

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

SASB Content Index

Software and IT Services Industry		
Code	Accounting Metrics	2024 Disclosure Location (Atos Universal Registration Document 2024)
Energy Management		
TC-SI-130 a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	5.1.2.2.4.2.1 Scopes 1 and 2 - decarbonization levers / Energy consumption and mix [ESRS E1-5], page 180; 5.2.1 Summary of Key Performance Indicators for 2024 / Energy consumption within the organization (all energy sources), page 278
TC-SI-130 a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.2.2.1 Water and marine resources, page 288
TC-SI-130 a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	5.1.2.2.4.2.1 Scopes 1 and 2 - decarbonization levers / Offices and data centers optimization programs, page 180 5.1.2.2.4.2.1 Scopes 1 and 2 - decarbonization levers / Energy efficiency and reduction of energy consumption, page 180
Customer Privacy		
TC-SI-220 a.1	Description of policies and practices relating to behavioral advertising and user privacy	5.1.3.4.2.4 Data privacy, page 251-253
TC-SI-220 a.2	Number of users whose information is used for secondary purposes	5.1.3.4.2.4.5 Metrics, page 254; 5.2.1 Summary of Key Performance Indicators for 2024 / Customer Privacy, page 286
TC-SI-220 a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	5.1.3.4.2.4.5 Metrics, page 254; 5.2.1 Summary of Key Performance Indicators for 2024 / Customer Privacy, page 286
Data Security		
TC-SI-230 a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	5.1.3.4.2.4.5 Metrics, page 254; 5.2.1 Summary of Key Performance Indicators for 2024 / Data Security Incidents, page 286 7.2.3.3 Data protection / Mitigation actions, page 421
TC-SI-230 a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	7.2.3.1 Cyber attack / Mitigation actions, page 420; 7.2.3.2 Systems security / Mitigation actions, page 421;
Employee Engagement, Diversity & Inclusion		
TC-SI-330 a.2	Employee engagement as a percentage	5.1.3.1.5.2.2 Processes [ESRS SI-2, SI-3], page 205
TC-SI-330 a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	5.1.3.1.5.4.5 Metrics [ESRS SI-9] / Gender distribution in number (head count) and percentage at top management level, page 214 5.2.1 Summary of Key Performance Indicators for 2024 / GRI 405-1 Diversity and Equal Opportunity, page 282; 5.2.1 Summary of Key Performance Indicators for 2024 / Share of women in the Group Executive Team, page 285
Competitive Behavior		
TC-SI-520 a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	5.2.1 Summary of Key Performance Indicators for 2024 / Competitive Behavior, page 287
Systemic Risk Management		
TC-SI-550 a.2	Description of business continuity risks related to disruptions of operations	5.1.3.4.2.3.2 Processes [ESRS S4-2, S4-3] / Processes for engaging with consumers and end-users about impacts, page 247 7.2.3.2 Systems security, page 421