

## GRI content index

Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
GRI 2: General Disclosures 2021	2-1 Organizational details	Universal Registration document p. 9 - 1 Group Overview --> Atos profile p. 86 - 4.1.1 Corporate Form p. 492 - 9.3 Locations	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available		
	2-2 Entities included in the organization's sustainability reporting	Universal Registration document p. 317 - 5.6.1.4 --> Reporting scope for the indicators resulting from the materiality study			
	2-3 Reporting period, frequency and contact point	Universal Registration document p. 317 - 5.6.1.3 Alignment with GRI Sustainability Standards and Sustainability Accounting Standards Board (SASB) p. 318 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 470 - 8.6 Contacts			
	2-4 Restatements of information	Universal Registration document p. 316 - 5.6.1 Scope of the report p. 318 - 5.6.1.5 --> Detailed information related to the restatements of information			
	2-5 External assurance	Universal Registration document p. 316 - 5.6.1 Scope of the report p. 322 - 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			
	2-6 Activities, value chain and other business relationships	Universal Registration document p. 9 - 1 Group Overview --> Atos profile p. 24 - 1 Group Overview --> Market sizing and competitive landscape p. 27 - 1 Group Overview --> Business model p. 272 - 5.4.6.2 --> Local spending p. 272 - 5.4.6.2 --> Atos' spend 2023 by category			
	2-7 Employees	Universal Registration document p. 232 - 5.3.7.1 --> Smart working conditions p. 241 - 5.3.9 --> Number of employees			
	2-8 Workers who are not employees	Universal Registration document p. 241 - 5.3.9 --> Number of employees			
	2-9 Governance structure and composition	Universal Registration document p. 11 - 1 Group Overview --> Board of Directors p. 14 - 1 Group Overview --> Group Executive Board p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles p. 175 - 5.1.2 Governance			
	2-10 Nomination and selection of the highest governance body	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles			
	2-11 Chair of the highest governance body	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles			
	2-12 Role of the highest governance body in overseeing the management of impacts	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles p. 174 - 5.1 Introduction to CSR at Atos			
	2-13 Delegation of responsibility for managing impacts	Universal Registration document p. 175 - 5.1.2 Governance			
	2-14 Role of the highest governance body in sustainability reporting	Universal Registration document p. 175 - 5.1.2 Governance			
	2-15 Conflicts of interest	Universal Registration document p. 116 - 4.2.3.8 Potential conflict of interest and agreements p. 117 - 4.2.3.9 --> Conflicts of interest			
	2-16 Communication of critical concerns	Universal Registration document p. 280 - 5.4.7.2.3 --> Group Ethics Alert System p. 288 - 5.4.8.6 Monitoring system			
	2-17 Collective knowledge of the highest governance body	Universal Registration document p. 175 - 5.1.2 Governance			
	2-18 Evaluation of the performance of the highest governance body	Universal Registration document p. 128 - 4.2.5 Assessment of the works of the Board of Directors p. 308 - 5.4.13 --> Attendance rate at Board meetings (%)			
	2-19 Remuneration policies	Universal Registration document p. 123 - 4.3.3 Performance share plans and stock subscription or purchase option plans			
	2-20 Process to determine remuneration	Universal Registration document p. 123 - 4.2.4.5 The Remuneration Committee's activity			
	2-21 Annual total compensation ratio	Universal Registration document p. 235 - 5.3.7.2 --> Remuneration analysis			
	2-22 Statement on sustainable development strategy	Universal Registration document p. 18 - 1 Group Overview --> Integrated Performance Dashboard p. 33 - 1 Group Overview --> Atos approach to CSR p. 33 - 1 Group Overview --> CSR challenges and indicators of progress p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 180 - 5.1.5 --> Atos materiality matrix			
	2-23 Policy commitments	Universal Registration document p. 276 - 5.4.7.2.1 Ethics and Compliance Identification and Assessment Measures p. 277 - 5.4.7.2.2 --> A - Code of Ethics p. 278 - 5.4.7.2.2 --> D - Communication and training strategy			
	2-24 Embedding policy commitments	Universal Registration document p. 267 - 5.4.6.1 --> The Atos Fortners' Commitment to Integrity p. 270 - 5.4.6.1 --> Labor and human rights p. 276 - 5.4.7.2.1 Ethics and Compliance Identification and Assessment Measures p. 277 - 5.4.7.2.2 --> A - Code of Ethics p. 278 - 5.4.7.2.2 --> D - Communication and training strategy p. 289 - 5.4.9 Human Rights			
	2-25 Processes to remediate negative impacts	Universal Registration document p. 283 - 5.4.8.3.3 Mitigation Actions p. 287 - 5.4.8.4.3 Mitigation Actions			
	2-26 Mechanisms for seeking advice and raising concerns	Universal Registration document p. 280 - 5.4.7.2.3 --> Group Ethics Alert System			

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OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	OMISSION	EXPLANATION
	2:27 Compliance with laws and regulations	<b>Universal Registration document</b> p.197 - 5.2.5.2 --> Big Data and Cybersecurity hardware other environmental challenges p.281 - 5.4.7.2.4 --> 3 <sup>rd</sup> line of defense p.310 - 5.4.13 --> Compliance with laws and regulations p.315 - 5.5 --> Compliance with laws and regulations				
	2:28 Membership associations	<b>Universal Registration document</b> p.177 - 5.1.4 Atos stakeholders' approach and engagement				
	2:29 Approach to stakeholder engagement	<b>Universal Registration document</b> p.177 - 5.1.4 Atos stakeholders' approach and engagement p.177 - 5.1.4 --> Mapping of stakeholders' expectations p.245 - 5.4.2.1 Permanent improvement of client satisfaction p.308 - 5.4.13 Governance non-financial performance Indicators p.308 - 5.4.13 --> Client satisfaction and delivery capability p.314 - 5.5 --> Client satisfaction and delivery capability				
	2:30 Collective bargaining agreements	<b>Universal Registration document</b> p.236 - 5.3.7.2 --> Collective bargaining agreements p.243 - 5.3.9 --> Collective bargaining agreements p.313 - 5.5 --> Collective bargaining agreements				
<b>Material topics</b>						
GRI 3: Material Topics 2021	3:1 Process to determine material topics	<b>Universal Registration document</b> p.179 - 5.1.5 Challenges and Materiality Matrix				A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3:2 List of material topics	<b>Universal Registration document</b> p.179 - 5.1.5 --> Atos material topics and boundaries aligned with GRI Standards p.180 - 5.1.5 --> Atos materiality matrix				
<b>Compliance with laws &amp; regulations, including anti-bribery</b>						
GRI 3: Material Topics 2021	3:3 Management of material topics	<b>Universal Registration document</b> p.36 - 1 Group Overview --> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.1.1 Vision p.175 - 5.1.2 Governance p.176 - 5.1.3 Strategy p.177 - 5.1.4 Atos stakeholders' approach and engagement p.179 - 5.1.5 Challenges and Materiality Matrix p.180 - 5.1.5 --> Atos materiality matrix p.273 - 5.4.7.1 Ethics and Compliance non-financial performance challenges p.308 - 5.4.13 Governance Non-Financial Performance Indicators p.317 - 5.6.13 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 206: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<b>Universal Registration document</b> p.268 - 5.4.6.1 --> Ecovadis and CSR alternative assessments p.308 - 5.4.13 Governance non-financial performance Statement p.309 - 5.4.13 --> Supplier Screening p.310 - 5.4.13 --> Operations assessed for risks related to corruption p.315 - 5.5 --> Operations assessed for risks related to corruption				
	205-2 Communication and training about anti-corruption policies and procedures	<b>Universal Registration document</b> p.275 - 5.4.7.2.2 --> G - Communication and training strategy p.308 - 5.4.13 Governance non-financial performance Indicators p.310 - 5.4.13 --> Percentage of employees trained on the Code of Ethics				
	205-3 Confirmed incidents of corruption and actions taken	<b>Universal Registration document</b> p.281 - 5.4.7.2.4 --> 3 <sup>rd</sup> line of defense p.308 - 5.4.13 Governance non-financial performance Indicators p.310 - 5.4.13 --> Actions taken in response to incidents of corruption p.315 - 5.5 --> Actions taken in response to incidents of corruption				
<b>Carbon footprint and energy efficiency of Atos operations</b>						
GRI 3: Material Topics 2021	3:3 Management of material topics	p.36 - 1 Group Overview --> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.1.1 Vision p.175 - 5.1.2 Governance p.176 - 5.1.3 Strategy p.177 - 5.1.4 Atos stakeholders' approach and engagement p.179 - 5.1.5 Challenges and Materiality Matrix p.180 - 5.1.5 --> Atos materiality matrix p.182 - 5.2.1 Atos Environmental Program summary p.184 - 5.2.2 Environmental governance p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance indicators p.317 - 5.6.13 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<b>Universal Registration document</b> p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.204 - 5.2.8 --> Energy consumption within the organization (all energy sources) p.318 - 5.6.15 --> Detailed explanation of the change in data center electricity consumption reporting				
	302-2 Energy consumption outside of the organization	<b>Universal Registration document</b> p.196 - 5.2.4.2 Travel Impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy consumption outside of the organization (Travel)				
	302-3 Energy intensity	<b>Universal Registration document</b> p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy intensity p.321 - 5.6.15 --> Detailed information regarding energy indicators				
	302-4 Reduction of energy consumption	<b>Universal Registration document</b> p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy Saving Initiatives				
	302-5 Reductions in energy requirements of products and services	<b>Universal Registration document</b> p.196 - 5.2.4.2 Energy consumption and travel impact p.196 - 5.2.4.2 --> Energy consumption, energy source and optimization in the offices p.196 - 5.2.4.2 --> Energy consumption, energy source and optimization in the datacenters p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Estimated average PUE for core Datacenters				
A14	A14 EMS & Number of sites certified ISO 14001	<b>Universal Registration document</b> p.186 - 5.2.2.3 Environmental Management Systems and ISO 14001 certification p.204 - 5.2.8 Environmental non-financial performance indicators p.207 - 5.2.8 --> ISO 14001 certification of Atos main sites (offices and DCs)				

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OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	OMISSION	EXPLANATION
A20	A20 Natural Disasters	<p><b>Universal Registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.207 - 5.2.8 --&gt; Natural disasters</p> <p>p.312 - 5.5 --&gt; Natural disasters</p>				
<b>Carbon footprint and energy efficiency of Atos operations</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>p.36 - 1 Group Overview --&gt; Risk management</p> <p>p.174 - 5.1 Introduction to CSR at Atos</p> <p>p.174 - 5.1.1 Vision</p> <p>p.175 - 5.1.2 Governance</p> <p>p.176 - 5.1.3 Strategy</p> <p>p.177 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p.179 - 5.1.5 Challenges and Materiality Matrix</p> <p>p.180 - 5.1.5 --&gt; Atos materiality matrix</p> <p>p.182 - 5.2.1 Atos Environmental Program summary</p> <p>p.184 - 5.2.2 Environmental governance</p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.204 - 5.2.8 Environmental non-financial performance indicators</p> <p>p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p>				
GRI 306: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p><b>Universal registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.192 - 5.2.4.1 --&gt; 2023 emissions per Scope 1, 2 and 3</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.205 - 5.2.8 --&gt; Greenhouse gas emissions Scope 1</p> <p>p.318 - 5.6.1.5 --&gt; Detailed information regarding GHG emissions reporting, Scopes and KPIs</p> <p>p.320 - 5.6.1.5 --&gt; Detailed information regarding Science-Based targets and KPI baselines realignment</p>				
	305-2 Energy indirect (Scope 2) GHG emissions	<p><b>Universal registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.192 - 5.2.4.1 --&gt; 2023 emissions per Scope 1, 2 and 3</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.205 - 5.2.8 --&gt; Greenhouse gas emissions Scope 2</p> <p>p.318 - 5.6.1.5 --&gt; Detailed information regarding GHG emissions reporting, Scopes and KPIs</p> <p>p.320 - 5.6.1.5 --&gt; Detailed information regarding Science-Based targets and KPI baselines realignment</p>				
	305-3 Other indirect (Scope 3) GHG emissions	<p><b>Universal registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.192 - 5.2.4.1 --&gt; 2023 emissions per Scope 1, 2 and 3</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.205 - 5.2.8 --&gt; Greenhouse gas emissions Scope 3</p> <p>p.318 - 5.6.1.5 --&gt; Detailed information regarding GHG emissions reporting, Scopes and KPIs</p> <p>p.320 - 5.6.1.5 --&gt; Detailed information regarding Science-Based targets and KPI baselines realignment</p>				
	305-4 GHG emissions intensity	<p><b>Universal registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.206 - 5.2.8 --&gt; Greenhouse gas emissions intensity</p> <p>p.318 - 5.6.1.5 --&gt; Detailed information regarding GHG emissions reporting, Scopes and KPIs</p> <p>p.320 - 5.6.1.5 --&gt; Detailed information regarding Science-Based targets and KPI baselines realignment</p>				
	305-5 Reduction of GHG emissions	<p><b>Universal Registration document</b></p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.194 - 5.2.4.1 --&gt; Carbon reduction activities</p> <p>p.194 - 5.2.4.1 --&gt; 2019-2023 emissions reductions and progress towards 2025</p> <p>p.195 - 5.2.4.1 --&gt; Carbon offsetting</p> <p>p.204 - 5.2.8 Environmental non-financial performance Indicators</p> <p>p.206 - 5.2.8 --&gt; Reduction of greenhouse gas (GHG) emissions</p> <p>p.318 - 5.6.1.5 --&gt; Detailed information regarding GHG emissions reporting, Scopes and KPIs</p>				
	305-6 Emissions of ozone-depleting substances (ODS)	<p><b>Universal Registration document</b></p> <p>p.203 - 5.2.7.4 Biodiversity and land use, air emissions and pollution</p>				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p><b>Universal Registration document</b></p> <p>p.203 - 5.2.7.4 Biodiversity and land use, air emissions and pollution</p>				
<b>Solutions to address clients' environmental challenges including decarbonization (11 for Green)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>p.36 - 1 Group Overview --&gt; Risk management</p> <p>p.174 - 5.1 Introduction to CSR at Atos</p> <p>p.174 - 5.1.1 Vision</p> <p>p.175 - 5.1.2 Governance</p> <p>p.176 - 5.1.3 Strategy</p> <p>p.177 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p.179 - 5.1.5 Challenges and Materiality Matrix</p> <p>p.180 - 5.1.5 --&gt; Atos materiality matrix</p> <p>p.182 - 5.2.1 Atos Environmental Program summary</p> <p>p.184 - 5.2.2 Environmental governance</p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.204 - 5.2.8 Environmental non-financial performance indicators</p> <p>p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p>				
GRI 302-5 Reductions in energy requirements of products and services	GRI 302-5_A Estimated average PUE for core Datacenters	<p><b>Universal Registration document</b></p> <p>p.205 - 5.2.8 --&gt; Estimated average PUE for core Datacenters</p>				
A20: Natural Disasters	A20_A Percentage of the core Datacenters that have synchronous data replication capacities (in %)	<p><b>Universal Registration document</b></p> <p>p.207 - 5.2.8 --&gt; Percentage of the core Datacenters that have synchronous data replication capacities (in %)</p>				
<b>Eco-efficiency of technologies and solutions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p><b>Universal Registration document</b></p> <p>p.36 - 1 Group Overview --&gt; Risk management</p> <p>p.174 - 5.1 Introduction to CSR at Atos</p> <p>p.174 - 5.1.1 Vision</p> <p>p.175 - 5.1.2 Governance</p> <p>p.176 - 5.1.3 Strategy</p> <p>p.177 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p.179 - 5.1.5 Challenges and Materiality Matrix</p> <p>p.180 - 5.1.5 --&gt; Atos materiality matrix</p> <p>p.182 - 5.2.1 Atos Environmental Program summary</p> <p>p.184 - 5.2.2 Environmental governance</p> <p>p.188 - 5.2.3 Risks and opportunities related to environment</p> <p>p.204 - 5.2.8 Environmental non-financial performance indicators</p> <p>p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and</p>				

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GRI 302-4 Energy Saving Initiatives	GRI 302-4_A_c1 Estimated Energy savings in Datacenters - dedicated activities only (in MWh)	<b>Universal Registration document</b> p. 205 - 5.2.8 -> Estimated Energy savings in Datacenters - dedicated activities only (in MWh)					
	GRI 302-4_A_c5 Estimated Energy savings in Offices - dedicated activities only (in MWh)	<b>Universal Registration document</b> p. 205 - 5.2.8 -> Estimated Energy savings in Offices - dedicated activities only (in MWh)					
	GRI 302-4_A_c14 Cost savings due to energy savings in Offices and Datacenters (in € thousand)	<b>Universal Registration document</b> p. 205 - 5.2.8 -> Cost savings due to energy savings in Offices and Datacenters (in € thousand)					
AI4: EMS & Number of sites certified ISO 14001	AI4_c5 Number of Offices and Datacenters ISO14001 certified	<b>Universal Registration document</b> p. 207 - 5.2.8 -> Number of Offices and Datacenters ISO14001 certified					
	AI4_c6 Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified	<b>Universal Registration document</b> p. 207 - 5.2.8 -> Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified					
<b>Talent attraction and retention</b>							
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 208 - 5.3.2 Talent attraction and retention p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB) p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators					
	401-1 New employee hires and employee turnover	<b>Universal Registration document</b> p. 210 - 5.3.2.1 -> Number and rate of people entering the Company per gender and age in 2023 p. 210 - 5.3.2.1 -> Number and rate of people leaving the Company per gender and age in 2023 p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 -> Organizational workforce in headcount and Employee Turnover p. 243 - 5.3.9 -> Employee Hiring p. 313 - 5.5 -> Employee Hiring p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Universal Registration document</b> p. 234 - 5.3.7.2 -> Health care coverage, death and disability benefits p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 -> Benefits to employees p. 313 - 5.5 -> Benefits to employees p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators					
GRI 401: Employment 2016	401-3 Parental leave	<b>Universal Registration document</b> p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 -> Return to work and retention rates after parental leave p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators					
	<b>Employees' Health and Safety</b>						
	GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
403-1 Occupational health and safety management system		<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 -> Local Initiatives p. 235 - 5.3.7.3 -> Awareness and involving employees					
403-2 Hazard identification, risk assessment, and incident investigation		<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work					
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 -> Local Initiatives					
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 -> Local Initiatives p. 236 - 5.3.7.3 -> Collective bargaining agreements					
	403-5 Worker training on occupational health and safety	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work					
	403-6 Promotion of worker health	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work					
	403-8 Workers covered by an occupational health and safety management system	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 Global Initiatives					
	403-9 Work-related injuries	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 -> Health and safety p. 313 - 5.5 -> Global absenteeism rate					
	403-10 Work-related ill health	<b>Universal Registration document</b> p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 -> Number of staff seriously injured work related					

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A16	Health and safety	<b>Universal Registration document</b> p. 232 - 5.3.7 -> Smart working conditions p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 -> Health and safety				
<b>Skills management &amp; development</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 208 - 5.2 Talent attraction and retention p. 212 - 5.3.3 Skills management and development p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)  p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<b>Universal Registration document</b> p. 212 - 5.3.3 Skills management and development p. 213 - 5.3.3.2 Learning and Development p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 -> Average training hours per employee p. 313 - 5.5 -> Average training hours per employee p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators				
	404-2 Programs for upgrading employee skills and transition assistance programs	<b>Universal Registration document</b> p. 212 - 5.3.3 Skills management and development p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 -> Programs for upgrading employee skills p. 313 - 5.5 -> Programs for upgrading employee skills p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators				
	404-3 Percentage of employees receiving regular performance and career development reviews	<b>Universal Registration document</b> p. 212 - 5.3.3 Skills management and development p. 215 - 5.3.3.3 -> Performance Management p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 -> Career development monitoring p. 313 - 5.5 -> Career development monitoring p. 321 - 5.6.1.5 -> Detailed information related to Human Resources Indicators				
<b>Security &amp; Data Protection</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 169 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 263 - 5.4.5 Ethical and trustworthy management of data p. 308 - 5.4.1.3 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b>Universal Registration document</b> p. 263 - 5.4.5 Ethical and trustworthy management of data p. 265 - 5.4.5.2 Protecting personal data in a data driven world p. 308 - 5.4.1.3 Governance non-financial performance Indicators p. 309 - 5.4.1.3 -> Customer Privacy p. 314 - 5.5 -> Customer Privacy				
A3	Data Security Incidents	<b>Universal Registration document</b> p. 228 - 5.4.4 -> Security key performance Indicators (KPIs) and reporting p. 308 - 5.4.1.3 Governance non-financial performance Indicators p. 309 - 5.4.1.3 -> Data security incidents p. 314 - 5.5 -> Data security incidents p. 321 - 5.6.1.5 -> Detailed information related to ISO 27001 Audits				
<b>Client satisfaction and delivery capability</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 308 - 5.4.1.3 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 2-29 Approach to stakeholder engagement	Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)				
	Net Promoter Score for our top clients	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Net Promoter Score for our top 200 clients				
	Net Promoter Score for all clients	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Net Promoter Score for all clients				
<b>Corporate governance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1 Group Overview -> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 -> Atos materiality matrix p. 308 - 5.4.1.3 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
LFR149	Are the roles of Chairman and CEO separated? (Y/N)	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Are the roles of Chairman and CEO separated? (Y/N)				
GRI 102-28	Attendance rate at Board meetings (%)	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Attendance rate at Board meetings (%)				
LFR150	Number of members of the Board of Directors/Supervisory Board	<b>Universal Registration document</b> p. 308 - 5.4.1.3 -> Number of members of the Board of Directors/Supervisory Board				

# GRI content index

Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
LFK160.1	Number of independent members of the Board of Directors	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Number of independent members of the Board of Directors			
GRI 406-1	Percentage of female in Governance bodies (Board of Directors)	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Percentage of female in Governance bodies (Board of Directors)			
G.Q11	Number of employee representatives among the Board	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Number of employee representatives among the Board			
LFK162	Number of Board members of different nationality than the company headquarters	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Number of Board members of different nationality than the company headquarters			
LFK197	Share capital held by members of the Management Board (%)	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Share capital held by members of the Management Board (%)			
G.Q16	Number of members within the Group Executive Board	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Number of members within the Group Executive Board			
GRI 406-L, c16; SASB TC-SI-330e.3; G.CN06	Share of women in the Group Executive Board	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Share of women in the Group Executive Board			
<b>Research &amp; Innovation</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Universal Registration document</b> p. 36 - 1. Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 308 - 5.4.13 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
A10: Initiatives regarding innovative services / product developments	A10 Client innovation workshops	<b>Universal Registration document</b> p. 245 - 5.4.2.1 Permanent improvement of client satisfaction p. 248 - 5.4.3 --> Client Innovation Workshops (CIW) p. 308 - 5.4.13 Governance non-financial performance Indicators p. 308 - 5.4.13 --> Initiatives regarding innovative services / Product developments p. 315 - 5.5 --> Initiatives regarding innovative services / Product developments			
	A27_B Number of patents fulfilled during the reporting year	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Number of patents fulfilled during the reporting year			
	A10_C2.1 Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)			
	A10_C2.2 - Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)	<b>Universal Registration document</b> p. 308 - 5.4.13 --> Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)			
A12: Business partners & ecosystem	A12 Business partners & ecosystem	<b>Universal Registration document</b> p. 308 - 5.4.13 Governance: non-financial performance Indicators p. 308 - 5.4.13 --> Business partners & ecosystem p. 314 - 5.5 Business partners and ecosystem			
	A12_A Number of startups active during the reporting period	<b>Universal Registration document</b> p. 308 - 5.4.13 --> A12_A Number of startups active during the reporting period			