into account different sources (external (e.g. Political, Economic, Social, Technological, or Environmental) and internal (e.g. by Organization or Process Design); 2) Operations risk address all the operational/business risks of the organization (through Rainbow Delivery and through Risk and Issue Management). The ERM approach is bottom-up (top risks by organizations) and top-down (request to assess existing risks from the risk catalog) and it uses quantitative risk indicators (KPIs) to get trends visibility. The outcome includes multiple workshops, a risk cartography and agreement on remediation actions, communication of action plan and follow-up throughout the year. Case Study 1. Process selected: evaluation and ranking of the maturity of key suppliers and strategic partners in the field of climate-related risks => how the process is applied to physical risks (upstream supply chain disruption). Context: The integration of hardware is a strategic component of Atos activities. One risk is that we may lose supply of equipment from a single hardware supplier due to supplier failure. Consequently, we operate an active multi-sourcing policy to ensure that we have a wide variety of suppliers available but in parallel, we use CDP, EcoVadis and other data source to help assess the climate-change maturity and readiness of our main/key suppliers. Assessment and Response: Atos conducts a yearly performance review of its strategic suppliers which incorporates climate-related risks and opportunities, also via review of their main CSR/Environmental disclosures. Additionally, Atos requests the assessment of the corporate responsibility performance of its top and strategic suppliers by EcoVadis. This assessment helps identify climate-related risks and opportunities among key suppliers, also in relation to potential supplier failure. In 2021 395 suppliers were scored or reassessed by EcoVadis, representing 62.5% of the total Atos Group spend, for an overall average score of 57 (out of 100) which confirms a structured and proactive corporate responsibility approach, including policies and tangible actions on major topics such as climate-related risks and opportunities. 21 of Atos' top and strategic suppliers received an insufficient overall score below 40. Atos works to assist each of these suppliers in improving their score and better address climate-related risks and opportunities. Case Study 2. Process selected: assessments when new locations come under the Group's control => how the process is applied to transitional risks (carbon regulations). Context: Atos is rapidly extending its activities in India. The risks identified through this assessment concluded that increasingly India is implementing new sustainability regulations that could impact our operations, plus electricity supply stability may not be consistent, so self-generation is considered desirable. Assessment and Response: In 2021, Atos's technology delivery center in Pune, India (12,000 employees), began benefiting from a new solar panel installation on its roofs and car park. This self-generation of local renewable energy will help reduce the consumption of highly carbonized local electricity. In 2021, total electricity self-generation amounted to 254 MWh. Potential production is estimated at around 1.2 MWh.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

Relevance & Inclusion	Please explain

	Relevance & Inclusion	Please explain
Current regulation	Relevant, always included	Current regulation risk: Existing regulations for reporting climate-related information and existing regulations regarding carbon and energy, carbon taxes, or emission trading scheme. The risk is always relevant and included because of the following 4 main reasons: 1) Existing legislation can require changes in our strategy to avoid compliance requirements, reporting or financial operational cost. 2) Existing legislation may come into effect once defined thresholds are exceeded, such as power consumption, requiring governmental reporting, increased monitoring, changes to operational practices and cost through new taxation. 3) Existing legislation may impose carbon taxes on an increasing scale over time and these could possibly render operations within these locations uneconomic. 4) Failure to comply with current regulation may result in enforcement action, penalties and loss of reputation Risk assessment: legal watch for existing and emerging regulations is included in the Enterprise Risk Management process (risk type "Laws & Regulations") as well as in the Environmental Management System/ISO14001 certification process. Example – Energy laws. The existing Grenelle 2 law in France, in place since 2010 and reinforced in 2015 with a new "Energy Transition Law", requests French-based companies like Atos to assess and regularly disclose more detailed energy and emissions information (for example Scope 3 for all emission categories). This is done each year by Atos and published in its annual URD. Also in France, the regulation called "loi Elan", in place since 2020, imposes regulations on the energy consumption of commercial buildings and has led to new action plans at Atos sites. (https://www.loi-elan-tertiaire.fr/) As a company listed in Paris, Atos is included in the ESG CAC 40 index and must meet new specific requirements and criteria (38 in 6 categories that can be found at page 27 & following of the rule book available on the Euronext web site: https://live.euronext.com/en/product/indices/FR0014002B31-XPAR/market-information). The Environmental factors considered include: protection, safeguard, prevention of attacks on the environment, implementation of an adequate managerial strategy, eco-design, protection of biodiversity and reasonable control of environmental impacts on the overall life cycle of products and services. (NB: more details in Risk 2 in C2.3a)
Emerging regulation	Relevant, always included	Emerging regulation risk: New guidelines for reporting climate-related information and new carbon/energy transition laws and taxes. The risk is always considered relevant, always included because: New legislation may be introduced that enforces changes in our operations, data collection, and reporting (with or without taxation). In the absence of consideration and controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.2b). Risk assessment: legal watch for existing and emerging regulations is included in the Enterprise Risk Management process (risk type "Laws & Regulations") as well as in the Environmental Management System/ISO14001 certification process. Example: TCFD is an example of emerging regulation. The UK has announced that TCFD will be made compulsory in 2025. The number of countries with TCFD-aligned reporting requirements is steadily increasing, and Atos already responds to requests regarding TCFD and similar requirements, coming from key stakeholders, governments, rating agencies and investors. (NB: more details in Risk 2 in C2.3a) In 2021 Atos has also begun reporting according to the framework of the EU taxonomy for sustainable activities, or 'EU Green Taxonomy'. Together with the Corporate Sustainability Reporting Directive (CSRD) the EU Taxonomy requires companies to report their performance with regard to specific economic activities that have been classified as 'sustainable' by the European Commission. Specifically, the EU Taxonomy requires companies like Atos to report their performance in regard to the following environmental objectives: climate change mitigation and climate change adaptation (mandatory as of 1 January 2022), as well as sustainable use and protection of water and marine resources, transition to a circular economy and waste prevention and recycling, pollution prevention and control, and protection and restoration of biodiversity and ecosystems (mandatory as of 1 January 2023).
Technology	Relevant, always included	Technology risk: new requests for environmentally sustainable economic activities, technologies, and solutions. The risk is always considered relevant, always included because: Increasingly stringent environmental demands are being regularly introduced from customers, requiring their supply chains to be ever more efficient. This can be seen for example through the CDP Supply Chain programme, which in the 2021 reporting cycle, 34 customers have requested the participation of Atos. Given that a substantial part of the Atos business is operating data centers, which consume significant amounts of electricity, we recognize that we must constantly work to reduce the energy consumption/emissions and increase the efficiency of our digital technologies, products, and services. In the absence of controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.3a). Risk assessment: Our risk assessment forms part of our Divisions' R&D research programs and of our discussions with manufacturers. It is also part of our Enterprise Risk Management framework under risk types: Delivery and operations; Ability to Innovate, Market environment and Go to Market. Example: Data centers technological progress: In 2021, Atos operated some of the most energy-efficient Data Centres in the world. In 2021, Atos' most energy-efficient data center is Longbridge near Birmingham, with a PUE of 1.12 (very close to the theoretical minimum of "1") obtained by indirect free air cooling and a renewed infrastructure. Atos now operates several data centers with PUE levels under 1.2, which are considered highly efficient. Best practices are regularly introduced; new PUE2 examples include: An airflow optimization based on Siemens product WSC02 installed in 2021 will save around 1.600 MWh in Trélazé, France from next year on; A sole UPS reconfiguration led to significant a power supply loss reduction of 1,300 MWh in Blythwood, USA; LED3 lights installation including motion control sensors in five datacenters led to a reduction in energy consumption of 840,000 kWh per year; In several other datacenters, new or extended cold aisle containments were implemented and are a prerequisite for further airflow optimization and increase of cold-water supply setpoints in the cooling production. In 2021 Atos also continues to invest in R&D with research on data centers and supercomputers powered by hydrogen (NB: more details in Risk 3 in C2.3a and Opportunities 2 and 3 in C2.4a).
Legal	Relevant, always included	Legal risk: New compliance obligations with the risks of being prosecuted by authorities or clients. The risk is always considered relevant, always included because: Atos faces both the risk of non-compliance and being prosecuted by authorities at regional, national or local level, and the risk of legal action from stakeholders, such as customers, should we fail to deliver services due to climate-related events. In the absence of controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.2b). Risk assessment: legal watch for existing and emerging regulations is included in the Enterprise Risk Management process (risk type "Laws & Regulations") as well as in the Environmental Management System/ISO14001 certification process. Example 1: As part of the compliance requirements within the UK, SECR (Streamlined Energy and Carbon Reporting), was introduced on 1st April 2019 when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force, requiring initial participation for Atos for the year 2020. Participation within this is under strict thresholds, where companies fulfil 2 of these 3 criteria: - a turnover of £36 million or more; - a balance sheet of £18 million or more; or - 250 employees or more. This is made more complex as there needs to be consideration of the many legal entities that make up a company structure, to determine which entities need to comply. Companies that do not comply are required to declare energy and emissions data for the reporting year as part of their Directors Report submitted to Companies House. Non-compliance with SECR presents the risk of adverse publicity damaging reputation and fines of up to £50,000. Atos completed its SECR 2021 filings early in 2022. (NB: more details in Risk 2 in C2.3a) Example 2: On July 9 2021, the EU published Regulation (EU) 2021/1119 (the European Climate Law), which enshrines in law the EU's objective of becoming climate neutral by 2050, and the intermediate target of reducing net greenhouse gas (GHG) emissions by at least 55% by 2030 (https://ec.europa.eu/clima/eu-action/european-green-deal/european-climate-law_en). Failure to comply would probably result in reputational damage and loss of Atos' leading position with regard to decarbonization.
Market	Relevant, always included	Market risk: Shift in client preferences and/or disruption in the supply chain leading to increased costs. The risk is always considered relevant, always included because: We consider market risks as potential impact on demand, revenues, and costs. As demand increases for sustainable services (evidenced by both stakeholder engagement and the 2021 CDP Supply Chain requests from 34 customers to Atos, which increases each year), we recognize that sustainability must be a key component of everything we deliver in future, otherwise there is a substantial risk of loss of market share. In the absence of controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.2b). Risk assessment: risk assessment is included in our Enterprise Risk Management framework under risk types: Suppliers, Delivery and operations; Ability to Innovate, Market environment, Go to Market, Customer satisfaction, Decarbonization for client and Financial Performance. Example – Information and Communications Technology (ICT) is widely recognized as being one of the largest emitters of CO2, mostly through the consumption of electricity, therefore Atos needs to decarbonize its ICT activity to mitigate this risk. There are 2 key components of this, the ICT itself and the Data Centres in which it is hosted. Atos is a supplier of Bull Supercomputers, and for these, energy efficiency has become a primary design consideration. In 2020, in Jülich in Germany, Atos Europe's fastest supercomputer was deployed and was also the most energy-efficient supercomputer in its class worldwide. To decarbonize our data centres, as well as improving efficiency through our PUE programme, we are increasingly powering our data centres with decarbonized electricity In 2021 71% of the electricity consumed in Atos Datacenters was renewable (compared to 58% in 2020), with all residual emissions fully offset (50% through sequestration, 50% through emissions avoidance). In the Group's core datacenters operated by Atos, above 95% (88% in 2020) of all the electricity consumed came from renewable sources. To expand its decarbonization offering, in 2021 Atos onboarded 3 new decarbonization-related companies to its Scaler Accelerator program (supporting Start-ups). (NB: more details in Risks 1 and 3 in C2.3a and Opportunities 2 and 3 in C2.4a)
Reputation	Relevant, always included	Reputation risk: following climate-related events, failure to deliver services due to lack of adaptation and the consequential negative reputational damage. The risk is always considered relevant, always included because: Reputation is considered as one of the highest impact risk areas to business strategy. Loss of reputation would be very likely to result in a loss of new business and existing contracts. In the absence of controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.2b). Risk assessment: risk assessment at the site level and included in our Enterprise Risk Management framework under risk types: External Events, Stakeholders' eco-system, Organization alignment, Delivery and operations; Financial Performance. Example: Constant availability of ICT systems: Atos operates within a market sector that demands complete availability of services at all times. Issues that cause service outages for any reason (including chronic and acute climate change events such as floods from sea-level increases or storms and droughts) may have an extremely negative reputational impact, especially if these reasons were foreseeable and avoidable. Our clients expect Atos to operate a well prepared, resilient business that will take all reasonable steps to foresee challenging circumstances that may impact the business, such as climate change, and to mitigate the potential impacts. In doing this, we can turn the risk into an opportunity by demonstrating the continuous availability of services over a long period of time. We assess this risk at the site level and ensure that we are delivering from locations that are appropriate to the needs of the services and this includes validation against climate change scenarios. In 2021, all core data centers are twin data centers with full duplication capacity. A specific example of this is in the UK Midlands, where two of our data centres offer twinned services. At present there are several customers, who cannot be named for confidentiality reasons, that take advantage of this service and should one data centre fail, the other will take-over delivery of their IT services seamlessly. (NB: more details in Risk 3 in C2.3a and Opportunities 2 and 3 in C2.4a)
Acute physical	Relevant, always included	Acute physical risk: Service delivery issues impacting our data centers or supply chain with operational and financial consequences. The risk is always considered relevant, always included because the supply of IT equipment is fundamental to our being able to deliver services to customers. There are many reasons that this supply can be disrupted, for example in 2011 floods in Thailand put one of the world's few hard disk manufacturing plants out of action at a time when hard disk drives were a fundamental component of most computer systems (see https://www.zdnet.com/article/thailand-floods-to-lead-to-hard-drive-shortages-for-months/) or more recently, in the case of the Covid-19 pandemic where chip manufacture has slowed while in parallel demand has massively increased. In the absence of controls, this risk type may pose substantive financial or strategic impacts (as defined in C2.2b). Risk assessment: risk assessment at group level, though our Procurement Function, Enterprise Risk Management framework under risk types: External Events/Natural disaster, Stakeholders' eco-system, Market environment, Organization alignment, Delivery and operations; and Financial Performance. Example: Increased production costs due to changing materials and supply prices. Due several potential circumstances, including severe climatic events, there may be abrupt and unexpected shifts in the availability of IT equipment due to the failure of manufacturing plants or shortages of materials (e.g., energy, water, rare materials, services) that are used by our suppliers in the manufacture of equipment that we need to deliver our services. In 2021, we are assessing this risk through liaison with suppliers via our Purchasing Team and we are mitigating this risk through our partnership programs, through our policy of diversified sourcing and through criteria measuring the maturity of our main providers. (NB: more details in Risks 1 and 3 in C2.3a and in Opportunity 3 in C2.4a)

	Relevance & inclusion	Please explain
Chronic physical	Relevant, always included	Chronic physical risk: Issues impacting our workforce, operations, and production capacities. Risk impact: In the absence of controls, this risk type may pose substantive financial or strategic impacts (as per C2.2b). The risk is always considered relevant, always included because: : Chronic events develop slowly and have long lasting effects, which we can expect as a consequence of long -term climatic changes. This could result in certain geographies becoming unsuitable for sustained operation and require revision of our corporate strategy incurring significant cost. Risk assessment is at country/RBU level and included in our Enterprise Risk Management framework under risk types: External Events/ Natural disaster, Stakeholders' eco-system, Market environment, Organization alignment, Delivery and operations and Financial Performance. Example: (a) Increase in capital costs (e.g., Adaptation/enhancement of facilities, e.g., the need for improved cooling systems, flood defences, increased power resilience) (b) Increased in insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations (c) Re-pricing of sites/assets and speed of repricing (e.g., site or land valuations, securities valuations) / Write-offs and early retirement of existing assets (e.g., assets in "high-risk" locations; necessity to relocate sites because of natural changes like sea level, systematic floods or hurricanes). (d) Increase in operating costs (e.g., adaptation to long-lasting heat waves; Increased cooling/heating needs and impacts on energy consumption and prices; Water supply sourcing, quality, and price) (e) Increased production costs due to changing materials and supply prices. An example that did not affect Atos services was Hurricane Sandy in North America, which brought down at least 8 Data Centres. https://www.datacenterdynamics.com/en/news/hurricane-sandy-takes-out-manhattan-data-centers/ In 2021, all core data centers are twinned with full data duplication capacity (synchronous data and IT infrastructure replication). Regarding long-term changes to local climates, extensive business continuity strategies have been implemented within Atos enabling the ability to provide services from alternative locations. These business continuity strategies can minimize the effects of local phenomena and aim to mitigate wider long-term changes to local climates as well as other disruptions. (NB: more details in Risks 1 and 3 in C2.3a)

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Upstream

Risk type & Primary climate-related risk driver

Acute physical	Other, please specify (Any or combination of climatic events that could disrupt the supply chain (upstream))
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Primary potential financial impact

Increased direct costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

RISK 1 = Upstream / Acute Physical / Ability to source IT equipment-infrastructure / Increased direct cost (linked to supply chain disruption) Atos considers that this risk may pose inherently substantive impacts in our business operations, revenue, or expenditure. Many of the potential risks that Atos faces will be equally faced by its supply chain, and if these materialize they could have a knock-on effect for Atos delivering services. Whereas Atos is adapting and future-proofing its business against these risks, we cannot not be totally sure that our supply chain is making the same effort. In addition, IT equipment-infrastructure suppliers also have their own supply chains for sub-components and these second-tier suppliers could experience similar issues. Specific to Atos, of concern here is that if its suppliers of IT equipment-infrastructure (e.g. servers, storage, network, power which Atos must have to deliver services) encounter issues due to climatic event it may mean that Atos is unable to purchase necessary equipment and therefore deliver new services for a period of time until they recover from the event or until we change to alternative suppliers. To demonstrate the scale of this issue, in 2021 Atos spent circa 1.2 billion Euros on IT hardware, mainly for the delivery of services to customers. Our perception is that our supply chain faces three common risk types: 1) vulnerability to extreme events, 2) disruption in the availability of inputs (e.g., energy, water, rare materials) 3) increased costs due to sourcing difficulties, increased insurance, build-back costs. The main financial impact is linked to the fact that Atos would need to source equipment from alternative IT equipment providers at, we expect increased costs. This risk is considered in our Enterprise Risk Management framework and process under risk types: Stakeholders' eco-system / Suppliers, Market environment / Business Model Disruption, Delivery and operations, Financial Performance / Financial impact of climate change.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

5090658

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Due to industry standardization, there is a wide range of OEMs capable of providing compatible IT equipment and components and a vast geography where they can be manufactured. Most of them can be purchased in large parts of Asia or on the West Coast of North America. Therefore, the risk remains diluted, and the residual risk is more one of limited availability than complete unavailability, and only for a limited period. Nevertheless, the adaptation phases may entail additional costs and due to new

information published by the IPCC regarding the higher than expected rate of climate change, this risk has been classified as medium term and its probability level has been increased. The main financial impact is linked to the possibility that Atos would need to source equipment from alternative IT equipment providers at increased costs. As we would potentially use suppliers who are not preferred (with whom we may not have preferential trade agreements), and because there would be a potential equipment shortage or an increased demand toward a smaller number of suppliers, we anticipate an increase in costs. From our supply chain assessment, it appears that our wholesale providers are more vulnerable than manufacturers, who appear to be well prepared and are making good progress. Approach employed to calculate the figure: To estimate the financial impact, we have used the average of our spend with our 20 top IT wholesaler suppliers in 2021. We then assumed a loss of one supplier at this level for 6 months and added an uplift to that spend of 25% to cater for increased cost of goods, due to sourcing through an alternative supplier. Figures used in our calculation: Average annual spend with our top suppliers = 40,725,260 Euros Uplift of 25% for 1 year = 40,725,260 x 0.25 = 10,181,315 Euros increased cost Halving this for 6 months = 5,090,658 Euros increased cost Assumptions these figures are dependent upon: 1) Levels of purchasing remain the same with alternative suppliers, despite the increased demand that they would experience 2) Prices increase due to additional market demand 3) Alternative suppliers are available

Cost of response to risk

160000

Description of response and explanation of cost calculation

Atos response to mitigate, control, transfer or accept the risk (Action): In 2021, Atos is mitigating this risk through its partnership program, its active multi-sourcing policy and through criteria measuring the maturity of its main providers. Atos operates an active multi-sourcing policy (that is, we source the same/equivalent product from multiple suppliers across at least 4 continents) to ensure that we always have a wide variety of suppliers available for the equipment that we need to operate our business. From this action, we can mitigate the risk. How the "Cost of response to risk" was calculated, including the figures used in the calculation: To reduce Atos exposure to this risk, a great number of action plans were in place in 2021. The cost of these action plans is not included in this calculation as it is already accounted for in the purchasing operations. Therefore, the cost of management of this specific risk is pure employee costs associated the planning and analysis work. Average employment cost for this type of role we estimate to be 80,000 Euros per employee. To manage this risk equates to approximately 2 FTEs. Average employee cost in 2021 = 80,000 Euros x 2 = 160,000 Euros Case Study: To help raise awareness of climate issues and reduce climate related among Atos suppliers The Atos Supplier Day took place on November 12th 2020 and gathered together stakeholders from our top 250 suppliers and key partners. The event was led by the Atos CEO, CPO, the Procurement team, and supported by Atos Executives and senior leaders. The event introduced the importance of the impact of climate change and preparedness. Since then and throughout 2021, through our supply chain engagement programme managed by our Procurement team, this emphasis has been re-enforced, using supply chain assessments for environmental KPIs as evaluated by EcoVadis. using these rating, suppliers with a higher level of performance are incentivized for use internally, compared with suppliers that are less mature. Engagement is ongoing with all suppliers, to help them to improve their performance and hence scores. This should in turn improve their resilience to climate change impacts

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation	Carbon pricing mechanisms
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Primary potential financial impact

Increased indirect (operating) costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

RISK 2 = Direct Operations / Emerging regulations / Carbon pricing mechanisms / Increased indirect (operating) costs (due to new carbon taxes) Atos considers that this risk may pose inherently substantive impacts in our business operations, revenue, or expenditure. Data centers and IT equipment are widely recognised as being major consumers of electricity and within Atos in 2021, our data centres consumed 349,688 MWh of electricity. Currently, for example, in the UK there is a tax called the Climate Change Levy (CCL), which is added to all electricity and gas invoices. In 2021, Atos' liability for this tax would have been near £343k. However, instead Atos UK paid substantially less at £28k in CCL tax for data centre energy, due to having committed it's 5 strategic data centres to a Climate Change Agreement (CCA) with the UK Government, which requires committed ongoing emissions reductions by Atos, in return for tax reductions. In 2021, participation within this scheme reduced the tax payment by £315k. In the medium term, new taxes regarding GHG emissions are very likely, as can be seen at the website <https://www.carbontax.org/where-carbon-is-taxed-overview/>. Atos operates in 70+ countries as named within this disclosure, and even if a few of these implement carbon taxes (for example as quoted on the website as considering implementation, most European countries, Brazil, China), it is very likely that we will be financially impacted. This risk is considered in our Enterprise Risk Management framework and process under risk types: Market environment, Organization alignment, Delivery and operations, Laws & Regulations and Financial Performance / Financial impact of climate change.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

6313073

Potential financial impact figure – maximum (currency)

8900398

Explanation of financial impact figure

Within our annual risk assessment, we have specific legal watch processes in place, as part of our ISO14001 process, to monitor for new and impending carbon or energy taxes. At a global level, Atos watch for likely new regions where taxes will arise through dedicated resources, such as the "Carbon Tax Centre"

(<https://www.carbontax.org/where-carbon-is-taxed/>), the Institute for Climate Economics (<https://www.i4ce.org/download/global-carbon-account-in-2021/>) or the EU Emissions Trading System site (https://ec.europa.eu/clima/policies/ets_en). These new costs will largely depend on how legislation is introduced, and there may be other ways of limiting the exposure, such as through the energy self-generation, shift to renewable energy, or offsetting. Within Atos, the magnitude of the potential concrete financial impact is perceived as low, thanks to the long-term ongoing activities to drastically reduce our emissions and to prepare the Group to operate in a low-carbon economy. How we calculated the "Potential financial impact figure" (minimum and maximum): Approach employed to calculate the figure:- In 2021, the social cost of carbon was estimated as ranging from €61 to €86 per ton of carbon (based on the Stern report and meta-surveys), the impact valuation linked to Atos gross Greenhouse gas (GHG). For the potential financial impact, we have calculated using both of these two figures. Therefore, Minimum potential impact: Atos annual tCO₂e emissions (operational perimeter) = 103,493 tCO₂e Lower cost of carbon per tonne = €61 Euros 103,493 x 61 = €6,313,073 Euros (minimum impact) Maximum potential impact: Atos annual tCO₂e emissions (operational perimeter) = 103,493 tCO₂e Higher cost of carbon per tonne = €86 Euros 103,493 x 86 = €8,900,398 Euros (maximum impact) Assumptions these figure are dependent upon: 1) It is assumed that future carbon taxes may reflect figures from official commissioned reports, such as Stern

Cost of response to risk

80000

Description of response and explanation of cost calculation

Atos response to mitigate, control, transfer or accept the risk (Action): 1) Continue to decrease emissions and limit our exposure. Thanks to the action plans implemented both at Group and local levels, we have reduced our absolute emissions by around 27% between 2019 and 2021 and by around 22% in intensity (tCO₂/€M revenue). Examples of Atos-specific risk responses being implemented: - improve energy efficiency of Atos data centers and offices (See Opportunity 1 in C2.4a) - continue with our Internal Carbon Price (ICP) set at €80 per ton -boost green mobility (further develop remote collaboration tools and shift to an electric Atos car fleet) - development of the global Net Zero Transformation Center of Excellence with broad expertise in climate-carbon consulting (see Case Study 1 in the comments section) - reduce emissions under influence (Scope 3) through work with our supply chain: (CO₂ reduction targets, CO₂ criteria, ratings, improvement plans), and through constant reduction of CO₂ emissions of our products and solutions - shift towards renewable electricity. In 2021, 67% of electricity consumed by Atos worldwide came from renewable sources, including RECs (46% in 2020, 32% in 2019). How the "Cost of response to risk" was calculated, including the figures used in the calculation: To reduce Atos emissions and its exposure to the risk of new or extended carbon taxes, a great number of action plans were in place in 2021. The cost of these actions is not included in this calculation as it is already accounted for in the RBUs/Divisions operations and P&L. Therefore, the cost of management of this specific carbon taxes risk is pure employee costs associated with the working with consultants and reviewing annual potential emerging taxes, the level of price and the scale of risk. Average employment cost for this type of role is circa 80,000 Euros/person. To manage this risk equates to approximately 1 FTE = 80,000 Euros. Case Study: To support the Atos 1.5° C SBT, Atos maintains an Internal Carbon Price (ICP) of €80/tCO₂e (as per Stern report). This encompasses three main areas: emissions from our data centers, travel and devices, purchasing from green suppliers and decarbonization sales. While securing a strong business ownership, the ICP also mobilizes key departments (eg. Real Estate, Purchasing and Sales) towards our decarbonization commitments through financial incentives. This has resulted in significant CO₂ reductions in 2021.

Comment

Supplemental Case Study The acquisition of Ecoact by Atos, a firm specialized in climate-carbon consulting: In 2020 Atos completed the acquisition of EcoAct, an internationally recognized climate strategy consulting firm. In 2021 EcoAct and Atos have together shaped a global Net Zero Transformation Center of Excellence with broad expertise, including carbon-pricing mechanisms, and comprehensive delivery capabilities to help organizations achieve their climate ambitions. The Net Zero Transformation Center of Excellence is distributed across 9 hubs in total: 5 in Europe (Paris, Lyon, Barcelona, London & Munich), 2 in North America (New York & Montréal) and 2 in Asia (Chennai & Singapore).

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Downstream

Risk type & Primary climate-related risk driver

Reputation	Increased stakeholder concern or negative stakeholder feedback
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Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

RISK 3 = Downstream / Reputation / Increased stakeholder concern or negative stakeholder feedback / Decreased revenues due to reduced demand for products and services (following the failure of one of our data centres). Atos considers that this risk may pose inherently substantive impacts in our business operations, revenue, or expenditure. Atos operates data centers in 31 countries on all continents and in 2021 our Data Centers and Hosting (DCH) practice generated €155 million sustainable (EU Taxonomy-aligned) revenue, equalling 1.4% of Atos total Group revenue. In this world of digitized services, available through online portals and apps around the world, our data center customers demand complete availability all of the time. Much of the world economy now depends upon the constant availability of ICT systems. There have been numerous examples within the media resulting in embarrassment for businesses that suffer outages of IT systems (e.g. Equinix <https://www.datacenterdynamics.com/en/news/equinix-ld8-data-center-experiences-major-outage/>). Our clients expect Atos to operate a well prepared, resilient business that will take all reasonable steps to foresee challenging circumstances that may impact the business, such as climate change, and to adapt to and mitigate the potential impacts. Issues that cause service failures for any reason (including chronic and acute climate change events such as floods from sea-level increases or storms and droughts) may have an extremely negative impact reputationally, especially if these reasons were foreseeable and avoidable. This reputational damage could impact our ability to sell services from our data centers (a part of the business which sells to all sectors of activity) and would be likely to lead to existing customers to switch suppliers or to prospects selecting alternative suppliers. In turn, this could lead to loss of market share and revenue and potentially to the need to reduce production capacity, through for example site closures. This risk is considered in our Enterprise Risk Management framework and process under risk types: External Events / Natural disaster, Market environment / Business Model Disruption, Organization alignment, Delivery and operations, Financial Performance / Financial impact of climate change.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

268600000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

In the medium term, more frequent and extreme natural events are very likely. But extensive business continuity strategies have been implemented, resulting in the ability to provide services from different locations. Notably, Atos core (strategic) data centers are twin data centers with full duplication capacity (synchronous data and IT infrastructure replication). Due to the current geographical localization of Atos' main sites and the tools or processes in place, the magnitude of the potential concrete impacts is perceived as between low and medium. If Atos is unable to meet contractual requirements or customer expectations, including due to inadequate assessment of the services that have been agreed to with customers, the Group may be subject to claims or penalties under its contracts, potentially leading to operational losses although this would normally be mitigated by insurance coverage. Insurable losses are not a frequent occurrence. This is partly due to quality risk management processes which are deployed at all key locations to protect assets from natural disasters and other unexpected events as well as to ensure business continuity in the event of damage or loss. How calculated the "Potential financial impact figure": The likely events leading to this risk materializing would be localized to a specific region and therefore be unlikely to impact other regions at the same time within Atos globally. We estimate that the reputational impact could result in a loss of 10% of revenue in our largest geographic region that is operating data centers. In 2021, Northern Europe was our largest geographic region in terms of revenue and represented 24.8% of the total revenue. Therefore, Northern Europe revenue = €2,686,000,000 10% of NE Revenue = €2,686,000,000 x 0.1 = €268,600,000 Euros potential impact Assumptions these figures are dependent upon: 1) It is assumed that any outage would be significant enough (in terms of damage, duration, customers impacted), that it would be released within media channels and unwelcome publicity would be attracted.

Cost of response to risk

160000

Description of response and explanation of cost calculation

Provide details of your organization's response to mitigate, control, transfer or accept the risk. In recognition of the criticality of IT services provided to customers, the risks related to delivery quality and client relationship are highly important for the Group in terms of impact and likelihood and are therefore proactively and closely monitored. Atos invests significantly in business continuity to ensure full risk mitigation. We have extensive business continuity plans and strategies, implemented to ISO22301/BS25999 standards. Example of Atos-specific risk responses actions being implemented: Our strategic data centers are twinned and physically separated and able to operate with full duplication to minimize the risk of a single climatic event impacting them both.. The data center activities also depend on the work done in offices often located nearby. For offices, business continuity plans offer a homogeneous and comprehensive response. (See Case Study in the Comment section) How the "Cost of response to risk" was calculated, including the figures used in the calculation: To reduce Atos exposure to this risk, a great number of action plans were in place in 2021. The cost of these action plans is not included in this calculation as it is already accounted for in the normal data center operations (e.g., the cost of twinning data centers, is a standard part of operating costs). Therefore, the cost of management of this risk is pure employee costs associated with the planning and analysis work. Average employment cost for this type of role we estimate to be 80,000 Euros per employee. To manage this risk equates to approximately 2 FTE. Therefore: Average employee cost in 2021 = 80,000 Euros x 2 = 160,000 Euros Case Study: Our strategic "core" data centers are twinned and physically separated and able to operate with full duplication to minimize the risk of a single climatic event impacting them both. Therefore, if one data center is impaired, the twin can provide seamless continuity of services. To achieve this we have ongoing investment in high speed resilient networks. Within the UK, two of our strategic data centres in the Midlands provide this service for several customers (who cannot be named for client confidentiality reasons). Both sites offer high resilience and in the event of one failing, the other would immediately take over and continue to deliver these services. This feature is subjected to regular customer testing.

Comment

Supplemental Case Study: For offices, business continuity plans offer a homogeneous and comprehensive response. Also, Atos offers flexible working arrangements, so that employees can work away from Atos sites, e.g., at home with internet and remote working tools. The Covid-19 crisis has shown how digital remote working tools and the ability to work from different locations have been critical for the economy and in many sectors of activity. Climate change scenarios forecast an increase in the number and intensity of similar crises. In 2021, an average of 89% of employees were working without restriction from home (fluctuating from 84% to 92% according to the situation).

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Move to more efficient buildings

Primary potential financial impact

Reduced direct costs

Company-specific description

OPPORTUNITY 1 = Direct operations / Resource efficiency / Move to more efficient buildings / Reduced direct costs This opportunity has the potential to have a substantive financial/strategic impact on our business. Our ongoing analysis of our operating locations includes the following key topics: - operational efficiency and cost of operations (by maintaining appropriate levels of space, minimizing the use of energy sources) - reduction of CO2 emissions, to support our Net Zero programme, through energy efficiency and conservation projects - site resilience, which includes readiness for Climate Change impacts - supply resource resilience, including key external supplies to sites, such as electricity, gas, water and telecommunications. Already Atos has made significant advances with this, through reducing our electricity consumption by 92,039MWh since 2019, however, it is clear that many opportunities remain to gain significant further progress by moving to more energy-efficient buildings

and / or from becoming more energy efficient. One example of a becoming more energy efficient is the Atos containerised data centre product called Mobull, which uses houses highly efficient Bull supercomputers, in a very energy efficient environment using for example free-cooling (see <https://atos.net/en/solutions/high-performance-computing-hpc/mobull-datacenter-container>). Looking further into the future, the Atos/HDF partnership will be a hydrogen powered data centre, to open in 2023 (see https://atos.net/en/2021/press-release_2021_02_25/atos-hdf-energy-first-green-hydrogen-datacenter). Benefits such as: A - Reduced energy consumption and associated cost. Since 2014, a global consolidation and optimization program has been underway in the offices and in the data centers. B - Reduced dependence on external services to enable us to operate. E.g. thanks to a shift towards energy independence, through self-generation and storage. C - Reduced CO2 emissions, supporting our public commitments and 1.5°C Science-based target.

Time horizon

Short-term

Likelihood

Virtually certain

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

22850000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Atos regularly consolidates data centres, to maximize occupation levels (which increases efficiency leading to a lower PUE). As a result of the Covid-19 era, a project called Bamboo is underway to review, and consolidate our office locations. We estimate that thanks to the steps implemented to enable continued operation through Covid-19, we will be able to move from circa 30% of home workers pre-Covid-19 to over 60% on an ongoing basis. This change provides the opportunity to radically evolve our office occupation and ways of working. In terms of potential benefits and cost savings, we have assumed with data center and office transformation work underway and planned for the coming few years for our existing sites that we may achieve a 50% reduction in energy needs relative to revenue and this aligns with our SBT and Net Zero targets. Aligning this to the cost of energy, the potential financial impact has been calculated as the cost of 50% of Atos energy consumption costs using average electricity and gas unit costs globally. How "Potential financial impact figure" has been calculated: • Atos Energy costs for data centres = €41.8 million • Estimated annual organic business growth = 3% • For 3 years compound growth (short term boundary), energy costs (assumed to be in direct ratio with compound growth) = €41.8 x 1.03 x 1.03 x 1.03 = €45.7 million (rounded) • Energy Cost Savings = 50% of €45.7 million = €45.7 x 0.5 (ie 50%) = €22,850,000

Cost to realize opportunity

160000

Strategy to realize opportunity and explanation of cost calculation

Methods to use to exploit the opportunity and maximize its potential realization: Since 2014, a global consolidation and optimization program has been underway in the offices, which in 2021, saved circa 11% of the Real Estate expenditure (10% in 2020 and 11% in 2019). By moving to modern buildings, we often reduce energy demand by more than a 30%. Further energy consumption reduction, circa 15%pa is being achieved through increasing efficiency in existing sites and ICT equipment. Behavioural change initiatives are delivering further reductions, estimated at 5%. In 2021 our energy consumption in Atos offices was reduced to 165,334 MWh (-5.1% vs 2020) (174,193 MWh in 2020, -24% vs 2019) and energy intensity was around 1.54 MWh per employee (down from 1.7 MWh in 2020 and 2.2 in 2019). Note, the impact of Covid-19 of homeworking and commuting were factored into our calculations. Data center energy efficiency is measured through the standard metric PUE (Power Usage Effectiveness). At the end of 2021, the average PUE was 1.65 (1.70 in 2020, 1.72 in 2019) for all Atos's datacenters and at 1.41 (1.48 in 2020, 1.52 in 2019) for core datacenters operated by Atos. How the figure for the cost to realize opportunity was calculated: To reduce Atos energy consumption, several action plans were in place in 2021 and their costs are not included in this calculation as it they are already accounted for in normal operations. Therefore, the cost of management of this opportunity is pure employee costs associated with planning and analysis. E.g. analysis of sites with to ensure that as leases renew, our locations portfolio complies with our ambitions for energy reduction. Therefore, Average employment cost for this type of role = 80,000 Euros per employee To manage this risk equates to approximately 2 FTEs Average employee cost in 2021 = 80,000 Euros x 2 = 160,000 Euros Case Study: In 2020, in our data center in Fürth, Germany, Atos installed waste heat reutilization equipment, to reduce energy consumption. Using heat exchangers, the technology transfers waste from the data center air into a liquid, which is then used to heat the offices. As well as providing heating when needed, by removing heat from air from the data center the system also reduces the power consumption of the air-conditioning units in the computer room. In 2021, the Fürth system, capable of producing 320 kW of heating, is estimated to generate a total annual savings of 374 tCO2e.

Comment

Supplemental Case Study: E.g. thanks to a shift towards energy independence, through self-generation and storage. In 2020, in the Atos technological delivery center in Pune in India, which hosts more than 12,000 employees, a massive solar panel installation project was launched. It enables self-generation of local green electricity and drastically reduces the consumption of highly carbonized local electricity. In 2021, total electricity self-generation amounted to 254 MWh and potential production is estimated at around 1.2 MW. Other large sites such as Chennai and Tirunelveli will follow with a similar initiative that has been initiated with the installation of solar panels on the roofs of data centers to generate renewable electricity and increase local autonomy.

Identifier

Opp2

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development of new products or services through R&D and innovation

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

OPPORTUNITY 2 = Downstream / Products and Services / Development of new products or services through R&D and innovation / Increased revenues resulting from increased demand (Sustainable Solutions) This opportunity has the potential to have a substantive financial/strategic business impact Atos already delivers several digital solutions helping customers to reduce their own impacts and for several years Atos has estimated the value of its sustainability offering. In 2021 we started measuring this in accordance with the new EU Taxonomy for sustainable activities, which will become the EU standard for measuring sustainability. In 2021, the total Taxonomy-aligned

revenue (i.e. sustainable revenue) = €475.7 million, 4.4% of Atos total revenue (€10,839 million). We continue to see large market opportunity in this space with close to c. €25 billion of total addressable market in place today and an upward growth trajectory. Therefore Atos will continue to develop its sustainable portfolio, to increasingly be able to support our customers in their decarbonization journeys. Our aim for 2022 is to, as a minimum, maintain the level of new revenue from the sustainable portfolio. Atos has a strong portfolio of decarbonization services, including Digital Decarbonization Assessment (DDA), helping customers improve their efficiency and use of IT. We are also developing new services such as HPC, Hydrogen Data Centres and Edge. Additionally, in 2021 we announced the launch of our Atos A-to-Zero decarbonization portfolio for businesses and individuals to understand their holistic carbon impacts and make changes based on these understandings. The Atos A to Zero portfolio, which applies across all sectors and geographies has 5 distinct offerings, as follows: • Plan for Zero - Setting intent, understanding climate impact and agreeing net-zero ambition • Forecast for Zero - Understand the risks and opportunities through scenario planning and analysis • Measure for Zero - Ensuring the right data and systems, targets and reporting are in place to measure performance • Change for Zero - Start, emissions reduction. Transformative business and digital initiatives from energy management systems, carbon pricing, renewables, supply chain, industry solutions, digital solutions to reach the ambition target • Contribute for Zero - Final link to capture any remaining emissions through a removal strategy of offsetting projects See <https://eco-act.com/net-zero-emissions/> for more details.

Time horizon

Short-term

Likelihood

Virtually certain

Magnitude of impact

High

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

475700000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

How we calculated the "Potential financial impact figure" As explained in the Company Specific Description column, in 2021 the total revenue aligned with the new EU Taxonomy (and therefore considered sustainable as per the official EU framework) amounted to €475.7 million, which represents 4.4% of Atos total group revenue. As our aim is to, as a minimum, maintain this level of revenue for 2022; therefore the same value of €475.7 million is used.

Cost to realize opportunity

58900000

Strategy to realize opportunity and explanation of cost calculation

Methods to use to exploit the opportunity and maximize its potential realization: Atos recognizes the need to develop a comprehensive approach to support customers at all stages of their decarbonization journey. As such, Atos continues to invest heavily in R&D and has made R&D investments of approximately €1 billion over 4 years, enabling the development of market-driven decarbonization solutions around eight strategic technologies and driving a portfolio underpinned by 3,000 patents and a unique partner ecosystem. How we calculated "Cost to realize opportunity " This comprises the amount invested to develop our sustainable offerings. As with revenues, as of 2021 Atos has started measuring its sustainable investments in a stringent manner in accordance with the new EU Taxonomy. In 2021, the total Taxonomy-aligned CAPEX (capital expenditures), which for Atos consists primarily of R&D spend for solutions identified as sustainable according to the Taxonomy, equals €58.9 million, or 6.8% of total Atos CAPEX. In 2021 over half of Taxonomy-aligned investment (€29.9 million) went towards offerings meeting the criteria for the Taxonomy-defined economic activity 'Data-driven solutions for greenhouse gas emissions reductions', thereby contributing to the development of our portfolio. Our portfolio enables a fully adaptable journey to net-zero carbon emissions in five modules within our A to Zero portfolio. The A to Zero portfolio is described in the "Company-specific description". Case Study: High Performance Computing (HPC) as a Data-driven solution for greenhouse gas emissions reductions. In July 2020, Atos announced a multi-year partnership with French multinational energy company Total, to explore new and more effective pathways to a decarbonized, energy-efficient future using quantum technologies. Leveraging Atos' unique Center for Excellence in Performance Programming (CEPP) and Quantum R&D Program, this partnership aims to use quantum calculation to identify new materials and molecules that will accelerate society's journey to carbon neutrality. This announcement followed Total's purchase in 2019 of the world's highest-performing commercially available quantum simulator, Atos Quantum Learning Machine (Atos QLM). Atos QLM is used by Atos and Total to test and accelerate existing quantum algorithms or create new ones to achieve breakthroughs in various fields, in particular the discovery of new materials for carbon capture or energy storage.

Comment

Identifier

Opp3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Products and services

Primary climate-related opportunity driver

Shift in consumer preferences

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

OPPORTUNITY 3 = Direct operations / Products and services / Shift in consumer preferences / Increased revenue resulting from increased demand for products and services (resilient data centers) This opportunity has the potential to have a substantive financial/strategic impact on our business. Note that this opportunity differs from Opportunity 2, as :- Opportunity 2 refers to development of new products and services Opportunity 3 refers to ensuring that our existing services are resilient to climate change impacts and exploiting an increasing need for this resilience, due to higher climate related risk or failures from competitive suppliers As the impacts of climate change are increasingly felt, it is widely accepted that this will lead to more frequent and intense storms and floods. There is a high probability that such an event will at some time result in a competitor data center disaster, causing a high-profile IT service loss, which could in turn lead to the bankruptcy of a business due to loss of data and applications that the business is reliant upon. This could apply either to the loss of a competitor data center operated by a service provider or to an organization that operates in-house data center services, in higher-risk locations, to name a few examples such as Florida (hurricane risks), Bangladesh, India, Louisiana (floods), Australia, California (heat / drought). As and when events such as this occurs, businesses who use service providers will add emphasis to selecting suppliers with the highest climate change resilience and those businesses that operate in-house services may choose to select to outsource to a resilient service provider rather than improve the resilience of

their own data centers. For Atos, as we are already advanced in our program of climate risk analysis, adaptation, and mitigation, the services that we offer will be demonstrably more secure and resilient against climate change events. We see that we could potentially be a beneficiary to this change in supplier selection preferences, by becoming reputationally more resilient and thereby a more attractive company to host availability-critical IT services. Our quantitative assessment of this has concluded that this would mainly impact our data centers hosting revenue in specific geographical regions where the risk of climate-related events is high, such as around the Gulf of Mexico.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

268600000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The likely events leading to this opportunity materializing would most probably be localized to a specific region and therefore be unlikely to impact other regions at the same time within Atos globally. We estimate that the beneficial impact could result in a gain of 10% of revenue in our largest geographic region that is operating data centers. In 2021, Northern Europe was our largest geographic region in terms of revenue and represented 24.8% of the total revenue. How we calculated the "Potential financial impact figure": Northern Europe revenue = €2,686,000,000 10% of NE Revenue = €2,686,000,000 x 0.10 = €268,600,000

Cost to realize opportunity

160000

Strategy to realize opportunity and explanation of cost calculation

Atos-specific activities, projects, products and/or services which are aiming to realize the opportunity: We continuously analyse the resilience of our sites, with scenario planning and ensure that our locations portfolio complies with our climate-related risk assessments for acute or chronic events. For existing sites, business continuity plans are implemented providing the ability to deliver services from alternative locations. Our strategic data centers can provide full duplication (synchronous data and IT infrastructure replication). We also offer orchestrated cloud services that enable replication into the cloud, again providing physical separation of the replicated data and applications. These can minimize the effects of local phenomena and aim to mitigate wider extreme natural events as well as other disruptions causes like fires or civil disturbances. Atos also offers High Availability Software, allowing clients to easily and quickly secure the 24/7 operation of their critical applications and make them independent of physical hardware and specific locations that may be impacted by climate-related physical events. How the figure for the cost to realize opportunity was calculated, including the figures used in your calculation: To best exploit this opportunity, several action plans were in place in 2021. The cost of these action plans is not included in this calculation as it they are already accounted for in the normal data center operations. Therefore, the cost to realize this opportunity is pure employee costs associated with the working with the planning and analysis work. How we calculated "Cost to realize opportunity": Average employment cost for this type of role = 80,000 Euros per employee. To manage this risk equates to approximately 2 FTE. Average employee cost in 2021 = 80,000 Euros x 2 = €160,000. Case Study: Atos provides Evidian SafeKit, which ensures high availability of services hosted within the cloud, through real-time replication. With this kind of solutions, there is no more need for shared disks, replicated SAN, storage, load balancers. The solution is hardware independent and runs on the clients' existing physical servers, or in virtual machines, or in the cloud. While traditional high availability solutions are focused on hardware clustering, SafeKit has chosen to focus on software clustering with automatic failover of critical applications. For more details see <https://www.evidian.com/pdf/high-availability-overview.pdf>

Comment

Supplemental Case Study: Our strategic data centers (also referred to as "core data centers") are twinned and physically separated and able to operate with full duplication to minimize the risk of a single climatic event impacting them both. Therefore, if one data center is impaired, the twin can provide seamless continuity of services. We also perform ongoing assessments of our global strategic sites and while we recognize that nowhere is immune from climate change impacts, none are within areas of medium-term critical risk. These assessments use the 2-degree or higher scenario using data from different sources such as the WRI at regional levels combined with very localized assessments with our insurers. In 2021, as an example, within the UK, our 2 core data centers in Longbridge and Birmingham provide this service for customers. Both sites offer high resilience and in the event of one failing, the other would immediately take over and continue to deliver these services.

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?

Row 1

Transition plan

Yes, we have a transition plan which aligns with a 1.5°C world

Publicly available transition plan

Yes

Mechanism by which feedback is collected from shareholders on your transition plan

Our transition plan is voted on at AGMs and we also have an additional feedback mechanism in place

Description of feedback mechanism

Our organization's strategy includes a transition plan that aligns with a 1.5°C world: From the climate change scenario analysis (transition risk/opportunities), Atos has identified that digital technologies/solutions will become more and more critical to help tackle climate change and help mitigate its consequences. Consequently, Atos global "decarbonization" plan executed since 2020 is considered today as one of the most credible development & transition scenarios for the Group. As a result, the strategy and business objectives of Atos are reflecting the "decarbonization" plan, aiming to an incremental revenue growth and to our 1.5°C Science-based targets and net-zero commitments. The mechanism in place to collect feedback from our stakeholders on our transition plan is the following: • Atos has a shareholder feedback mechanism in place: At the annual Atos General Assembly (AGM) in 2021, Atos shareholders adopted, by a very large majority, a "Say On Climate" resolution on the Group's environmental policy regarding decarbonization, confirming its position among the most advanced technology companies in the fight against climate change. This feedback mechanism in place is publicly available https://atos.net/en/2021/press-release/financial-information-press-releases/show-to-investors_2021_05_12/atos-annual-general-meeting-3. In addition: • Atos strategy and global "Decarbonization/Net Zero" development/transition plan are overseen by the Board of Directors and the Atos Executive Board. The Board of Directors CSR Committee (4 members, including 3 independent) has full capacity to evaluate the risks and opportunities with regard to environmental performance and feedback from stakeholders. The statutory missions of the Chairman of the Board include representing the Company in its high-level relations with the public authorities and the Company's strategic stakeholders. • The Environmental Management System (EMS) is in place at Group level and in all Regional Business Units (RBUs). Within the RBUs, the EMS Managers and the Heads of CSR supervise the environmental challenges at regional and local levels. In addition, in all main sites, the ISO 14001 certification managers handle the local environmental challenges. The certification process includes considering the opinions of stakeholders on local environmental issues (including climate change) and local transition/adaptation issues (e.g., taking into account increased risks of flooding).

Frequency of feedback collection

Annually

Attach any relevant documents which detail your transition plan (optional)

Explain why your organization does not have a transition plan that aligns with a 1.5°C world and any plans to develop one in the future

<Not Applicable>

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario		Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Transition scenarios	IEA ZDS	Company-wide	<Not Applicable>	(Due to character count limits – only 3 of each included below) Parameters: • Macro and micro-economic projections from international bodies like (e.g., Global Adaptation Index Score, World Bank surveys) • Increase of operational costs (energy, carbon, raw materials, other goods, and services) • European taxonomy and other frameworks impacting the eligible economic activities. Assumptions: • Increase in Government incentives towards sustainable solutions: Likelihood = very likely; Overall impact = moderate to high; Impact for Atos = moderate • New regulations / new obligations related to climate change. Likelihood = very likely; Overall impact = moderate to high; Impact for Atos = high • Risk of supply chain disruption. Likelihood = likely; Overall impact = moderate; Impact for Atos = moderate Analytical choices: • Atos uses the scenario analysis approach to assess the resilience of its activities considering transformation risks, as well as different geographies, time horizons and climate-related models (including a 2°C scenario and a 4°C scenario). • Atos's climate change scenario projections are aligned with the short, medium and long-term time horizons considered for risk/opportunity assessments and with its Science-Based Targets • Atos uses climate model inputs from the World Resources Institute (WRI) and data from FM Global Assurance and other macro and micro-economic projections (e.g., Global Adaptation Index Score, World Bank surveys) against specific geography and locations where the Group main activities and sites are based. • Atos selected the low warming climate models (IEA 2DS and RCP 2.6) because they are endorsed by the SBTi and were used in setting Atos's Science-Based Targets. Following the COP 26, the latest IPCC reports, and considering that +2.7°C is the median of the low and high ends of current policy projections (see: Climate Action Tracker), a shift is underway to consider new scenarios e.g. B2DS: The 2°C Scenario (2DS) and the Beyond 2°C Scenario (B2DS) each sets out a rapid decarbonization pathway in line with international policy goals. The Group wants to keep its own climate change scenarios consistent with these targets and to understand how it will be able to operate in a world that is 2°C warmer.
Physical climate scenarios	RCP 3.4	Company-wide	<Not Applicable>	Physical: parameters, assumptions, analytical choices at Atos. Parameters: factors with a high measurable impact, which can have a significant impact on our business performance, integrated into the scenario: • Likelihood, frequency, and magnitude of extreme climate events (associated with the geographical dispersion of Atos locations and stakeholders) • Increase of operational costs linked to extreme events (mitigation and adaptation activities) Assumptions: Our assumptions are based on increased climate concern over the next 10 years. • Impacts on specific locations: Likelihood = very likely; Overall impact = high; Impact for Atos = moderate; Comment = potential business opportunity for Atos. From the climate change scenario analysis (acute physical, chronic physical), no main Atos operational site was identified at significant risk up to a 2030-time boundary, and/or that do not have enough in-built resilience. Analytical choices: Analytical choices refer to the time horizons, data sources and models used in conjunction with our scenario. Analytical choices: Atos uses the scenario analysis approach to assess the resilience of its activities, considering both physical and transformation risks, as well as different geographies, time horizons and climate-related models (including a 2°C scenario and a 4°C scenario). • Atos's projections are aligned with short, medium and long-term time horizons considered for risk/opportunity assessments. • Atos uses climate model inputs from the World Resources Institute (WRI) and data from FM Global Assurance and other macro and micro-economic projections (e.g., Global Adaptation Index Score, World Bank surveys) against specific locations where the Group main activities are based. • Atos selected the low warming climate models (IEA 2DS and RCP 2.6) because they are endorsed by the SBTi and were used in setting Atos's Science-Based Targets. Atos analyzed how the predicted climatic changes might impact its operations, including also potential economic and supply chain disruptions. Following COP 26, the latest IPCC reports, and considering that +2.7°C is the median of the low and high ends of current policy projections (see: Climate Action Tracker), a progressive shift is underway to consider the RCP 3.4 (and higher scenarios) as Atos main model. The Group wants to keep its own climate change scenarios consistent with these targets and to understand first how it will be able to operate in a world that is 2°C warmer.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

Concise focal questions that provide direction for the analysis: - Terminology: a) PCRC = Predicted Climate-Related Changes, referred to below this includes change in temperature, rainfall, drought, storms, sea levels b) Stakeholders includes suppliers, partners, customers, investors Response: 1. Physical risks/opportunities: o Identify how PCRC could impact our strategic stakeholders' sites, locations, and operations o Identify how PCRC could impact our main sites, locations, and operations o Identify concrete risks, understand the exposures, vulnerabilities, and the necessary mitigation plans o Identify concrete opportunities, understand our strengths and weaknesses, and the plans needed to seize them 2. Transition risks/opportunities: o Identify how PCRC could impact our strategic stakeholders o Identify how PCRC could impact our operations? o Identify concrete risks, understand the exposures, vulnerabilities, and the necessary mitigation plans o Identify concrete opportunities, understand our strengths and weaknesses, and the plans needed to seize them 3. Evolution of our overall business objectives and development strategy: o Identify if and how PCRC could impact our overall business objectives and development strategy (Including the following dimensions: business units, product and services, supply chain, acquisitions/divestitures, R&D, commodity input, customers/market) e.g. If and how IT services and technologies can help other sectors to tackle their own environmental and climate related issues and reduce their emissions. o Are short, medium and long-term action plans (to better mitigate the risks, better seize the opportunities and promote sustainable growth) aligned with a 1.5° world? Rationale for selecting the scenarios disclosed in C3.2a to address the focal question(s): • Following the TCFD recommendations, Atos uses the scenario analysis approach to assess the resilience of its activities, considering both physical and transformation risks, as well as different geographies, time horizons and climate-related models (including 2°C and 4°C scenarios). • Projections are aligned with the short, medium and long-term time horizons considered for risk/opportunity assessments and with its Science-based Targets in 2025 (interim) and 2039 (final). • Until 2021, Atos favoured the low warming climate models (2DS and RCP 2.6) as its main model because of endorsement by the SBTi and these were used in setting Atos's Science-based Targets. The Group wanted to keep its own climate change scenarios consistent with these targets and to understand first how it will be able to operate in a world that is 2°C warmer. • Following the COP 26, the latest IPCC reports, and considering that +2.7°C is the median of the low and high ends of current policy projections (see: Climate Action Tracker), a progressive shift is underway to consider B2DS and RCP 3.4 (and higher scenarios) as Atos main models.

Results of the climate-related scenario analysis with respect to the focal questions

Results of the climate-related scenario analysis related to the focal questions: 1. Physical risks/opportunities Analysis was carried out to assess the impact on strategic stakeholders and Atos continuing to operate as at present. o Strategic stakeholders: Atos recognizes that some will not adequately prepare for PCRC. Many have operations in locations where electronics are manufactured, e.g. widely across Asia. We have concluded with a high degree of certainty that there will be supply chain impacts (loss or degraded supply). As a result, we have implemented a Diversified Sourcing Policy. o Atos: We have conducted scenario analysis for PCRC risks across our operations in 72 countries. As a result, we have not identified any main Atos operational sites at significant risk up to a 2030 that do not have sufficient resilience. However, we operate in some areas that have a projected long-term risk and we will plan changes for these beyond 2030. E.g. Atos operates in Indian regions threatened by extreme heat/droughts (Atos has circa 30,000 employees in India delivering globally). We have operations in south USA predicted to be affected by increasingly violent hurricanes (North America represents 22% of Atos revenue); The Netherlands is threatened by sea-level rise (Northern Europe represents 25% of Atos revenue). o Risks and Opportunities have been identified and are included within our Business Strategy. These are also listed in Section C2. 2. Transition risks and opportunities o Strategic stakeholders: From our PCRC analysis, we believe that digital technologies/solutions will become increasingly essential to help decarbonize stakeholder operations and combat climate change. We anticipate that stakeholders will increasingly seek to reduce their risk/exposure, creating opportunities for Atos. As a result, Atos acquired EcoAct in 2020 and developed a sustainable solutions portfolio. o Atos: For the aforementioned technologies/solutions to be credible, they must have minimal impact. To meet these challenges, we must continually evolve our solutions and as a result, our global "decarbonization" plan was launched in 2020. 2. Evolution of our overall business objectives and development strategy The analysis of climate change scenarios has resulted in our strategic decision to roll out a global Decarbonization plan and to develop a portfolio of sustainable services and solutions. The acquisition of EcoAct, an industry-leading consultancy around net-zero advisory and climate finance, is proving successful in accelerating Atos's internal sustainability program and is adding unique climate expertise to complement its digital capabilities. Context: The portfolio is driven through and supported by the Atos Net Zero Transformation Center of Excellence, which is now distributed across 9 hubs in total: 5 in Europe, 2 in North America and 2 in Asia.

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Climate-related risks and opportunities have and are concretely influencing our strategy around products and services. Rationale: Atos recognizes that there is an opportunity to develop new revenue streams through supporting our customers in their journey towards net zero, and to future-proof the business through improving the resilience of services. Our strategy is notably influenced by the following risks and opportunities: 1) Opportunity 2 - New sustainable solutions (described in C2.4a). In 2021, our portfolio of decarbonization solutions already delivered results for our clients. In that context, the Atos's decarbonization revenue was €76.6 million for 2021. Time Horizon: We expect to generate more external revenue medium-term (3-10 years) by supporting our clients on their journey to decarbonization. A specific strategic decision from this has been the acquisition of EcoAct, a carbon consulting firm, which employs 200 environmental specialists and brings a portfolio of sustainable services. 2) Risk 3 - Reputational risk due to service failures (described in C2.3a). Atos carries out specific climate-related scenario analysis, to better understand the physical risks to our operations and to plan site strategy and resilience measures. Time Horizon: This analysis focuses on the medium-term (3-10 years). 2021 case study: Related to Opportunity 2 - New sustainable solutions / energy efficient supercomputers. In 2021, thanks to our patented Enhanced Direct Liquid Cooling system, our supercomputers were among the most energy-efficient machines in the world, with an efficiency index of 1.01 to 1.02. This means that they consume only 1 to 2% of their energy for cooling, compared to 10 to 20% for supercomputers that use traditional air-cooling systems. According to the Green 500 list at the end of 2021, 18 of the Top 100 most energy efficient supercomputers worldwide were Atos supercomputers (up from 15 at the end of 2020).
Supply chain and/or value chain	Yes	Climate-related risks and opportunities have and are concretely influencing our strategy regarding our supply chain. Rationale: Like all businesses, Atos is dependent upon its supply chain to source goods/services to enable delivery of its own services. Without a functional supply chain, Atos at best will be at risk of having an inability to deliver new services and at worst could be unable to deliver existing services. It is therefore imperative that strategy takes account of this critical dependence. For this reason, Atos has adopted a multi-sourcing policy, which mitigates this risk, although it will be likely to impact operational costs. Our strategy is notably influenced by the following risks and opportunities: 1) Risk 1 - Consequences of a supply chain disruption (described in C2.3a) Time Horizon: Atos will continue to work with suppliers for the foreseeable future to help engage them to understand and manage their own supply risks, although our main focus is medium-term (3-10 years). 2021 case study: Related to Risk 1 - Supply chain disruption / Green or red suppliers / Internal Carbon Price: Since 2020, Atos has implemented a classification of its suppliers and an Internal Carbon Price - ICP (see chapter URD 5.4.6.1 Green/red classification of suppliers) to drive behavior change on multiple topics, one of them being suppliers selected by Atos to work with. For this purpose, suppliers are classified as green or red suppliers depending on their environmental maturity. Depending on the supplier's classification, internal Atos buyers are incentivized through ICP charging to try to purchase through the green list in preference to the red listed suppliers. The maturity of suppliers is determined through independent assessment through a third-party organization (EcoVadis), which considers many aspects, such as emissions, certifications and resilience. Suppliers that do not meet our required standards (red listed) are engaged and encouraged to improve their performance, to obtain a placing on our green list.
Investment in R&D	Yes	Climate-related risks and opportunities have and are concretely influencing our strategy regarding investments in R&D. Rationale: Atos recognizes the need to change how it operates and to change the services it delivers, if it is to prosper in a world of changing customer demands, changing operational environments and new legal frameworks. Sound R&D is necessary to develop the best way forward. Our strategy is notably influenced by the following risks and opportunities: 1) Risk 2 - Emerging regulation (described in C2.3a), influencing our net zero target to minimize our exposure to carbon taxes. 2) Opportunity 2 - New sustainable solutions (described in C2.4a), influencing new research to better assess and reduce the embodied carbon and the energy consumption of our solutions, to develop new digital solutions per sector of activity to help customers achieve their decarbonization ambitions and to develop new products (e.g., new R&D research to stay at the forefront of the Green500 list rating the most energy-efficient supercalculators). Time Horizon: this encompasses our main objectives and our 2025 (SBT) and our 2039 long term and net-zero targets. 2021 case study: Related to Opportunity 2 - New sustainable solutions, Edge servers and green hydrogen. Innovations from Atos deliver even more energy-efficient and low-carbon computing infrastructure. E.g., in 2021, Edge computing delivers significantly lower levels of energy consumption. This new type of servers enables data processing close to data sources by analyzing data in near real time and running models. In edge computing, the data from sensors and devices is processed at the edge, where data is generated. The data never has to leave the network to provide insights. This approach reduces latency and puts far less strain on network bandwidth, speeding up time to react proactively, and lowering energy consumption and CO2 emissions. In 2023, thanks to our partnership with HDF Energy, we aim to demonstrate the world's first data center to be powered by electricity generated using green hydrogen. This will be the very first market solution for data centers with heavy power-consuming workloads. It will combine the hydrogen expertise of HDF Energy with cutting-edge hardware, software and integration services from Atos, including AI technologies designed to optimize the energy consumption of data centers.
Operations	Yes	Climate-related risks and opportunities have and are concretely influencing our strategy regarding operations. Rationale: Climate change will affect our operating costs. If the changes are not anticipated or managed, they may lead to a significant increase in costs, but if planned, we expect that we will be able to actually reduce our costs. Our strategy is notably influenced by the following risks and opportunities: 1) Risk 2 - New carbon taxes (described in C2.3a), significantly influencing our decisions to reduce exposure to these taxes as follows: - a. new action plans to reduce the energy consumption / carbon emissions in all our operations (data centers, offices, travel...) b. with new and more ambitious short and long-term 1.5°C SBTs and net-zero targets aligned with the SBTi Net-Zero Standard). 2) Risk 3 - Reputational damage (described in C2.3a), significantly influencing our decisions to reduce this risk through investment in the resilience our own operations (e.g., Future-proofed data centers through twinned / full replication capability in our strategic data centers, and through reinforced business continuity capacity). 3) Opportunity 1 and 3 - Reduced operational costs and Future-proofed data centers (described in C2.4a), significantly influencing our investment in the energy efficiency and in the resilience of our own operations. Time Horizon: this encompasses our main objectives and our 2025 (SBT) and our 2039 long term and net-zero targets. 2021 case study: - Related to Risk 2 and Opportunity 1 - Energy efficiency Since 2020, in our strategic datacenter in Fürth Germany, Atos installed innovative waste heat reutilization equipment, which help reduce the facility's consumption of energy. Based on the principles of heat exchange, the technology dissipates the heat produced by the operations of the datacenter by transferring heat from the air into a liquid. In a second stage, the hot fluid from the heat exchanger is used to heat the offices. As well as providing heating when needed, by taking out warm air from the facility the system also helps to reduce the power consumption of the air-conditioning units in the computer room. In 2021, the Fürth system produced a total of 320 kW heating. Excluding the indirect savings in air conditioning, it is estimated that the new equipment will generate total annual savings of 374 tCO2e.

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Indirect costs Capital expenditures Capital allocation Acquisitions and divestments Access to capital Assets	<p>How climate-related risks and opportunities have influenced our financial planning? In 2020 and 2021, climate-related risks and opportunities and Atos "Net Zero / decarbonization" plan as impacted our commercial objectives and revenues, our direct and indirect costs, our capital expenditures and allocation, our acquisitions, our access to capital investment and our asset. Atos "Net Zero / decarbonization" plan is aligned with climate scenarios compatible with our 1.5° SBT and the Paris Agreement. This global transition and development plan is closely monitored by the Atos CEO and Atos Top management (bi-weekly meetings), and by the Board of Directors (3 meetings in 2021). Description of impact and time horizon: A => Commercial objectives and revenues => new business ambition and growth strategy (incremental growth linked to new decarbonization offering). 2021 Case study (Commercial objectives and revenue): In addition to value, clients are increasingly calling for responsible and holistic approaches to digital built upon security and decarbonization, that drive both business and societal outcomes. All indicators suggest that the sustainability market for technology is a major growth area. In 2021, the topic of decarbonization was one of the most frequently explored themes in Atos Client Innovation Workshops. In 2021 Atos created f its "Net-Zero" practice with a full portfolio of decarbonization offerings ("A to Zero") and a global Decarbonized Excellence Center to better serve its clients' own net-zero ambitions with a team of digital & climate experts. Time Horizon: In 2021, Digital, Cloud, Security & Decarbonization represented 51% of Group revenue (46% in 2020). Atos' ambition remains to be the global leader in secure and decarbonized digital providing customers with the most comprehensive, end-to-end decarbonization capabilities on the market to enable and accelerate their journeys to net-zero. Atos will continue generate new incremental growth and revenue (mid-term - between 3-10 years) by supporting its clients on their journey to decarbonization. B => Direct and Indirect costs => cost to implement energy saving initiatives (e.g. data centers with new energy recovery system) and on the purchase of green products to help us reach our 1.5°C SBT by 2025; extra cost to source renewable energy. 2021 Case Study (Direct and Indirect costs): since 2020, in other strategic datacenter in Fürth in the Bavaria region of Germany, Atos installed innovative waste heat reutilization equipment, which help reduce the facility's consumption of energy. Based on the principles of heat exchange, the technology dissipates the heat produced by the operations of the datacenter by transferring heat from the air into a liquid. In a second stage, the hot fluid from the heat exchanger is used to heat the offices. As well as providing heating when needed, by taking out warm air from the facility the system also helps to reduce the power consumption of the air-conditioning units in the computer room. In 2021, the Fürth system produced a total of 320 kW heating. Time Horizon: short-term below 3 years. 2021 Case Study (Direct and Indirect costs): Since 2020, Atos has increased spending focus on the purchase of green products. This means that the selection criteria applied for goods from suppliers has the cost element balanced more with the environmental impacts (e.g. this has been the case for the replacement of our PCs in 2020 and 2021). Time Horizon: Although this has incurred costs during 2020 and 2021, this has altered our plans for the expected PC lifespan (4 years), as we anticipated a pay back over this time due to lower energy consumption. C => Capital expenditures and allocation => ongoing investments in R&D (e.g. to stay at the forefront of the Green500 list rating the most energy-efficient supercomputers), ongoing R&D investments to develop new sustainable solutions (e.g Hydrogène de France.) 2021 Case study (capital expenditures and allocation): Researchers at Atos are working continuously to optimize the energy efficiency of our supercomputers. Thanks to our patented Enhanced Direct Liquid Cooling system, our supercomputers are among the most energy-efficient machines in the world, with an efficiency index of 1.01 to 1.02. This means that they consume only 1 to 2% of their energy for cooling, compared to 10 to 20% for supercomputers that use traditional air-cooling systems. According to the Green 500 list at the end of 2021, 18 of the Top 100 most energy efficient supercomputers worldwide were Atos supercomputers (up from 15 at the end of 2020). Time Horizon: these types of investments are short- to mid- investments (short- below 3 years and mid-term between 3-10 years). 2021 Case study (capital expenditures and allocation): Since 2020, Atos and Hydrogène de France (HDF) develop end-to-end solutions from totally renewable energy production to datacenter combining HDF hydrogen-based fuel cells and Atos BDS technologies like supercomputers. The new solution by Atos and HDF will be the first available on the market for datacenters with heavy power consuming workloads, with the aim to demonstrate, in 2023, a first full production center operated using green hydrogen. Time Horizon: these types of collaborations are short- to mid- investments (short- below 3 years and mid-term between 3-10 years). D => Acquisitions and divestments => Together with clients, Ecoact experts and our Scientific Community, we are exploring new ways to enable businesses and governments to become more agile, resilient, and sustainable in the long term. In 2020, we signed 10 acquisitions to propel Atos towards its ambition. In 2021, Atos completed 20 acquisitions in line with this strategy. 2021 Case study (Acquisitions): We are pioneers of decarbonization as a service (with innovative Decarbonization Level Agreements) and leaders in the technology revolution that is critical to the future of the economy and the planet. We are experiencing extraordinary demand from customers in all industries for our decarbonization expertise. In 2020, to accelerate the growth of decarbonized digital services, we have acquired climate strategy consultancy EcoAct. EcoAct combined with GreenSpector, one of our partners, delivers low carbon strategy and an environmentally sustainable design to our clients. Time Horizon: short- to mid- investments (short- below 3 years and mid-term between 3-10 years). E => Access to capital: (e.g., green bond). 2021 Case study (Access to capital): In November 2021 – Atos announced the successful placement of its first sustainability-linked bond issue for an aggregate amount of €800 million with an 8-year maturity and a 1.0% coupon. The coupon of the last 3 years will be unchanged if Atos achieves a "Sustainability Performance Target" (SPT). Time Horizon: The KPI selected for this SPT is Atos short-term (near-term) Science-based target 2025.</p>

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's transition to a 1.5°C world?

Yes

C3.5a

(C3.5a) Quantify the percentage share of your spending/revenue that is aligned with your organization's transition to a 1.5°C world.

Financial Metric

Revenue

Percentage share of selected financial metric aligned with a 1.5°C world in the reporting year (%)

4.4

Percentage share of selected financial metric planned to align with a 1.5°C world in 2025 (%)

8.4

Percentage share of selected financial metric planned to align with a 1.5°C world in 2030 (%)

13.4

Describe the methodology used to identify spending/revenue that is aligned with a 1.5°C world

The methodology used to identify REVENUE that is aligned with a 1.5°C world has been developed to report in accordance with the new EU Taxonomy: In 2021 Atos has begun reporting on its activities according to the new EU taxonomy for sustainable activities, or 'EU Taxonomy'. The EU Taxonomy meticulously defines a large number of different 'economic activities' that are considered to contribute to one or more of the Taxonomy's main environmental objectives. One of these main environmental objectives is 'climate change mitigation', whereby Article 10 paragraph 2 of the EU Taxonomy Delegated Act (2020/852) stipulates that economic activities that contribute to climate change mitigation must be consistent with a pathway to limit the temperature increase brought forth by climate change to 1.5 degrees C above pre-industrial levels. With regard to the IT industry, and therefore relevant for Atos, the EU Taxonomy defines two specific economic activities that contribute to its environmental objective of climate change mitigation: 'Data processing, hosting and related activities' and 'Data-driven solutions for greenhouse gas emissions reductions'. In order to identify the percentage share of total Atos Group revenue that is aligned with the Taxonomy objective of climate change mitigation and a 1.5 degree C maximum increase world, Atos first conducted an analysis of its entire portfolio to identify Atos product offerings that could be classified under one of the two aforementioned economic activities relevant for the IT industry. For 'Data processing, hosting and related activities': Atos product offerings provided by its Data Centers and Hosting (DCH) practice, and specifically via Atos' own data centers (not via third party data centers) were identified as meeting the definition of this economic activity, and could therefore be classified as 'Taxonomy-eligible'. For 'Data-driven solutions for greenhouse gas emissions reductions': Atos product offerings provided by its Net Zero Transformation (NZN) practice, which implements data-driven decarbonization solutions, and Atos product offerings provided by its High Performance Computing division (excluding maintenance services) were identified as meeting the definition of this economic activity, and could therefore be classified as 'Taxonomy-eligible'. To next confirm that the revenue derived from the identified product offerings is indeed aligned with the Taxonomy objective of climate change mitigation and a max. 1.5 degree C world, the implementation of the product offerings was examined to determine whether the Taxonomy-defined Technical Screening Criteria, DNSH Criteria and Minimum Safeguards set for the economic activities 'Data processing, hosting and related activities' and 'Data-driven solutions for greenhouse gas emissions reductions' are met. On the basis of this analysis, it was determined that the identified Atos product offerings indeed meet these standards, and could therefore be classified as 'Taxonomy-aligned'. Finally, the exact revenue generated in 2021 by the product offerings classified as Taxonomy-aligned was calculated, and Atos reported in its 2021 Universal Registration Document the following percentages for Taxonomy-aligned revenue conforming to the Taxonomy objective of climate change mitigation and a 1.5 degree C maximum increase world: 1.4% of Atos total Group revenue for 'Data processing, hosting and related activities'; 3.0% of Atos total Group revenue for 'Data-driven solutions for greenhouse gas emissions reductions'; for a combined total of 4.4% percentage share of Atos total Group revenue aligned with the transition to a 1.5 degree C world. The planned aligned revenue percentages for 2025 and 2030 are based on a yearly planned increase in the share of Taxonomy-aligned revenue by 1% of total group revenue (€10839 million in 2021). This planned increase assumes that the Taxonomy will remain unchanged from its 2021 configuration. .

Financial Metric

CAPEX

Percentage share of selected financial metric aligned with a 1.5°C world in the reporting year (%)

6.8

Percentage share of selected financial metric planned to align with a 1.5°C world in 2025 (%)

10.8

Percentage share of selected financial metric planned to align with a 1.5°C world in 2030 (%)

15.8

Describe the methodology used to identify spending/revenue that is aligned with a 1.5°C world

The methodology used to identify CAPEX that is aligned with a 1.5°C world has been developed to report in accordance with the new EU Taxonomy: In 2021 Atos has begun reporting on its activities according to the new EU taxonomy for sustainable activities, or 'EU Taxonomy'. The EU Taxonomy meticulously defines a large number of different 'economic activities' that are considered to contribute to one or more of the Taxonomy's main environmental objectives. One of these main environmental objectives is 'climate change mitigation', whereby Article 10 paragraph 2 of the EU Taxonomy Delegated Act (2020/852) stipulates that economic activities that contribute to climate change mitigation must be consistent with a pathway to limit the temperature increase brought forth by climate change to 1.5 degrees C above pre-industrial levels. With regard to the IT industry, and therefore relevant for Atos, the EU Taxonomy defines two specific economic activities that contribute to its environmental objective of climate change mitigation: 'Data processing, hosting and related activities' and 'Data-driven solutions for greenhouse gas emissions reductions'. In order to identify the percentage share of total Atos Group CAPEX that is aligned with the Taxonomy objective of climate change mitigation and a 1.5 degree C maximum increase world, Atos first conducted an analysis of its entire portfolio to identify Atos product offerings that could be classified under one of the two aforementioned economic activities relevant for the IT industry. For 'Data processing, hosting and related activities': Atos product offerings provided by its Data Centers and Hosting (DCH) practice, and specifically via Atos' own data centers (not via third party data centers) were identified as meeting the definition of this economic activity, and could therefore be classified as 'Taxonomy-eligible'. For 'Data-driven solutions for greenhouse gas emissions reductions': Atos product offerings provided by its Net Zero Transformation (NZN) practice, which implements data-driven decarbonization solutions, and Atos product offerings provided by its High Performance Computing division (excluding maintenance services) were identified as meeting the definition of this economic activity, and could therefore be classified as 'Taxonomy-eligible'. To next confirm that the CAPEX derived from the identified product offerings is indeed aligned with the Taxonomy objective of climate change mitigation and a max. 1.5 degree C world, the implementation of the product offerings was examined to determine whether the Taxonomy-defined Technical Screening Criteria, DNSH Criteria and Minimum Safeguards set for the economic activities 'Data processing, hosting and related activities' and 'Data-driven solutions for greenhouse gas emissions reductions' were met. On the basis of this analysis, it was determined that the identified Atos product offerings indeed meet these standards, and could therefore be classified as 'Taxonomy-aligned'. Finally, the exact CAPEX spent in 2021 by the product offerings classified as Taxonomy-aligned was calculated to the extent possible, and Atos reported in its 2021 Universal Registration Document the following percentages for Taxonomy-aligned CAPEX conforming to the Taxonomy objective of climate change mitigation and a 1.5 degree C maximum increase world: 3.3% of Atos total Group CAPEX for 'Data processing, hosting and related activities'; 3.5% of Atos total Group CAPEX for 'Data-driven solutions for greenhouse gas emissions reductions'; for a combined total of 6.8% percentage share of Atos total Group CAPEX aligned with the transition to a 1.5 degree C world. The planned aligned CAPEX percentages for 2025 and 2030 are based on a yearly planned increase in the share of Taxonomy-aligned CAPEX by 1% of total group CAPEX (€864.7 million in 2021). This planned increase assumes that the Taxonomy will remain unchanged from its 2021 configuration.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2020

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 3

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Category 1: Purchased goods and services

Category 2: Capital goods

Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

Category 4: Upstream transportation and distribution

Category 5: Waste generated in operations

Category 6: Business travel

Category 7: Employee commuting

Category 8: Upstream leased assets

Category 9: Downstream transportation and distribution

Category 10: Processing of sold products

Category 11: Use of sold products

Category 12: End-of-life treatment of sold products

Category 13: Downstream leased assets

Category 14: Franchises

Category 15: Investments

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

35489

Base year Scope 2 emissions covered by target (metric tons CO2e)

178120

Base year Scope 3 emissions covered by target (metric tons CO2e)

3100906

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

3314515

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2025

Targeted reduction from base year (%)

50

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

1657257.5

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

26955

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

70964

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

2308331

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2406250

% of target achieved relative to base year [auto-calculated]

54.805303340006

Target status in reporting year

Underway

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

Our Science-Based Target (-50% by 2025, 2019 baseline) covers 100% of all our emissions. GHG Protocol Scopes 1, 2 and 3, All entities, all activities. There are no exclusions. Note that this was recorded in the previous year as target ABS3, but as former ABS1 was achieved in the previous year and ABS2 was replaced, this has been renumbered.

Plan for achieving target, and progress made to the end of the reporting year

To deliver the emissions reductions outlined within Atos's ambitious climate change related targets, the following policies, processes, guidelines, and action plans are in place and were active in 2021: Scope 1 - Emissions from fossil fuel consumption, cooling systems and Atos car fleet. Main activities to reduce carbon emissions: Energy efficiency and consumption reduction (for example through site consolidations/closures). Shift to renewable or carbon-free energy. Moving towards a 100% E-fleet by end 2024, travel optimization and green mobility, remote working tools, homeworking. Scope 2 - Emissions from electricity consumption and district heating. Main activities to reduce carbon emissions: Energy efficiency and consumption reduction. Shift to renewable or carbon-free energy, purchase of RECs in locations where renewable energy is not practically available. Scope 3 - Carbon emissions under influence. Categories 1 to 15. Main activities to reduce carbon emissions: Cat 1 & 2. Decarbonization of Atos Supply Chain: close liaison with suppliers, incentivising progress (data provision for products / services, CO2 reduction targets, CO2 criteria, ratings, specific progress plan) ; Cat 11 Atos sold products energy reduction (green IT). Digital technologies with the lowest possible environmental footprint. Cat 6. Travel/transport optimization and green mobility, remote working tools, homeworking

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

Target reference number

Abs 2

Year target was set

2020

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 3

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Category 1: Purchased goods and services

Category 2: Capital goods

Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

Category 4: Upstream transportation and distribution

Category 5: Waste generated in operations

Category 6: Business travel

Category 7: Employee commuting

Category 8: Upstream leased assets

Category 9: Downstream transportation and distribution

Category 10: Processing of sold products

Category 11: Use of sold products

Category 12: End-of-life treatment of sold products

Category 13: Downstream leased assets

Category 14: Franchises

Category 15: Investments

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

35489

Base year Scope 2 emissions covered by target (metric tons CO2e)

178120

Base year Scope 3 emissions covered by target (metric tons CO2e)

3100906

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

3314515

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2050

Targeted reduction from base year (%)

86

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

464032.1

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

26955

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

70964

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

2308331

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2406250

% of target achieved relative to base year [auto-calculated]

31.8635484534919

Target status in reporting year

Underway

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

Our Science-Based Target (-86% by 2050, 2019 baseline) covers 100% of all our emissions. GHG Protocol Scopes 1, 2 and 3, All entities, all activities. There are no exclusions. Note that this was recorded in the previous year as target ABS4, but as former ABS2 was replaced in the previous year, this has been renumbered.

Plan for achieving target, and progress made to the end of the reporting year

To deliver the emissions reductions outlined within Atos's ambitious climate change related targets, the following policies, processes, guidelines, and action plans are in place and were active in 2021: Scope 1 - Emissions from fossil fuel consumption, cooling systems and Atos car fleet. Main activities to reduce carbon emissions: Energy efficiency and consumption reduction (for example through site consolidations/closures). Shift to renewable or carbon-free energy. Moving towards a 100% E-fleet by end 2024, travel optimization and green mobility, remote working tools, homeworking. Scope 2 - Emissions from electricity consumption and district heating. Main activities to reduce carbon emissions: Energy efficiency and consumption reduction. Shift to renewable or carbon-free energy, purchase of RECs in locations where renewable energy is not practically available. Scope 3 - Carbon emissions under influence. Categories 1 to 15. Main activities to reduce carbon emissions: Cat 1 & 2. Decarbonization of Atos Supply Chain: close liaison with suppliers, incentivising progress (data provision for products / services, CO2 reduction targets, CO2 criteria, ratings, specific progress plan) ; Cat 11 Atos sold products energy reduction (green IT). Digital technologies with the lowest possible environmental footprint. Cat 6. Travel/transport optimization and green mobility, remote working tools, homeworking Note that in 2022 Atos intends to follow the new SBTi Net Zero standard target definition, specifically to reduce emissions by 90% and remove the final 10%, by 2039 at the latest. As such, once our application is approved by the SBTi, this target will be replaced with the new approved version.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

Net-zero target(s)

Other climate-related target(s)

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2021

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2019

Consumption or production of selected energy carrier in base year (MWh)

210416

% share of low-carbon or renewable energy in base year

35

Target year

2025

% share of low-carbon or renewable energy in target year

85

% share of low-carbon or renewable energy in reporting year

67

% of target achieved relative to base year [auto-calculated]

64

Target status in reporting year

New

Is this target part of an emissions target?

The renewable energy target is part of the net-zero plans of Atos. It supports 1.5°C (degree Celsius) Near-Term Science-based Target. Atos aims at being at 85% renewable electricity by 2025

Is this target part of an overarching initiative?

Science Based Targets initiative

Please explain target coverage and identify any exclusions

The target covers all the electricity directly used by the company during the fiscal year of 2025 and it aims to obtain 85% of the total electricity consumption across the Group served by renewable electricity source. This may include RECs.

Plan for achieving target, and progress made to the end of the reporting year

As one of the key parts of the net-zero program, the decrease of decarbonized energy consumption is forecasted to be at 15% yearly. In addition, actions to increase the percentage of renewable electricity consumption are already in place. Both are central aspects of the Group Real Estate and Group Data Center and Housing. Supported by Group Procurement, decarbonization clauses in any Real Estate renew or new contracts are included to ensure the achievements of the abovementioned target. Local energy consulting experts have been hired to support in this transition towards renewable sources across the globe. They investigate the visibility of purchasing renewable electricity locally. Whenever this is suitable, this change has been conducted. In case of lack of availability of renewable sources in the local grid, the purchase of RECs is also considered. Understanding the feasibility of Self-generation of local green electricity is another relevant aspect of the plan. As an example, In 2021, Atos's technology delivery center in Pune, India (12,000 employees), began benefiting from new solar panels installed on its roofs and car park. Potential production is estimated at around 1.2 MW. This self-generation of local renewable energy will help reduce the consumption of highly carbonized local electricity. In 2021, total electricity self-generation amounted to 254 MWh. Concerning Atos' data centers, the Group has commenced an investigation of feasibility and economic efficiency for the installation of solar panels on roofs, over parking places and other available spaces. Installation shall start in 2022.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2019

Target coverage

Product level

Target type: absolute or intensity

Intensity

Target type: category & Metric (target numerator if reporting an intensity target)

Energy consumption or efficiency	Other, please specify (kWh of overall Data Centre electricity consumption (Atos strategic / core Data Centres))
----------------------------------	---

Target denominator (intensity targets only)

Other, please specify (kWh of IT load within the Data Centre (Atos strategic / core Data Centres))

Base year

2018

Figure or percentage in base year

1.57

Target year

2022

Figure or percentage in target year

1.45

Figure or percentage in reporting year

1.41

% of target achieved relative to base year [auto-calculated]

133.333333333333

Target status in reporting year

Underway

Is this target part of an emissions target?

No, it is an energy efficiency target. This is a target for improving Data Centre efficiency, through the measure of PUE. The lower the ratio, the better, optimal (but impossible to achieve) = 1. Industry average = circa 2.

Is this target part of an overarching initiative?

Other, please specify (This is part of our Net Zero programme, to improve energy efficiency, thereby reducing consumption and associated emissions)

Please explain target coverage and identify any exclusions

The energy efficiency of the datacenters is measured through the long-term evolution of the PUE (Power Usage Effectiveness). The PUE is among the "7 strategic business criteria" of the datacenter consolidation and optimization program and also a key indicator when choosing a new location. At the end of 2021, after new acquisitions requiring further optimizations or implying new consolidations, Atos' average PUE for all its datacenters was estimated at 1.41 (evolving from 1.48 in 2020, 1.52 in 2019 and 1.62 in 2018) when considering the "Core" datacenters. The evolution of the PUE can only be assessed in the long term as it can be directly impacted by new acquisitions and depend on numerous external factors, including the datacenters' occupancy rate and the weather conditions. In 2021, the energy saved thanks to the improvement of the PUE in the datacenters was estimated at over 10.5 million kWh (3.5 in 2020, 13 million in 2019).

Plan for achieving target, and progress made to the end of the reporting year

To achieve this target, Atos continuously invests in technologies and best practices which reduce the power consumption and optimize the energy performance of computing hardware and other electrical installations. In 2021, the energy saved thanks to the improvement of the PUE in the datacenters was estimated at over 10.5 million kWh (3.5 in 2020, 13 million in 2019). Other plans to further optimization projects are already planned for 2022 such as: new speed-controlled cooling machine and hybrid re-cooler in Germany providing saving estimated at 1,400 MWh; new UPS and airflow optimization in the United States providing saving respectively estimated at 1,200 and 1,000 MWh; new groundwater cooling capacities in the Netherlands providing potential saving estimated at 2,400 MWh. Using indirect free air colling and the replacement of air handling units are also part of the plans to achieve this PUE target. In Atos's UK datacenters of Andover, Birmingham and Livingston all 67 air handling units were replaced in 2020 by an eco-efficient technology (pumped refrigerant economizer system) that saves 85% energy consumption compared to the previous situation. On an annual basis, the reduction in power consumption is estimated at over 5 million kWh and the PUE reduced by 0.3 to 0.4 points. Other examples and best practices conducted in 2021 to achieve the target: An airflow optimization based on Siemens product WSCO installed in 2021 will save around 1.600 MWh in Trélazé, France from next year on; A sole UPS reconfiguration led to significant a power supply loss reduction of 1,300 MWh in Blythewood, USA; LED3 lights installation including motion control sensors in five datacenters led to a reduction in energy consumption of 840,000 kWh per year; In several other datacenters, new or extended cold aisle containments were implemented and are a prerequisite for further airflow optimization and increase of cold-water supply set points in the cooling production.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1

Target year for achieving net zero

2039

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Please explain target coverage and identify any exclusions

The previous target, in place up to near the end of 2021 covered 100% of Atos emissions group-wide. Aligned with the Science-Based Target initiative expectations published in 2019 (which asked for an unquantified reduction of value-chain emissions, with the remaining balance to be removed - see <https://www.carbontrust.com/news-and-events/insights/net-zero-an-ambition-in-need-of-a-definition#:~:text=The%20paper%20describes%20net%20zero,climate%20from%20greenhouse%20gas%20emissions.>). Our intention was to exceed the demands of the 1.5 degree pathway, as committed to within our other targets, and when we reach 2028, to have achieved a 50% reduction in value chain emissions and to commence the full purchase of sequestration compensation to match our residual emissions. Since the launch of the new SBTi standard in late 2021, our commitment has been realigned accordingly. This new target has been submitted to the SBTi for validation and we are actively working towards this target now in place of the former target. Atos' new SBTi aligned Net-Zero target will be to reduce by 90% our GHG emissions against the baseline (2019) and the purchase of sequestration compensation (nature based and or technology based solutions) to match our residual emissions (10%), all by 2039. For clarity, this new target covers all 3 GHG Protocol scopes, including all 15 sub-categories of Scope 3 comprehensively - there are no exclusions.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

The remaining 10% of the emissions estimated for the target year will be fully neutralized by investing in nature-based solutions and/or technology-based solutions with strong standards and audits that support the quality of such projects / credits. This exercise will be conducted with support of Ecoact, which has years of experience in this domain, not only by overseeing carbon removal projects based in forest restoration, but also by selecting the best carbon credits available in the market.

Planned actions to mitigate emissions beyond your value chain (optional)

Atos has been working together with its suppliers to reduce the emissions of the whole value chain. Atos is prioritizing working together with suppliers with proof of a better environmental strategy that translates into a better environmental footprint. The so-called green suppliers have shown a better environmental performance in 3rd party standards such as Ecovadis, CDP. Suppliers with lower scores concerning their environmental performance are invited to sign a decarbonization clause, which requires an annual decrease of emissions and a commitment to answer a 3rd party questionnaire concerning their environmental strategy. Additionally, Atos works with its clients to achieve their decarbonization journey. This contributes to the overall reduction of GHG emissions beyond Atos' value chain. With the deployment of a Decarbonization Level Agreement, Atos commits to deliver decarbonized services across different industries

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	3	
To be implemented*	2	70585
Implementation commenced*	4	159567
Implemented*	1	34536
Not to be implemented	5	

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy consumption	Low-carbon electricity mix
-------------------------------	----------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

34536

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

58365

Investment required (unit currency – as specified in C0.4)

17332

Payback period

4-10 years

Estimated lifetime of the initiative

1-2 years

Comment

This is part of Atos' ongoing migration towards consuming only 100% renewable decarbonised electricity, which in turn feeds into our group-wide Net Zero programme. However, we have identified that we are unable to purchase renewable electricity or self-generate in the quantities that we need to support some of our regional operations. Therefore, these regions have been requested to investigate other ways to switch to renewables and as a result for the full year 2021, all of Atos Hong Kong's electricity was made renewable, through the purchase of I-RECs, saving 34,536tCO2e. Due to the success of this, Atos is seeking to encourage other regional operations to follow suit where the purchase/self-generation of renewables is not possible. The savings quoted are due to avoiding offsetting costs, although there are additional incalculable benefits including reputational improvements, attracting new talent, improvements to CSR ratings.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Internal price on carbon	The Atos ICP has the objective to drive business and internal decisions toward decarbonization. It is a three-fold mechanism represented by areas termed A, B and C. Area A drives energy efficiency and behavioral change by charging the regional business units (RBU) 80€/tCO2e generated by business activities from data centers, business travel and devices. Area B targets supplier engagement. Here, by increasing business decisions with green suppliers (GS) (suppliers > 70 points in the environmental section of the Ecovadis questionnaire) credits to the RBU were given, while an increase with less green suppliers (LGS) (suppliers <70 points same questionnaire) received a charge. In 2020, this charge or credit system worked as follows: the percentual evolution of spend with GS and LGS were computed. For each percentage point increased with GS or decreased with LGS, the RBU received a credit of 800.000€. A charge of 800.000€ was given to RBUs for each percentage point increased with LGS or decreased with GS. In Area C, credits were given for the RBUs that sell decarbonization projects to clients. These support Atos clients in achieving their own decarbonization targets and may help to reduce Atos Scope 3 "Use of Sold Products" emissions. The final result of these 3 areas is materialized within the P&L for each RBU/services/industry and also feeds into the incentives or variable pay of Atos managers.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

The EU Taxonomy for environmentally sustainable economic activities

Type of product(s) or service(s)

Other	Other, please specify (Data processing, hosting and related activities)
-------	---

Description of product(s) or service(s)

EU Taxonomy definition: Storage, manipulation, management, movement, control, display, switching, interchange, transmission or processing of data through data centers, including edge computing.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Yes

Methodology used to calculate avoided emissions

Evaluating the carbon-reducing impacts of ICT

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Use stage

Functional unit used

tCO2e avoided

Reference product/service or baseline scenario used

Baseline 2021 - per alignment with the EU-Taxonomy and its economic activities cited, the baseline scenario used was Atos revenue in 2021 associated with Data processing, hosting and related activities. Atos strategic core datacenters in Europe are registered under the EU Code of Conduct on Data Centre Energy Efficiency, showing best practice is implemented across all infrastructure and practices. The registered datacenters are Les Clayes, De Hurk, Fürth, Andover, Birmingham and Longbridge.

Life cycle stage(s) covered for the reference product/service or baseline scenario

Use stage

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

292028

Explain your calculation of avoided emissions, including any assumptions

ICT has been shown through a number of studies to reduce emissions from business processes, through increasing efficiency and decreasing waste. Atos emissions from our economic activities related to Data processing, hosting and related activities equates to 33,566tCO2e. Studies by GeSi - SMARTer 2030 suggested that for every tonne of CO2 expended on ICT, 9.7 times that amount is saved elsewhere. Given this result, we are able to estimate that our services help to avoid 325,594tCO2e within our customer operations, giving a net benefit of 292,028tCO2e. Further information about the data-driven solutions can be found in the Atos universal registration document 2021 pages:242, in special 268-270.

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1.4

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

The EU Taxonomy for environmentally sustainable economic activities

Type of product(s) or service(s)

Other	Other, please specify (Data-driven solutions for GHG emission reductions)
-------	---

Description of product(s) or service(s)

EU Taxonomy definition: Development or use of ICT solutions that are aimed at collecting, transmitting, storing data and at its modelling and use where those activities are predominantly aimed at the provision of data and analytics enabling GHG emission reductions.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Yes

Methodology used to calculate avoided emissions

Evaluating the carbon-reducing impacts of ICT

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Use stage

Functional unit used

tCO2e avoided due to the use of Atos data-driven solutions in different services, such as solutions that increase energy efficiency of operations. E.g, the development of a smart connected vessels solution that optimizes ship fuel efficiency for logistics supported an increase of energy efficiency and consequently a reduction of emissions in the operations associated with shipping (<https://atos.net/en/solutions/industry-4-0-the-industrial-internet-of-things/enable-connected-vessels-through-iot>).

Reference product/service or baseline scenario used

Baseline 2021 – as per alignment with the EU-Taxonomy and its economic activities cited, the baseline scenario used was the Atos revenue generated in 2021 associated with the category Data-driven solutions for GHG emission reductions for the ICT industry

Life cycle stage(s) covered for the reference product/service or baseline scenario

Use stage

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

625774

Explain your calculation of avoided emissions, including any assumptions

ICT has been shown through a number of studies to reduce emissions from business processes, through increasing efficiency and decreasing waste. Atos emissions from our economic activities related to Data-driven solutions for GHG emission reductions equates to 71,928tCO2e. Studies by GeSi - SMARTer 2030 suggested that for every tonne of CO2 expended on ICT, 9.7 times that amount is saved elsewhere. Given this result, we are able to estimate that our services help to avoid 697,702tCO2e within our customer operations, giving a net benefit of 625,774tCO2e. Further information about the data-driven solutions can be found in the Atos universal registration document 2021 pages:242, in special 268-270.

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

3

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology	In previous years, Atos has reported energy provided by third parties, e.g. landlords, as Scope 3. However, to simplify our data collection process and remaining in line with GHG Protocol Scope 3 guidance, Atos has consolidated these with the Scope 1 and Scope 2 emissions. Specifically in relation to Atos this means that previously reported Scope 3 Gas, Diesel and Fuel Oil supplied by landlords is now consolidated with Scope 1 Gas, Diesel and Fuel Oil purchased directly by Atos. Also Scope 3 Electricity supplied by Landlords has now been consolidated with Scope 2 electricity purchased by Atos. This has had the impact of artificially increasing our Scope 1 and 2 emissions in relation to previous years. As such, we have recalculated the baseline data in line with these changes so that a true comparison can be made.

C5.1c

(C5.1c) Have your organization's base year emissions been recalculated as result of the changes or errors reported in C5.1a and C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold
Row 1	Yes	The overall baseline emissions (Scope 1 + Scope 2 + Scope 3) have not changed, because all that we have done is to relocate some of the Scope 3 emissions into Scopes 1 and 2. Therefore, as can be seen in the subsequent questions, the individual Scope values have changed, but the total remains the same.

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

35489

Comment

This figures was 20,981tCO2e under the original methodology. It includes the former scope 3 Gas, Diesel and Fuel oil.

Scope 2 (location-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

178120

Comment

This figures was 81,769tCO2e under the original methodology.

Scope 2 (market-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

In 2019, the only locations for which we obtained market-based electricity conversion factors in 2019 were all decarbonized, hence zero emissions. This has remained unchanged from the original.

Scope 3 category 1: Purchased goods and services

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

1931105

Comment

This is calculated based against purchase of product and services categories, combined against smart proxies which give a good indication of embodied emissions within each category. This value is a combination of Purchased Goods and Services, Capital Goods and Leased Assets, (sub-categories 1, 2 and 8 of Scope 3 emissions) as we do not differentiate spend between these.

Scope 3 category 2: Capital goods

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

This is included within Scope 3 category 1: Purchased goods and services

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

21598

Comment

This was calculated against spend using the GHG Protocol Quantis tool.

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

20276

Comment

This was calculated against spend using the GHG Protocol Quantis tool, and includes both upstream and downstream (categories 4 and 9)

Scope 3 category 5: Waste generated in operations

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

2807

Comment

This was calculated against spend using the GHG Protocol Quantis tool, and includes End of Life Treatment of Sold Products (categories 5 and 12)

Scope 3 category 6: Business travel

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

37198

Comment

This includes private car, train, taxi and air travel. Data is obtained either directly from travel agencies or is calculated based upon expense claims data,

Scope 3 category 7: Employee commuting

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

132792

Comment

This is a combination of commuting and Home Working related emissions.

Scope 3 category 8: Upstream leased assets

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

This is included within Scope 3 category 1: Purchased goods and services

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

This is included within Scope 3 category 4: Upstream transportation and distribution

Scope 3 category 10: Processing of sold products

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Atos does not produced products that are processed

Scope 3 category 11: Use of sold products

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

955130

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

This was calculated against spend using the GHG Protocol Quantis tool, and is included within Waste Generated in Operations (category 5), hence this is recorded here as zero.

Scope 3 category 13: Downstream leased assets

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Atos has no downstream leased assets

Scope 3 category 14: Franchises

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Atos does not operate any franchises

Scope 3 category 15: Investments

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Atos has no external investments and is not a financial investment business

Scope 3: Other (upstream)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

None

Scope 3: Other (downstream)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

None

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

26955

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

Wherever we can, we attempt to obtain Market Based figures. However, to date this has only been in locations from where we have been able to purchase zero carbon electricity. Where we are not able to obtain a Market based CF, we revert to using the Location based data, obtained from the IEA.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

70964

Scope 2, market-based (if applicable)

0

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

This is zero, because all of the market-based electricity consumed by Atos is renewable and therefore has a zero emissions factor.

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source

We did not collect any energy consumption or travel data (Scopes 1 and 2) for the following countries: Algeria, Gabon, Madagascar, Mali, Tunisia, New Zealand, Saudi Arabia, Lebanon, Peru, Venezuela, Israel, Andorra, as the operations for these locations fall below our materially thresholds.

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

Emissions are not relevant

Relevance of market-based Scope 2 emissions from this source (if applicable)

No emissions excluded

Explain why this source is excluded

Due to the lack of some sources of base data within the listed locations, we are unable to calculate a precise figure for these emissions.

Estimated percentage of total Scope 1+2 emissions this excluded source represents

0

Explain how you estimated the percentage of emissions this excluded source represents

We know from the nature of these operations (very small, if any, offices only with very small revenues and headcounts), that the emissions will be an extremely small proportion of overall Atos emissions. Based upon ratios from these indicators, we have estimated that these emissions would total circa 0.4% of total Atos emissions for Scope 1 and 2, and only 0.0163% of Scopes 1, 2 and 3. In the above box for this question "Estimated percentage of total Scope 1+2 emissions this excluded source represents :", we are unable to enter a decimal value, so this has been rounded to the nearest whole number (0.4% becomes 0%). Due to the proportion of this against the overall emissions, we have judged this to be immaterial to the overall assessment, and therefore not relevant.

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1438793

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

This is calculated based against purchase of product and services categories, combined against smart proxies which give a good indication of embodied emissions within each category. This value is a combination of Purchased Goods and Services, Capital Goods and Leased Assets, (sub-categories 1, 2 and 8 of Scope 3 emissions) as we do not differentiate spend between these.

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

0

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

This has been entered as zero because we do not differentiate between Purchased Goods and Services and Capital Goods (sub-categories 1 & 2 of Scope 3 emissions). The data for each is combined into the value declared for Purchased Goods and Services.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

18112

Emissions calculation methodology

Fuel-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

The emissions have been calculated using the actual amount of fuel / energy consumed multiplied by Conversion Factors to estimate Category 3 emissions. The Conversion Factor is based on the results of three corporate footprinting case studies carried out by Quantis (the GHG Protocol Scope 3 reporting tool).

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

31678

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1598

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

5574

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

54

Please explain

This is a combination of travel data - using employee expenses claims for calculations of private cars, taxis and rail converted to tCO2e using conversion factors, added to airline emissions supplied by travel agencies through whom the flights were booked.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

17326

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

The kgCO2e per employee, calculated within the Quantis GHG Protocol evaluation tool and averaged at 1,074 kg/CO2e per employee, was applied across the Atos workforce that is based within office locations ($16,135 \text{ employees} \times 1,073.8 / 1,000 = 17,326 \text{ tCO}_2\text{e}$).

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

0

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

This has been entered as zero because we do not differentiate spend between Leased Assets, Purchased Goods and Services and Capital Goods (sub-categories 1 & 2 of Scope 3 emissions). The data for each is combined into the value declared for Purchased Goods and Services.

Downstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

0

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

The emissions for this have been included within Upstream Transportation and Distribution (Scope 3, sub-category 4).

Processing of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Atos does not produce anything that is supplied to be processed further down the value chain.

Use of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

780126

Emissions calculation methodology

Supplier-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Atos provides 2 specific product types that may be used. 1) Hardware in the form of Bull Supercomputers and Unified Communications Devices. The emissions for these is based upon known levels of power (electricity) consumption and estimated usage of the equipment. This totals 308,134 tCO2e. 2) Atos also provides managed hardware services, using equipment manufactured by other companies. The emissions for these (servers, storage, network/ security, PC's) is estimated based upon the amount of sales multiplied by "proxies", that is estimated average power consumption per device type, based upon manufacturer data. This totals 471,992tCO2e, which when added to the 308,134tCO2e = 780,126 tCO2e

End of life treatment of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

0

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

This has been calculated and included within "Waste generated in operations", Scope 3 sub-category 5

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Atos does not lease equipment downstream.

Franchises

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Atos does not operate any franchises.

Investments

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Atos does not make investments / is not an investment institute.

Other (upstream)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

15124

Emissions calculation methodology

Supplier-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

This value is for the emissions generated by Home Workers, something that has become extensive during and beyond the Covid-19 pandemic. Research carried out by Environmental Specialists in EcoAct (an Atos company), has delivered a methodology that allows the estimation of energy and emissions per home worker, based upon several variables such as electronic equipment in use, heating requirements, other household occupants, lighting requirements. It also takes into account regional factors such as energy conversion factors by country/region. A conversion factor has been calculated per employee per region and this is multiplied by the number of people working from home within those respective regions. With an estimated 91,431 Atos home workers during the pandemic, working 1,920 hours per year and consuming an estimated 150W/hour of energy (per EcoAct research) kWh per year, we calculated total energy consumption = 26,332,157 kWh. Using the local conversion factors for these employees, we then calculated the total kgCO2e as being 15,124 tCO2e.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

There are no further emissions that have not been included within the existing downstream categories.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.0000076499

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

97919

Metric denominator

unit total revenue

Metric denominator: Unit total

12800000000

Scope 2 figure used

Location-based

% change from previous year

61.6

Direction of change

Decreased

Reason for change

2021 revenue = 12.8 billion Euros, and Scope 1 + Scope 2 emissions = 97,919 tCO2e, therefore intensity = 0.0000076499. For 2020 the revenue = 11.181 billion Euros, and Scope 1 + Scope 2 emissions = 138,192 tCO2e, making the 2020 intensity = 0.0000123595. Using the formula "% change = (1-(2020 intensity / 2021 intensity)) x 100 = (1-(0.0000123595 / 0.0000076499)) x 100 = -61.9. This significant decrease has come about for several reasons, including emissions reduction initiatives (described within C4.3b): - 1) The purchase of RECs in Hong Kong reduced Scope 2 emissions by 34,536 tCO2e 2) Increase in use of renewables across other countries, reducing Scope 2 emissions by 18,404 tCO2e 3) Increased electrification of the company car fleet, reducing Scope 1 emissions by 1,233 tCO2e, combined with the continued impacts of Covid-19 lockdowns suppressing travel (which reduced travel across both 2020 and 2021 to similar levels). 4) Increase in total revenues between 2020 and 2021 by 1,6 billion Euros (12.6%).

Intensity figure

0.89723

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

97919

Metric denominator

full time equivalent (FTE) employee

Metric denominator: Unit total

109135

Scope 2 figure used

Location-based

% change from previous year

47.5

Direction of change

Decreased

Reason for change

2021 headcount = 109,135 FTEs, and Scope 1 + Scope 2 emissions = 97,919 tCO2e, therefore intensity = 0.90723. For 2020 the headcount = 104,430 FTEs, and Scope 1 + Scope 2 emissions = 138,192 tCO2e, making the 2020 intensity = 1.32330. Using the formula "% change = (1-(2020 intensity / 2021 intensity)) x 100 = (1-(1.32330 / 0.90723)) x 100 = -47.5. This significant decrease has come about for several reasons, including emissions reduction initiatives (described within C4.3b): - 1) The purchase of RECs in Hong Kong reduced Scope 2 emissions by 34,536 tCO2e 2) Increase in use of renewables across other countries, reducing Scope 2 emissions by 18,404 tCO2e 3) Increased electrification of the company car fleet, reducing Scope 1 emissions by 1,233 tCO2e, combined with the continued impacts of Covid-19 lockdowns suppressing travel (which reduced travel across both 2020 and 2021 to similar levels). 4) Increase in total headcount between 2020 and 2021 by 4,705 FTEs (4.3%).

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Argentina	185
Australia	22
Austria	820
Belgium	1175
Brazil	22
Bulgaria	35
Canada	22
China	36
Colombia	1
Croatia	72
Czechia	146
Denmark	109
Egypt	2
Estonia	14
Finland	51
France	3931
French Polynesia	0
Germany	8714
Greece	56
Hong Kong SAR, China	982
Hungary	61
India	1051
Ireland	16
Italy	61
Japan	4
Republic of Korea	1
Luxembourg	119
Malaysia	5
Mexico	19
Morocco	47
Netherlands	1490
New Caledonia	1
Philippines	25
Poland	176
Portugal	1
Romania	291
Russian Federation	106
Senegal	9
Serbia	38
Singapore	65
Slovakia	85
Spain	383
Sweden	37
Switzerland	190
Taiwan, China	1
Thailand	3
Turkey	218
United Arab Emirates	19
United Kingdom of Great Britain and Northern Ireland	2178
Uruguay	3
United States of America	3857

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division

By activity

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Atos IT Services	26004
Syntel	951

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Data Centres	9139
Offices	6770
Travel	11046

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Argentina	127	0
Australia	605	0
Austria	757	0
Belgium	0	0
Brazil	93	0
Bulgaria	386	0
Canada	61	0
China	962	0
Colombia	7	0
Croatia	107	0
Czechia	233	0
Denmark	6	0
Egypt	45	0
Estonia	26	0
Finland	11	0
France	357	0
French Polynesia	5	0
Germany	4545	0
Greece	1156	0
Hong Kong SAR, China	0	0
Hungary	34	0
India	16101	0
Ireland	34	0
Italy	83	0
Japan	0	0
Republic of Korea	0	0
Luxembourg	0	0
Malaysia	156	0
Mexico	173	0
Morocco	813	0
Netherlands	103	0
New Caledonia	24	0
Philippines	727	0
Poland	1504	0
Portugal	6	0
Romania	640	0
Russian Federation	347	0
Senegal	72	0
Serbia	159	0
Singapore	1016	0
Slovakia	40	0
Spain	24	0
Sweden	1	0
Switzerland	55	0
Taiwan, China	30	0
Thailand	52	0
Turkey	209	0
United Arab Emirates	31	0
United Kingdom of Great Britain and Northern Ireland	824	0
Uruguay	1	0
United States of America	38217	0

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

By activity

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Atos IT Services	56377	0
Syntel	14587	0

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Data Centres	37742	0
Offices	33220	0
Travel	0	0

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	52940	Decreased	38.31	The increase in renewable energy consumption is in 2 parts: a) Purchase of RECS to completely zero the emissions of purchased electricity in Hong Kong (-34,536tCO2e), and b) Increased use of renewable electricity across Atos (-18,404tCO2e) = total -52940tCO2e. For 2020, our total Scope 1 + Scope 2 emissions was 138,191tCO2e. Therefore, we calculated the -38.3% reduction through (Changes to Scope 1 + Scope 2 emissions for reasons above) / Previous years Scope 1+Scope 2 emissions x 100 = (-52,940/138,191) * 100= -38.31% (i.e. a 38.31% decrease in emissions).
Other emissions reduction activities	2039	Decreased	1.48	The significant reduction activities contributing towards this were: 1) Continued migration towards a fully electrified company car fleet (-1,233tCO2e) 2) Closure consolidation of offices 3) Improvements to data centre efficiency (measured through the PUE metric, improving from an average 1.7 in 2020 to 1.65 in 2021 across our global data centres, a 3% reduction in overhead power consumption) For 2020, our total Scope 1 + Scope 2 emissions was 138,191tCO2e. Therefore, we calculated the -38.3% reduction through (Changes to Scope 1 + Scope 2 emissions for reasons above) / Previous years Scope 1+Scope 2 emissions x 100 = (-2,039/138,191) * 100= -1.48% (i.e. a 1.48% decrease in emissions).
Divestment	0	No change	0	
Acquisitions	0	No change	0	
Mergers	0	No change	0	
Change in output	0	No change	0	
Change in methodology	0	No change	0	
Change in boundary	0	No change	0	
Change in physical operating conditions	14707	Increased	8.16	This increase was spread generally across offices and travel and have been attributed to the impacts of Covid-19on general working practices, where lockdowns have varied across the world, differing by region and timescales. For 2020, our total Scope 1 + Scope 2 emissions was 138,191tCO2e. Therefore, we calculated the 8.16% increase through (Changes to Scope 1 + Scope 2 emissions for reasons above) / Previous years Scope 1+Scope 2 emissions x 100 = (14,707/138,191) * 100= 8.16% (i.e. an 8.16% increase in emissions).
Unidentified	0	No change	0	
Other	0	No change	0	

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	LHV (lower heating value)	0	20754	20754
Consumption of purchased or acquired electricity	<Not Applicable>	327098	154988	482086
Consumption of purchased or acquired heat	<Not Applicable>	0	13939	13939
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	327098	189681	516779

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Please select

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other biomass

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Coal

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Oil

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Gas

Heating value

LHV

Total fuel MWh consumed by the organization

19307

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

19307

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Used for space heating only

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

LHV

Total fuel MWh consumed by the organization

1447

MWh fuel consumed for self-generation of electricity

100

MWh fuel consumed for self-generation of heat

1

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Diesel for backup generators and company car fleet = 730 MWh (of which 76 MWh is for generators and 654 is for cars) Fuel Oil for backup generators and background heat = 25 MWh (of which 24 MWh is for generators and 1 MWh for background heat) Petrol for company car fleet = 692 MWh $730 + 25 + 692 = 1,147$ MWh

Total fuel

Heating value

LHV

Total fuel MWh consumed by the organization

20754

MWh fuel consumed for self-generation of electricity

100

MWh fuel consumed for self-generation of heat

19308

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

The 20,754 MWh comprises 100 MWh for electricity (backup generators), 19,308 MWh for space heating and the remaining 1,346 MWh is petrol/diesel for company fleet cars.

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Australia

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

62

Country/area of origin (generation) of the low-carbon energy or energy attribute

Australia

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Austria

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8200

Country/area of origin (generation) of the low-carbon energy or energy attribute

Austria

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Belgium

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7707

Country/area of origin (generation) of the low-carbon energy or energy attribute

Belgium

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Canada

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

Country/area of origin (generation) of the low-carbon energy or energy attribute

Canada

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Denmark

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

610

Country/area of origin (generation) of the low-carbon energy or energy attribute

Denmark

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Finland

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1974

Country/area of origin (generation) of the low-carbon energy or energy attribute

Finland

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

France

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

81408

Country/area of origin (generation) of the low-carbon energy or energy attribute

France

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Germany

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

54214

Country/area of origin (generation) of the low-carbon energy or energy attribute

Germany

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Italy

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

595

Country/area of origin (generation) of the low-carbon energy or energy attribute

Italy

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Low-carbon energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Japan

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

175

Country/area of origin (generation) of the low-carbon energy or energy attribute

Japan

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Republic of Korea

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

62

Country/area of origin (generation) of the low-carbon energy or energy attribute

Republic of Korea

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Luxembourg

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

140

Country/area of origin (generation) of the low-carbon energy or energy attribute

Luxembourg

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Netherlands

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

24345

Country/area of origin (generation) of the low-carbon energy or energy attribute

Netherlands

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Singapore

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

146

Country/area of origin (generation) of the low-carbon energy or energy attribute

Singapore

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Slovakia

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

413

Country/area of origin (generation) of the low-carbon energy or energy attribute

Slovakia

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Spain

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8759

Country/area of origin (generation) of the low-carbon energy or energy attribute

Spain

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Sweden

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1245

Country/area of origin (generation) of the low-carbon energy or energy attribute

Sweden

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Switzerland

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1664

Country/area of origin (generation) of the low-carbon energy or energy attribute

Switzerland

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Turkey

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1893

Country/area of origin (generation) of the low-carbon energy or energy attribute

Turkey

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

56486

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

United States of America

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

29384

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Electricity is purchased through grid supply from renewable energy providers

Sourcing method

Unbundled energy attribute certificates (EACs) purchase

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (RECs purchased from a mix of sources such as wind, hydro, solar, biomass combined to provide a guaranteed 100% renewable supply)

Country/area of low-carbon energy consumption

Hong Kong SAR, China

Tracking instrument used

I-REC

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

47375

Country/area of origin (generation) of the low-carbon energy or energy attribute

Hong Kong SAR, China

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**Comment**

RECs are purchased to zero the emissions, as there is not availability of renewables to purchase in the quantity or at the economic levels required

C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.**Country/area**

Argentina

Consumption of electricity (MWh)

440

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

440

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Australia

Consumption of electricity (MWh)

942

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

942

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Austria

Consumption of electricity (MWh)

11631

Consumption of heat, steam, and cooling (MWh)

1689

Total non-fuel energy consumption (MWh) [Auto-calculated]

13320

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Belgium

Consumption of electricity (MWh)

7707

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]
7707

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
Brazil

Consumption of electricity (MWh)
893

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
893

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
Bulgaria

Consumption of electricity (MWh)
863

Consumption of heat, steam, and cooling (MWh)
51

Total non-fuel energy consumption (MWh) [Auto-calculated]
914

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
Canada

Consumption of electricity (MWh)
712

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
712

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
China

Consumption of electricity (MWh)
1538

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
1538

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
Colombia

Consumption of electricity (MWh)
34

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
34

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

Country/area
Croatia

Consumption of electricity (MWh)
296

Consumption of heat, steam, and cooling (MWh)

318

Total non-fuel energy consumption (MWh) [Auto-calculated]

614

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Czechia

Consumption of electricity (MWh)

432

Consumption of heat, steam, and cooling (MWh)

247

Total non-fuel energy consumption (MWh) [Auto-calculated]

679

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Denmark

Consumption of electricity (MWh)

633

Consumption of heat, steam, and cooling (MWh)

20

Total non-fuel energy consumption (MWh) [Auto-calculated]

653

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Egypt

Consumption of electricity (MWh)

90

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

90

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Finland

Consumption of electricity (MWh)

1974

Consumption of heat, steam, and cooling (MWh)

66

Total non-fuel energy consumption (MWh) [Auto-calculated]

2040

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

France

Consumption of electricity (MWh)

81988

Consumption of heat, steam, and cooling (MWh)

1909

Total non-fuel energy consumption (MWh) [Auto-calculated]

83897

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

French Polynesia

Consumption of electricity (MWh)

10

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

10

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Germany

Consumption of electricity (MWh)

63304

Consumption of heat, steam, and cooling (MWh)

8183

Total non-fuel energy consumption (MWh) [Auto-calculated]

71487

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Greece

Consumption of electricity (MWh)

2325

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2325

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Hong Kong SAR, China

Consumption of electricity (MWh)

41985

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

41985

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Hungary

Consumption of electricity (MWh)

130

Consumption of heat, steam, and cooling (MWh)

26

Total non-fuel energy consumption (MWh) [Auto-calculated]

156

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

India

Consumption of electricity (MWh)

22175

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

22175

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Ireland

Consumption of electricity (MWh)

115

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

115

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Italy

Consumption of electricity (MWh)

883

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

883

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Japan

Consumption of electricity (MWh)

175

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

175

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Republic of Korea

Consumption of electricity (MWh)

62

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

62

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Luxembourg

Consumption of electricity (MWh)

140

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

140

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Malaysia

Consumption of electricity (MWh)

235

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

235

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Mexico

Consumption of electricity (MWh)

434

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

434

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Morocco

Consumption of electricity (MWh)

1164

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1164

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Netherlands

Consumption of electricity (MWh)

24490

Consumption of heat, steam, and cooling (MWh)

289

Total non-fuel energy consumption (MWh) [Auto-calculated]

24779

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

New Caledonia

Consumption of electricity (MWh)

51

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

51

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Philippines

Consumption of electricity (MWh)

1076

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1076

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Poland

Consumption of electricity (MWh)

2033

Consumption of heat, steam, and cooling (MWh)

856

Total non-fuel energy consumption (MWh) [Auto-calculated]

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Portugal

Consumption of electricity (MWh)

27

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

27

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Romania

Consumption of electricity (MWh)

1855

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1855

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Russian Federation

Consumption of electricity (MWh)

926

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

926

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Senegal

Consumption of electricity (MWh)

93

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

93

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Serbia

Consumption of electricity (MWh)

213

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

213

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Singapore

Consumption of electricity (MWh)

2775

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2775

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Slovakia

Consumption of electricity (MWh)

611

Consumption of heat, steam, and cooling (MWh)

71

Total non-fuel energy consumption (MWh) [Auto-calculated]

682

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Spain

Consumption of electricity (MWh)

8879

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

8879

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Sweden

Consumption of electricity (MWh)

1302

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1302

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Switzerland

Consumption of electricity (MWh)

2411

Consumption of heat, steam, and cooling (MWh)

214

Total non-fuel energy consumption (MWh) [Auto-calculated]

2625

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Taiwan, China

Consumption of electricity (MWh)

54

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

54

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Thailand

Consumption of electricity (MWh)

111

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

111

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Turkey

Consumption of electricity (MWh)

2375

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2375

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United Arab Emirates

Consumption of electricity (MWh)

61

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

61

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of electricity (MWh)

60403

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

60403

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Uruguay

Consumption of electricity (MWh)

58

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

58

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United States of America

Consumption of electricity (MWh)

128932

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

128932

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Please select

Metric value

Metric numerator

Metric denominator (intensity metric only)

% change from previous year

Direction of change

<Not Applicable>

Please explain

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Third party verification/assurance underway

Attach the statement

2021 Registration Document.pdf

Page/ section reference

Universal registration Document, 5.6.2 Report of one of the statutory auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement", pages 285-288 (in particular footnote 2 on page 287, Quantitative information selected". Note verification is for 99.6% of the total emissions, however, the answer field does not allow for decimals so this has been rounded to the nearest whole number.

Relevant standard

AA1000AS

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Third party verification/assurance underway

Attach the statement

2021 Registration Document.pdf

Page/ section reference

Universal registration Document, 5.6.2 "Report of one of the statutory auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement", pages 285-288 (in particular footnote 2 on page 287, Quantitative information selected. Note verification is for 99.6% of the total emissions, however, the answer field does not allow for decimals so this has been rounded to the nearest whole number.

Relevant standard

AA1000AS

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Third party verification/assurance underway

Attach the statement

2021 Registration Document.pdf

Page/ section reference

Universal registration Document, 5.6.2 "Report of one of the statutory auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement", pages 285-288 (in particular footnote 2 on page 287, Quantitative information selected. Note verification is for 99.6% of the total emissions, however, the answer field does not allow for decimals so this has been rounded to the nearest whole number.

Relevant standard

AA1000AS

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

- Scope 3: Purchased goods and services
- Scope 3: Capital goods
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Upstream transportation and distribution
- Scope 3: Waste generated in operations
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Upstream leased assets
- Scope 3: Investments
- Scope 3: Downstream transportation and distribution
- Scope 3: Processing of sold products
- Scope 3: Use of sold products
- Scope 3: End-of-life treatment of sold products
- Scope 3: Downstream leased assets
- Scope 3: Franchises

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Third party verification/ assurance underway

Attach the statement

2021 Registration Document.pdf

Page/section reference

Universal registration Document, 5.6.2 "Report of one of the statutory auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement", pages 285-288 (in particular footnote 2 on page 287 for Business Travel and footnote 1 on page 287 for all other categories). Note verification is for 99.6% of the total emissions, however, the answer field does not allow for decimals so this has been rounded to the nearest whole number.

Relevant standard

AA1000AS

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C4. Targets and performance	Financial or other base year data points used to set a science-based target	AA1000AS	Within chapter 5 of the Universal Registration Document (pages 274-288), the external Deloitte auditors explain exactly what they have assessed. Specifically on page 283, they described the assessment of The Science-Based Targets and the requisite re-baselining exercise as a result of acquisitions and divestitures. This particular set of KPIs is assessed, because SBTs are our main emission reduction targets, and these are independently endorsed by the SBTi. We therefore need to ensure that there is confidence in the publicized achievements.

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, but we anticipate being regulated in the next three years

C11.1d

(C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Because Atos operates across so many geographies, we anticipate that in the near future (we expect within the next 3 years, although this is a decision by governments and regional authorities so we cannot be sure) that we will be subject to legislation requiring us to participate in a carbon tax system.

Strategy for complying

Our strategy to comply with such upcoming system is an Internal Carbon Pricing scheme (ICP). To prepare the business for this scenario, we operate our internal carbon pricing scheme exploring the impacts of various business activities at country level across the Group. Implemented as a charge in the operational margin of the regional business units of Atos, Atos Internal Carbon Pricing scheme enables our financial planners to consider more fully the impacts, should this become an actual tax payment.

The strategy has been applied in 2021, closely linked with our data collection and carbon foot-printing processes. Within the emissions section of this response, we provide Scope 1 and Scope 2 footprints by country. We are also capable of calculating Scope 3 footprints by country and in fact do this for aspects such as Business Travel and Home Working and include this within our ICP. The result of this has been that we have been able to issue a carbon charge to each country and this has also impacts the bonus schemes of managers within Atos. As a result of this ICP, countries are now more focused upon controlling their emissions to reduce any negative impacts from the ICP.

Identification of when we anticipate being regulated

Regarding the timing and actual locations for expected taxation, as well as using our localized legal watch processes, we also draw upon this website for information <https://www.carbontax.org/where-carbon-is-taxed/>. From this we can see that the majority of countries where we operate all have emissions taxation schemes either implemented or scheduled for implementation.

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits originated or purchased by your organization in the reporting period.

Credit origination or credit purchase

Credit purchase

Project type

Wind

Project identification

Wind Farm in Maharashtra, Andhra Lake Phase I, based on the CDM ACM0002 methodology version 12.3.0 Location: Maharashtra, India Serial Number: VCU - W1480 Andhra - 108712 - 1 - 1 - 2018 - 31 - 12 - 2018 (provided via ECOACT Carbon Registry)

Verified to which standard

CDM (Clean Development Mechanism)

Number of credits (metric tonnes CO2e)

51756

Number of credits (metric tonnes CO2e): Risk adjusted volume

51746

Credits cancelled

Yes

Purpose, e.g. compliance

Voluntary Offsetting

Credit origination or credit purchase

Credit purchase

Project type

Forests

Project identification

Two projects: 1) Project REDD RMDLT Portel-Para (Floresta de Portel), based upon the methodology VM0015 Location: Region de Para, Brasil Serial Number: VCU - Portel-Para REDD - 955973 - 2 - 1 - 2012 - 31 - 12 - 2012 (provided via ECOACT Carbon Registry) 2) Project REDD+ Bale Mountains Eco-Region (Yedeni), based on the methodology VCS VM0015, Version 1.1 Location: Ethiopia Serial Number: VCS+CCB - Bale Mountains ID1340 - 1155842 - 1 - 1 - 2014 - 31 - 12 - 2014 (provided via ECOACT Carbon Registry) 3rd party verifier TÜV SÜD South Asia Pvt. Ltd.

Verified to which standard

VCS (Verified Carbon Standard)

Number of credits (metric tonnes CO2e)

51747

Number of credits (metric tonnes CO2e): Risk adjusted volume

51747

Credits cancelled

Yes

Purpose, e.g. compliance

Voluntary Offsetting

C11.3

(C11.3) Does your organization use an internal price on carbon?

Yes

C11.3a

(C11.3a) Provide details of how your organization uses an internal price on carbon.

Objective for implementing an internal carbon price

- Stakeholder expectations
- Change internal behavior
- Drive energy efficiency
- Drive low-carbon investment
- Identify and seize low-carbon opportunities
- Supplier engagement

GHG Scope

- Scope 1
- Scope 2
- Scope 3

Application

This is applied to each operating business region / country, ie at country level and then each of the countries manages this within their normal annual budgets.

Actual price(s) used (Currency /metric ton)

80

Variance of price(s) used

The internal carbon price established within Atos is based on a three-fold approach. The first area is focused on Atos operational emissions. The emissions related to Atos business activities such as business travel and energy management from data centers and offices are computed and consequently taxed. For each tone of CO2e emitted by a regional business unit, there is a charge of 80€. The second area aims to target Atos supply chain: Assessing Atos suppliers sustainability efforts and supporting green suppliers whilst avoiding suppliers with no commitments. For this area, there is a mix of credit and charge. By increasing the percentage of spend with suppliers with more than 70 points in the environmental section of EcoVadis (considered green suppliers), there is a credit of 800,000€ for each percentage point increased. With that, Atos is promoting business decisions focused on suppliers with better environmental performance, which will reflect in a greener supply chain for the company. If there is a percentage decrease of spend with these green suppliers or a percentage increase with suppliers with a worse performance in the environmental section of EcoVadis (less green suppliers), there will be a charge of €800,000. Finally, in the third area, Atos is looking for incentivizing growth for its decarbonization services. By crediting decarbonized business delivered to Atos' clients, Atos will support the decarbonization of the whole value chain. This credit varies according to the project and the support on decarbonizing the value chain. Atos internal carbon price scheme is an internal fee mechanism applied to the whole company, including all regional business units. While it considers the local aspects related to emission generation (e.g. local grids), it also comprises Atos global environmental impacts related to its business decisions.

Type of internal carbon price

Internal fee

Impact & implication

The Atos ICP has the objective to drive business and internal decisions toward decarbonization. It is a three-fold mechanism represented by areas A, B and C embedded in our business strategy. Area A drives low-carbon investments, energy efficiency and changes in internal behaviour by charging the Regional Business Units (RBUs) €80 /tCO2e generated from business activities within data centers, offices, business travel and use of devices. Area B targets supplier engagement. Here, by increasing business decisions with Green Suppliers (GS) (suppliers > 70 points in the environmental section of the Ecovadis questionnaire) credits to the RBU are given, while an increase with Less Green Suppliers (LGS) (suppliers <70 points same questionnaire) receives a charge. In 2021, this charge or credit system worked as follows: the percentage evolution of spend with GS and LGS were computed. For each percentage point increased with GS or decreased with LGS, the RBU received a credit of €800,000. A charge of €800,000 was given to RBUs for each percentage point increased with LGS or decreased with GS – the impacts of Area B can be seen in the Atos 2021 URD chapter of the 5.4.6 Suppliers CSR performance pages 252 – 254. In Area C, credits are given for the RBUs that seize low-carbon opportunities by selling decarbonization projects. These support Atos clients in their decarbonization targets through better energy efficiency in IT services and products and offsetting. The final result of these 3 areas was materialized in the P&L (ie charged to each RBU from the global business) and was also included within the incentives or variable pay of Atos managers.

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

- Yes, our suppliers
- Yes, our customers/clients
- Yes, other partners in the value chain

C12.1a

C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Run an engagement campaign to educate suppliers about climate change

% of suppliers by number

61

% total procurement spend (direct and indirect)

62.5

% of supplier-related Scope 3 emissions as reported in C6.5

100

Rationale for the coverage of your engagement

As disclosed in C6.5, in 2021 the Scope 3 categories 1 and 2 (all emission linked to Atos supply chain for purchased goods and services and capital goods) represented around 62% of our total Scope 3. In 2021, 100% of Atos spend (with 100% of its suppliers) was taken into account in the carbon of its Scope 3 emissions. A drastic reduction in these emissions is essential to allow Atos to achieve its decarbonization objectives: -10% per year (short-term target -50% by 2025 SBT 1.5° C and long-term target Net Zero by 2039). In 2021, 395 suppliers (328 in 2020) were scored or reassessed by EcoVadis, representing 61% of our strategic suppliers [KPI A17], [GRI 205-1]. The selection was based on the level of spend, the category risk level and the geographic risk. The percentage of spend with suppliers that were screened using EcoVadis including the environmental criteria was 62.5% (63% in 2019) [GRI 308-1] and 44% was with suppliers with a special EcoVadis recognition (bronze, silver, gold or platinum). We intend to keep increasing the assessment coverage so that by end 2022 we are assessing 70% per annum. Our aim is to rapidly cover all main suppliers on a regular basis, as it is our main suppliers who are responsible for most impacts. In 2021, the average score for the suppliers assessed through EcoVadis was 57 (out of 100) which confirms the following assessment: • a structured and proactive corporate responsibility approach; • policies and tangible actions on major topics; • basic reporting on actions or performance indicators; • company embraces continuous performance improvements on corporate responsibility and should be considered for a long-term business relationship. Suppliers with insufficient scores (below 40/100) are encouraged to implement corrective action plans and to be re-evaluated after 12 months. In 2021, 8.6% of our panel had low scores (12.5% in 2020), usually because of a misunderstanding of the EcoVadis assessment process and platform. If a supplier refuses to participate in an EcoVadis assessment and is unable to demonstrate its CSR risk level through any other third-party CSR expert assessment or audit, in most cases, lead to less or no contracts being placed with that vendor.

Impact of engagement, including measures of success

Carbon reduction activities within Atos' supply chain include: • Ongoing work with our existing suppliers and negotiation of specific progress plans • New supplier selection criteria include an increased weight of CSR risk and environmental topics • A reinforcement of the energy consumption and CO2 emissions as key purchasing criteria for goods and services • Inclusion of the cost of energy and of the Internal Carbon Price into business cases and Total Cost of Ownership (TCO) calculations • Ongoing improvements regarding actionable KPIs (e.g. data from life cycle assessments) to track progress over time Also, Atos proposes a Decarbonization Clause in all new/renewed/renewed contracts of 3 years and more, as well as to all top 250 suppliers and strategic suppliers. By signing this clause the supplier commits to the Science Based Target Initiative and sets an objective of reducing their overall carbon footprint (GHG Scopes 1, 2 and 3) aligned with the SBTi targets. Based on the EcoVadis environment theme score or the Atos internal carbon rating, suppliers are classified green (scoring 50% or more for the environmental category) or red (scoring less than 50%). Green suppliers are mature from a carbon perspective and red suppliers require improvement. Atos internal stakeholders are encouraged to spend more with green suppliers and less with red suppliers through the internal carbon price. Red suppliers are also addressed about their red classification and Atos offers them support to improve their carbon performance. The objective is not to terminate red suppliers' agreements, but to help them improve and become green. Impact of engagement to date In 2021, 68% of total Atos Group spend has been assessed. The percentage of spend with green suppliers increased by 16%, and the percentage of spend with red suppliers decreased by 11%. These improvements were directly reflected in Atos's positive Internal Carbon Price (ICP) results and also in Atos value chain emissions. Measure of success (targets) Our measure of success is twofold, with two separate targets with a similar minimum threshold: 1. internally to switch internal procurement to 100% classified green suppliers by 2028 2. all suppliers to implement emission reduction targets by 2028.

Comment

Case study - Atos Supplier Day and supplier decarbonization awareness: The Atos Supplier Day took place on November 12th 2020 and gathered together stakeholders from our top 250 suppliers and key partners. The event was led by our CEO, CPO, and the Procurement team supported by Atos Executives and senior leaders. The Decarbonization program and the Atos ambition to reduce carbon footprint across the supply chain was one of the key topics. EcoAct, as a specialist in climate consulting was introduced as part of Atos. There were two interactive workshops around decarbonization specifically including top Atos suppliers, that helped Atos to build the network which will help deliver the Atos NetZero goal. 2021 Case study - Local purchasing and control in terms of environmental impact: Through the permanent dialogue with suppliers, Atos monitors the percentage of the procurement budget used for significant locations of operation that is spent on local suppliers to that operation (such as percentage of products and services purchased locally). In the 67 countries where Atos Procurement is operating, six countries (France, Germany, USA, United Kingdom, Netherlands and Belgium) represent 76% of the spend. The eight largest countries representing 81% of Atos spend are under control in terms of sustainability and are all located in Europe and North America. Global Procurement aims to centralize spend and sign global agreements with larger suppliers. However, many of these suppliers are present in the countries that we operate in and as such 79% of the delivery of goods and services are done at local level, reducing our impact on the environment. This is also explained by the use of vendors located in numerous countries and the use of distributors for IT materials [GRI 204-1].

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Collaboration & innovation	Run a campaign to encourage innovation to reduce climate change impacts
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% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

100

Please explain the rationale for selecting this group of customers and scope of engagement

Rationale for selecting this group of customers Atos works very closely with all clients (all sectors, all regions, since all businesses face this challenge) on innovation to reduce climate change impacts and grow the revenue from our decarbonization solutions. In 2021 we hosted 494 Client Innovation Workshops where we worked together on new solutions to their challenges. Our clients' challenges are key drivers for innovation at all levels of Atos. E.g. members of our Expert Community of distinguished technologists regularly meet with clients to share their perspectives with them, in order to create value for our clients.. As part of Atos' ambition to unlock the carbon neutral economy with digital technologies, we provide advisory services to customers to innovate to reduce their climate change impact. This approach and the innovation process are based on a new services portfolio, which focuses on accelerating their journey to net-zero, taking customers on a journey from A to Zero in five modules. As every business is unique and at different points along their emissions reduction pathway, not every action and initiative included will be relevant as it may already be in hand, but the fundamentals of the programme and how to successfully reach and maintain net-zero are the same for all organisations. Whilst the task is not small, the ambition must be zero. The Atos Zero portfolio 5 module approach is summarized as follows: • Plan for Zero - Setting intent, understanding climate impact and agreeing net-zero ambition • Forecast for Zero - Understand the risks and opportunities through scenario planning and analysis • Measure for Zero - Ensuring the right data and systems, targets and reporting are in place to measure performance • Change for Zero - With everything in place, emission reduction starts. Transformative business and digital initiatives from energy management systems, carbon pricing, renewables, supply chain, industry solutions, digital solutions to reach the ambition target • Contribute for Zero - Final link to capture any remaining emissions through a removal strategy of offsetting projects. See <https://eco-act.com/net-zero-emissions/>. Specifically for ICT, we also offer our Digital Decarbonization Assessment (DDA) service, which provides a comprehensive view of the maturity of the clients ICT systems and provides a roadmap for improvement.

Impact of engagement, including measures of success

Measures of Success: In 2021, the EU Taxonomy-aligned revenue (i.e. sustainable revenue) derived specifically from our decarbonization solutions (net zero practice) pertaining to advisory services was €42.3 million (figure does not include offsets). Our measure of success is an increased volume of sales of these decarbonization solutions, with a threshold for success set to an increase in revenue proportionate to the planned increase of Taxonomy-aligned revenue from 4.4% in 2021 to 8.4% in 2025 as described in question C3.5a. calculation: €42.3 million * (8.4%/4.4%) = €80.8 million in 2025. The impacts of our engagements vary customer to customer, with two specific examples below: 2021 Case study Measure For Zero: One of the services provided is to support organizations in the carbon and energy management programmes and to assist them in strategic planning and reporting of performance. EcoAct, a subsidiary of Atos, is a Gold CDP Climate Change partner and a Gold CDP Partner for science-based targets. Every year we work with a wide range of companies across many sectors to help them innovate new approaches to their climate change challenges, targets and achieve improvements to their annual CDP disclosures. In 2021, EcoAct supported 110 responses for 81 clients, of which 40% of the responses achieved a leadership grade (A or A-) with 13 clients of EcoAct receiving a CDP A-list ranking. 2020 Case study DDA for Siemens. As one of our first clients to use the DDA service, Siemens already had a mature sustainability programme and had committed to a 1.5 degree Science Based Target. However, they needed support to understand the impacts of their IT infrastructure and how this could be better managed and improved, as a source of emissions and to help the wider business to reduce its emissions. As a result, not only did they gain the required understanding of their IT, but the DDA service produced outcomes that provided significant business value, such as a heat map of the key areas upon which to focus, which helped in set the future strategy for IT services. Importantly, it also enabled Siemens to align their IT and Net Zero strategies. An additional unforeseen benefit was that the users of IT within the business became aware of the IT services, their impacts and potential to reduce emissions elsewhere and this started delivering immediate value to the business.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

Climate-related engagement strategy

Atos has the ambition to become “the global leader in secure and decarbonized digital”. To achieve this goal, we maintain a strategy of engagement with our value chain to construct a unique ecosystem that can deliver innovative new services across the spectrum of decarbonization.

2021 Methods of engagement

- 1) Through our verticalized global organisation structure, borne from our Spring programme, which enables Atos to get closer to 6 specific commercial and public sector groups.
- 2) Mergers and acquisitions: bolt-on acquisitions to boost key offerings, particularly in decarbonization, cloud and digital security.
- 3) Engagement through academia, developing people skills, attracting the best talents from leading universities.

Prioritization of engagements with other elements of the value chain:

Because decarbonization leadership is core to Atos' raison d'être, and our public commitments and targets, these engagements are all given high priority as they will most likely support these ambitions.

Measure of success of these engagements: The measures of success are through commercial engagements with customers (decarbonization revenues) and product portfolio presence.

Partners in the value chain:

Atos strategically partners with IT infrastructure and hardware manufacturers and software vendors, cloud services, customers and innovative start-ups. Examples of these are Dell EMC, Siemens, Amazon Web Services, Google Cloud, Microsoft Azure. These are global partnerships aimed at serving all sectors.

2020 Case study - Climate-related engagement strategy with other partners – In Transport & Logistics – Siemens:

Atos accelerates the development and competitiveness of transport operators with digital fleet and asset management solutions, such as the smart connected vessels solution developed through its **strategic alliance with Siemens** which delivers fuel savings of up to 5% and a lower carbon footprint. Atos in partnership with Siemens have also developed a solution enabling sustainable mobility through a smart vehicle charging infrastructure, which is aimed at supporting the take-up of emissions-free transportation across society. This required an investment in a platform capable of seamlessly offering a front-end customer app, interfacing with charging station hardware, managing customer onboarding, recharging purchases and billing. The solution had to be flexible and interoperable enough to work with a variety of incompatible charging point providers, devices and channels, yet powerful enough to manage the entire lifecycle of the charging process. Once launched, the app began to show immediate results. Within three weeks, the energy provider saw a 39% increase in new customers. In addition, flat-rate contracts jumped by 33% while pay-per-use contracts were up by 44%.

2021 Case study - Climate-related engagement strategy with other partners - Atos “Scaler program”:

We also work with promising and disruptive startups. The Atos Scaler accelerator program, launched in 2020 to bring the best cutting-edge innovative startups into the Atos ecosystem, supports Atos decarbonization portfolio and enhance our go-to-market. It involves collaboration with promising startups, and it is key to the future of Atos and the future of our clients. In 2021 more than 50% of the members of Atos Scaler, are already enriching Atos's decarbonization portfolio. Scaler startups have strengthened nearly 20 industry solutions in the Atos portfolio in 2021. Also in 2021, Scaler integrated 8 new startups, which also complement Atos' sector portfolio and boost its go-to-market, with a particular focus on decarbonization and digital security.

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

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

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, climate-related requirements are included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Setting a science-based emissions reduction target

Description of this climate related requirement

Decarbonization Clause is included in all contracts to our 'top 250' suppliers and strategic suppliers, in all new contracts and in all renegotiated/renewed contracts of 3 years or more. Atos asks its suppliers to sign the clause, commit to the Science Based Target Initiative and set an objective of reducing their overall carbon footprint (GHG Scopes 1, 2 and 3) aligned with the SBTi targets. There are 2 versions of the clause: Version for 'green' suppliers (= environmentally mature based on EcoVadis Environment score): The supplier is expected to disclose its carbon emissions annually to Atos, demonstrating emissions reductions in line with the SBTi 1.5-degree Celsius trajectory, with the first emission reduction achieved within a 1.5-year period from the Effective Date of the agreement. Version for other suppliers (new/non-assessed suppliers and 'red' suppliers judged not environmentally mature based on EcoVadis Environment score): The supplier is expected to disclose its carbon emissions annually to Atos, demonstrating that emissions reduction is achieved in line with a well-below 2-degrees Celsius trajectory, with the first emission reduction achieved within a 2-year period from the Effective Date of the agreement. Each year the supplier should demonstrate to Atos the decrease of its carbon emissions, documented by appropriate evidence (for example external audits of its carbon emissions). In 2021, 29% of Atos suppliers above €2 million spend have committed to SBTi

% suppliers by procurement spend that have to comply with this climate-related requirement

29

% suppliers by procurement spend in compliance with this climate-related requirement

29

Mechanisms for monitoring compliance with this climate-related requirement

Supplier self-assessment
Off-site third-party verification

Response to supplier non-compliance with this climate-related requirement

Exclude

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate

Yes, we engage indirectly through trade associations

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

Within the Universal Registration Document, see the Raison d'etre, pages 6-9
2021 Registration Document.pdf

Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy

Atos' public commitment to the Paris Agreement, as well as its overall climate change strategy, are enshrined in Atos' core 'Sense of Purpose', or 'Raison d'être' which informs all Atos activities, including Atos' efforts to engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate, also when this is done indirectly via Trade Associations. Atos' climate change strategy, as expressed through our commitment to the Science Based Targets and to the goal of the Paris Agreement to limit global warming to 1.5 degrees C, is also embedded in the Environment section of the Atos Code of Ethics, to which Atos employees are required to adhere. Each year, all Atos employees are required to successfully complete a mandatory training on the Code of Ethics, which helps ensure that their understanding of our overall climate change strategy is up-to-date, and furthermore helps ensure that their engagement activities are consistent with this strategy.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3b

(C12.3b) Provide details of the trade associations your organization engages with which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify (techUK)

Is your organization's position on climate change consistent with theirs?

Consistent

Has your organization influenced, or is your organization attempting to influence their position?

We publicly promote their current position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)

TechUK believes that IT is an enabler for reducing emissions which cause climate change, through making industrial, business and transport processes more efficient. Laws and expectations around responsible business conduct, in respect to both the environment and human rights, continues to grow. TechUK supports members as they navigate this increasingly complex area, working with industry leaders, government, stakeholders, and NGOs to share best practice, monitor and respond to legislative developments and support industry initiatives.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)

Describe the aim of your organization's funding

<Not Applicable>

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Trade association

Other, please specify (Numeum)

Is your organization's position on climate change consistent with theirs?

Consistent

Has your organization influenced, or is your organization attempting to influence their position?

We publicly promote their current position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)

Numeum believes that IT is an enabler for reducing emissions which cause climate change, through making industrial, business and transport processes more efficient.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)

Describe the aim of your organization's funding

<Not Applicable>

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In mainstream reports

Status

Complete

Attach the document

2021 Registration Document.pdf

Page/Section reference

Governance - page 171 Strategy (Overview of Atos main challenges and ambition) - page 167 Risks and opportunities related to environment - page174 Carbon footprint and energy efficiency of Atos - page 181 Other metrics – pages 195-199

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, but we plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impact of its value chain on biodiversity?

	Does your organization assess the impact of its value chain on biodiversity?	Portfolio
Row 1	No, but we plan to assess biodiversity-related impacts within the next two years	<Not Applicable>

C15.4

(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity-related commitments
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years	<Not Applicable>

C15.5

(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No, we do not use indicators, but plan to within the next two years	Please select

C15.6

(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In mainstream financial reports	Other, please specify (Universal registration Document (URD))	Information published by Atos. Bespoke biodiversity protection measures: • Mitigating/offsetting specific projects (URD 2021 Chapter 5.2.5.2) • Biodiversity and land use, air emissions and pollution (URD 2021 Chapter 5.2.7.4) 2021 Registration Document.pdf

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Strategy & Sustainability Officer and General Secretary	Director on board