

Carbon Reduction Plan 2023

Supplier name: Atos IT Services UK Limited

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The Plan applies to the following Atos and Eviden legal entities in the UK: Atos IT Services UK Limited, Atos BPS Limited, Eviden Technology Services Limited and Syntel Europe Limited. All of these entities which are committed to achieving Net Zero emissions by 2039, are ultimately owned by the Atos S.E. ("Atos Group") and for the purpose of this Plan, are collectively referred to as "Atos".

Commitment to achieving Net Zero

In October 2021 the Science-Based Targets Initiative (SBTi) published the Net-Zero Standards, of which the Atos Group reconfirmed its near-term target and realigned its long-term target:

- Near Term - 2019-2025: Target validated by the SBTi: Reduce by 50% all carbon emissions (Scope 1, 2 and 3, 2019 baseline)
- Longer Term - 2019-2039: Atos commits to reduce all carbon emissions by 90% by 2039 at the latest (Scopes 1, 2 and 3, 2019 baseline)
- Net Zero - Atos is committed to achieve net zero by 2039 at the latest (Scopes 1, 2 and 3, 2019 baseline)

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

The footprint below is a subset of the baseline for Atos Group targets, specifically:

- for our SBTi endorsed Science Based Target (to reduce all emissions by 50% by 2025 against a 2019 baseline).
- for our Net Zero target, which we aim to achieve in 2039.

Scope 1: comprises gas for space heating, diesel for backup generators, fleet / hire car transport fuel and fugitive gas. The 2021 materiality assessment determined that fugitive gases had become sufficiently material to be declared, resulting in recalculation of the 2019 baseline.

Scope 2 emissions arise from purchased electricity and landlord supplied electricity.

Scope 3 is a comprehensive coverage of all emissions from upstream and downstream sources, as listed in the table below. In some cases, smart proxies have been used to obtain estimates, however, we expect over time to be able to replace much of this data with actual values.

Baseline year emissions:

EMISSIONS	TOTAL (tCO₂e)
Scope 1	2,886
Scope 2	3,687
Scope 3 (Included Sources)	433,224 (Scope 3, all relevant sub-categories, specifically 1 Purchased goods and services, 2 Capital goods, 3 Fuel and energy-related activities, 4 Upstream transportation and distribution, 5 Waste generated in operations, 6 Business travel, 7 Employee commuting, 9 Downstream transportation and distribution, 11 Use of sold products)
Total Emissions	439,797

Current Emissions Reporting

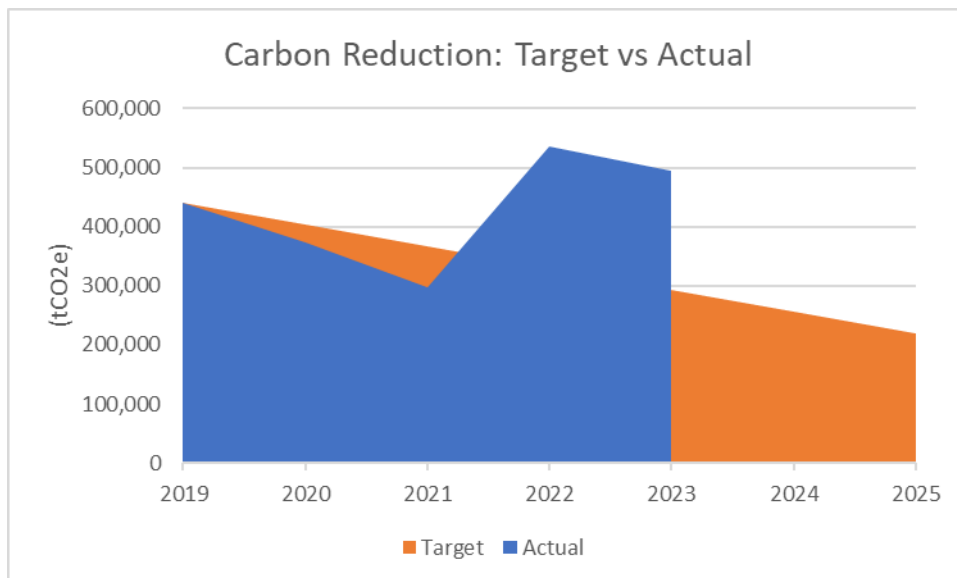
Reporting Year: 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2,428
Scope 2	702
Scope 3 (Included Sources)	490,654 (Scope 3, all relevant sub-categories, specifically 1 Purchased goods and services, 2 Capital goods, 3 Fuel and energy-related activities, 4 Upstream transportation and distribution, 5 Waste generated in operations, 6 Business travel, 7 Employee commuting, 11 Use of sold products)
Total Emissions	493,784

Emissions reduction targets

To continue our progress to achieving Net Zero, we have instigated the following carbon reduction targets:

- **Science Based Targets Initiatives (SBTi):** Atos as a group re-confirmed its near-term targets and realigned its long-term target following the SBTi net zero published new standards in October 2021 which shows the groups commitment to exceeding the most ambitious requirements to follow the 1.5-degree emissions reduction pathway. The groups near-term target as validated by the SBTi is to achieve a 50% reduction across all carbon emissions (Scopes 1, 2 and 3) from a 2019 baseline by 2025, which is ahead of the pathway requirements.
- The [Absolute Contraction methodology](#) is used for measuring and reporting our annual improvements, which are publicly disclosed through Atos Group reporting (Integrated Report and Universal Registration Document – see <https://atos.net/en/investors/financial-information/financial-reports>) and through the Carbon Disclosure Project (CDP). All countries within Atos are expected to play their part within achieving this target, consequently the requirements have been apportioned and cascaded throughout the business.
- **Net-Zero:** Atos as a group a NetZero target to reduce absolute emissions by 90% comprehensively across all three GHG Protocol Scopes (aligned to SBTi methodology), and the physically remove the residual 10% from the atmosphere. As these are group-wide targets, the requirements have been apportioned and cascaded throughout the geographical regions of the business.

Figure 1 – UK Carbon Reduction Target vs Actual



Between 2019 and 2023 in absolute, all Atos emissions decreased by 32.5% (tC₂O_e). This absolute reduction is in line with Atos' near-term targets. The reduction still to be achieved by the end of 2025 to reach the Group's near-term target is around 17.5%.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2019 baseline focusing on Scope 1 and 2 emissions. The carbon emission reduction achieved by these schemes equates to 3,443 tCO₂e as there was a 16% reduction in Scope 1 emissions and 81% decrease in Scope 2 emission against the 2019 baseline.

There was an increase in Scope 3 emissions by 13% due to an increase in procured goods and services in 2023, but down 10% from the previous year. An action plan is in place to address this via the Supplier engagement programme described below, so we can reduce our carbon footprint across all 3 scopes by 50% by 2025.

Site rationalization / consolidation: Currently Atos operates from many sites across the UK, comprising a mix of data centres, production and administrative offices and medical assessment centres. We offer flexible hybrid working to our employees and so they are encouraged to work from home unless there is a business need to travel.

There is an ongoing office space rationalisation programme which resulted in partial or complete closure of our 15 UK offices 2023 (12 full, 3 partial), we also closed one of our data centres. As a result of these changes there was a drop in energy consumption by 44% in 2023.

During 2023 we received an award from the European Union Data Centers Energy Efficiency Code of Conduct Annual Awards for our successful efforts on energy efficiency improvement in two of our UK data centres.

Switch to renewable energy sources: Atos currently utilises gas for space and water heating and electricity for IT equipment, lighting, and some space heating. The purchased electricity consumed in UK&I is from 100% renewable sources since 2018 (in mainland Great Britain) and 2021 (Northern Ireland). Our sub-contractors for colocation data centres have also switched to renewable electricity.

Moving forwards, we continue to explore opportunities to install self-generation of electricity through PV installations across our estate. In 2023 we closed a data centre which consumed gas and are committed to eliminating the consumption of gas from our other data centres.

Switching to an electric car fleet: Atos remains committed to offer a mix of fully hybrid and electric vehicles by 2025. The electrification of the UK car fleet progressed to over 83% during the reporting period, an increase of nearly 10% from the previous year.

Supplier engagement programme: We recognise that the biggest challenge in reaching Net Zero will be to reduce the emissions arising from our supply chain. Consequently, Atos procurement teams are directly engaging with suppliers, on several levels. For example, we request environmental performance assessment through EcoVadis, a specialist 3rd party CSR assessment organization. Where performance levels are excellent, Atos awards a “green” status to the supplier. Suppliers who fall below this standard are given an “amber” status, and we encourage them to improve performance. Where performance is poor with a “red” status the supplier is placed on a performance improvement programme and may ultimately be excluded from future business with Atos.

Internally the business is incentivized to make more sustainable business decisions and so to partner up with suppliers who share the same values as Atos. By obtaining a “green”

status suppliers are viewed as preferred suppliers, by obtaining a red status suppliers will be seen as a less favourable (stakeholders are discouraged to use red supplier). We are also placing a 20% weighting on Sustainability as standard for all tenders and encouraging suppliers to bid only low or zero carbon solutions and technologies.

Additionally, Atos' suppliers must comply with the Atos Partners' Commitment to Integrity, which is included in all requests for proposals and contracts. This commitment outlines principles for Corporate and Social Responsibility (CSR) based on the UN Global Compact, covering human rights, labour, environment, and anti-corruption. Suppliers with their own charters must ensure they meet the same standards. Compliance with these principles is a prerequisite for working with Atos.

In the future we plan to implement further measures such as an Internal Carbon price programme to further stimulate our sustainable business decision across all geographies.

Declaration and Sign Off

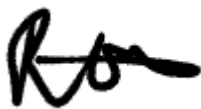
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

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

Signed on behalf of the Supplier:



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Rochelle Farmer, Company Director, Atos IT Services UK Limited

Date: ...17th July 2024.....

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

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>