

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

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GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

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Disasters	capacities (in %)	replication capacities (in %)			
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		Universal Registration document	OMITTED	MEASON	EXPLANATION
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GRI 302-4 Energy Saving Initiatives	GRI 302-4_A_c5Estimated Energy savings in Offices - dedicated activities only (in MWh)	Universal Registration document p. 205 - 5.28> 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)	$\begin{tabular}{ll} \begin{tabular}{ll} Universal Registration document \\ p. 205 - 5.28 \rightarrow Cost savings due to energy savings in Offices and Datacenters (in \in thousand) \end{tabular}$			
A14: EMS & Number	A14_c5 Number of Offices and Datacenters ISO14001 certified	Universal Registration document p. 207 - 5.2.8> Number of Offices and Datacenters ISO14001 certified			
of sites certified ISO 14001	A14_c6 Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified	Universal Registration document p. 207 - 5.28> Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified			
GRI 3: Material Topics 2021	a detention 3-3 Management of material topics	Universal Registration document p. 36-1. Group Overview> Bist management p. 174-5. Introduction to CSR at Atos p. 174-5.11 Vision p. 175-5.11 Vision p. 175-5.12 Governance p. 175-5.13 Strategy p. 177-5.14 Atos stakeholders' approach and engagement p. 175-5.15 Challenges and Materiality Matrix p. 176-5.15 Challenges and Materiality Matrix p			
	401-1 New employee hires and employee turnover	Universal Registration document p. 201- 3.21.— Number and rate of people entering the Company per gender and age in 2023 p. 200- 3.231.— Number and rate of people leaving the Company per gender and age in 2023 p. 200- 5.39 Social Non-Financial Performance Indicators p. 240- 5.39 — Organizational worldroze in headcount and Employee Turnover p. 243- 5.39 — Employee Hiring p. 321- 5.615 — Detailed information related to Human Resources indicators			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Universal Registration document p. 234 - 5.312 Health care coverage, death and disability benefits p. 246 - 5.39 Social Mon-Financial Performance Indicators p. 242 - 5.39 Benefits to employees p. 324 - 5.45 Benefits to employees p. 321 - 5.61 Detailed Information related to Human Resources Indicators			
	401-3 Parental leave	Universal Registration document p. 240 - 5.34 Social Non-Francial Performance Indicators p. 242 - 5.34 Social Non-Francial Performance Indicators p. 242 - 5.30 - 5.40 Extension to work and referention rates after parental leave p. 327 - 5.6.15> Detailed Information related to Human Resources indicators			
Employees' Health	and Safety T	omenia nomenia nomenia	T T	I	
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 36-1. Group Owerkew Nisk management p. 174-5. Introduction to CSR at Atos p. 174-5.11 Vision p. 175-5.11 Vision p. 175-5.11 Vision p. 175-5.11 Across a Vision of Convention p. 175-5.13 Strategy p. 175-5.11 Across atkeholders approach and engagement p. 175-5.15 Challenges and Materiality Matrix p. 175-5.31 Employee Health Safety and Welbleing at work p. 276-5.34 Employee Health Safety and Welbleing at work p. 276-5.34 Employee Health Safety and Welbleing at work p. 276-5.34 Sign More Thanks and Employee Thealth Safety p. 377-5.61 3 Migmment with GRI Scatianability Reporting Standards and Sastianability Accounting Standards Board (SASS)			
	403-1 Occupational health and safety management system	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.41 bLocal initiatives p. 235 - 5.3.7.3 - Awareness and involving employees			
	403-2 Hazard identification, risk assessment, and incident investigation	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work Universal Registration document			
	403-3 Occupational health services	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	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.41 -> Local initiatives p. 236 - 5.3.73 -> Collective bargaining agreements			
GRI 403: Occupational	403-5 Worker training on occupational health and safety	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
Health and Safety 2018	403-6 Promotion of worker health	Universal Registration document 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	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-8 Workers covered by an occupational health and safety management system	Universal Registration document 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	Universal Registration document p. 216 - 5.3.4 Employee Health Safety and Wellbeing at work p. 240 - 5.3.9 Social Nor-Financial Performance Indicators p. 242 - 5.3.9> Health and safety p. 313 - 5.5.> Global absenteeism rate			
	403-10 Work-related III health	Universal Registration document 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			



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	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION
A16	Health and safety	Universal Registration document p. 232 - 5.3.11 Smart working conditions p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 Health and safety	OMITE OF THE PROPERTY OF THE P		
Skillis management	& development				
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36-1. (Group Overview 9 kils management p. 174-5. Introduction to CSR at Atos p. 174-5.1 Vision p. 175-5.1 Vision p. 175-5.1 Vision p. 175-5.1 Strategy p. 177-5.1 A flow stake/holders approach and engagement p. 175-5.1 Schullenges and Materiality Matrix p. 175-5.1 Sept. and production and referention p. 175-5.1 Sept. and production and referention p. 175-5.1 Sept. analoguement and dievelopment p. 175-5.1 Sept. analoguement with GRI Schullandibly Reporting Standards and Sostalinability Accounting Standards Board (SASS)			
	404-1 Average hours of training per year per employee	Universal Registration document p. 72: 5-33 Selfs management and development p. 72: 5-33 Selfs management and development p. 240: 5.39 Social Non-Financial Performance Indicators p. 240: 5.39 Average training house per employee p. 33: 5.5 Average training house per employee p. 33: 5.5 Average training house per employee p. 37: 5.6.15> Detailed information related to Human Resources indicators			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Universal Registration document p. 272 - 5.3.3 938s management and development p. 275 - 5.3.3 938s management and development p. 240 - 5.3.9 9-0.1 Mon-Francial Performance Indicators p. 240 - 5.3.9 -> Programs for upgrading employee skills p. 337 - 5.6.15 -> Detailed information related to Human Resources indicators			
	404-3 Percentage of employees receiving regular performance and career development reviews	Universal Registration document p. 212 - 5.33 Skills management and development p. 212 - 5.33 Skills management p. 240 - 5.39 Social Non-Financial Performance Indicators p. 240 - 5.39 - Career development monitoring p. 313 - 5.5 - Career development monitoring p. 321 - 5.6.15 - Detailed information related to Human Resources indicators			
Security & Data Prot	ection	Universal Registration document			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 36-1. Group Overview 9 Risk management p. 174-5. Introordiction to CSR at Atos p. 174-5.11 Vision p. 174-5.11 Vision p. 175-5.11 Atos stay. P. 175-5.11 Vision			
GRI 418: Customer Privacy 2016	48-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	337 - 5-6 13 Alignment with CRI Systainability Reporting Standards and Universal Registration accument p. 263 - 5-8 Ethicial and Tustworthy management of data in p. 265 - 5-8 12 Stocketting personal data in a data driven world in 306 - 8-13 Covernance non-financial performance indicators p. 307 - 5-8 137 Covernance non-financial performance indicators p. 307 - 5-8 137 Covernance National Privacy p. 334 - 555 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 555 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 555 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 555 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be considered to the covernance indicators p. 334 - 335 - ~ Customer Physics you will be covernance indicators p. 334 - 335 - ~ Custo			
A3	Data Security Incidents	p. 288 - 5.4.4> Security key performance indicators (KPks) and reporting p. 308 - 6.413 Governance non-financial performance indicators p. 309 - 5.413> Data security indicators p. 314 - 5.5> Data security incidents p. 317 - 5.6.15> Detailed information related to ISO 27001 Audits			
Client satisfaction a	and delivery capability	p. 36 - 1. Group Overview> Risk management			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.11 Vision p. 175 - 5.12 Governance p. 176 - 5.13 Strategy p. 177 - 5.14 Atos stakeholders approach and engagement p. 179 - 5.15 Challenges and Materiality Matrix p. 179 - 5.15 Challenges and Materiality Matrix p. 180 - 5.15 - 7.40 smateriality matrix p. 308 - 5.413 Governance Non-Financial Performance Indicators p. 377 - 5.61.3 Alignment with GRI Sustainability Reporting Standards and Sastainability Accounting Standards Board (SASS)			
GRI 2-29 Approach	Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to10)	survey, in a scale from 0 to10)			
to stakeholder engagement	Net Promoter Score for our top clients	Universal Registration document p. 308 - 5.413> Net Promoter Score for our top 200 clients Universal Registration document			
Onmar-t	Net Promoter Score for all clients	p. 308 - 5.4.13> Net Promoter Score for all clients			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 35 - 1. Group Overview> Risk management p. 174 - 5.1 Introduction to CSR at Alos p. 174 - 5.1 Introduction to CSR at Alos p. 174 - 5.1 Introduction to CSR at Alos p. 175 - 5.12 Grovemance p. 176 - 5.13 Strategy p. 177 - 5.14 Alos stakeholders approach and engagement p. 179 - 5.15 Challenges and Materiality Matrix p. 179 - 5.15 Challenges and Materiality Matrix p. 180 - 5.15> Alos materiality matrix p. 308 - 5.41 Governance Non-Financial Performance Indicators p. 373 - 5.61 J. Alignment with GIB Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
LFR149	Are the roles of Chairman and CEO separeted? (Y/N)	Universal Registration document p. 308 - 5.4.13 → Are the roles of Chairman and CEO separeted? (Y/N) Universal Registration document			
GRI 102-28	Attendance rate at Board meetings (%)	p. 308 - 5.4.13> Attendance rate at Board meetings (%)			
LFR.15O	Number of members of the Board of Directors/Supervisory Board	Universal Registration document p. 308 - 5.4.13> Number of members of the Board of Directors/Supervisory Board			



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		OMISSION		
	DISCLOSURE	LOCATION	REQUIREMENT(S)	REASON	EXPLANATION
LFR.150.1		Universal Registration document p. 308 - 5.4.13 → Number of Independent members of the Board of Directors	OMITTED		
GRI 406-1		Universal Registration document p. 308 - 5.4.13> Percentage of female in Governance bodies (Board of Directors)			
G.Q11		Universal Registration document p. 308 - 5.4.13> Number of employee representatives among the Board			
LFR162	Number of Board members of different nationality than the company headquarters	Universal Registration document p. 308 - 5.413 Number of Board members of different nationality than the company headquarters			
LFR.197	Share capital held by members of the Management Board (%)	Universal Registration document p. 308 - 5.4.13>Share capital held by members of the Management Board (%)			
G.Q116		Universal Registration document p. 308 - 5.4.13> Number of members within the Group Executive Board			
GRI 405-1_c16; SASE TC-SI-330a.3; G.Q605		Universal Registration document p. 308-54.13>Share of women in the Group Executive Board			
Research & Innovat	ion				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 36-1. Group Overview> Risk management p.174-5. Introduction to CSR at Atos p.174-5.11 Wision p.175-5.12 Governance p.175-5.13 Strategy p.175-5.14 Store stakeholdiers approach and engagement p.176-5.13 Strategy p.177-5.14 Atos stakeholdiers approach and engagement p.176-5.15 Challenges and Materiality Matrix p.176-5.15 Challenges and Materiality Matrix p.308-5.45-7.45 materiality matrix p.308-5.413 Governance Non-Financial Performance Indicators p.317-5.61.3 Rigmment with GSI Sustainability Reporting Standards and Sastanability Accounting Standards Board (SASS)			
A10: initiatives regarding	A10 Cillent innovation workshops	Universal Registration document p. 245 - 54 21 Permanent improvement of client satisfaction p. 246 - 543 - Client Introvation Workshops (CIM) p. 306 - 541 3 Covernance non-financial performance indicators p. 306 - 541 3 — Initiatives regarding innovative services/ Product developments p. 315 - 55 — Initiatives regarding innovative services/ Product developments			
Innovative services / product		Universal Registration document p. 308 - 5.4.13 → Number of patents fulfilled during the reporting year			
developments	A10_c2.1 Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)	Universal Registration document p. 308 - 5.4.13> Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)			
		Universal Registration document 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 &		Universal Registration document p. 308 - 5.413 Governance non-financial performance Indicators p. 308 - 5.413 Subsiness partners & ecosystem p. 314 - 5.5 Business partners and ecosystem			
ecosystem		Universal Registration document p. 308 - 5.4.13> A12_A Number of startups active during the reporting period			

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