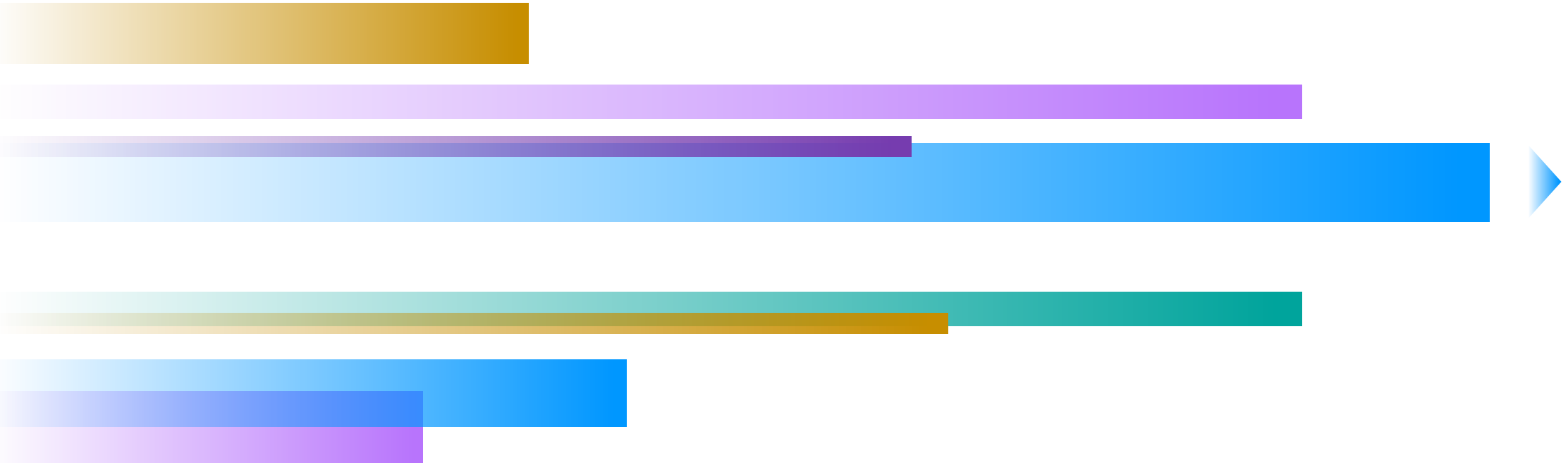
Integrated Report
2021



Atos

Document purpose

This Integrated Report provides a comprehensive overview of the financial and non-financial performance of Atos in 2021.

This is the fourth annual Integrated Report, in which Atos sets out its vision, strategy, business model, governance and main financial and non-financial achievements of the year.

This document shares the Atos vision of digital transformation in line with its company purpose, strategy and business model for creating value for our stakeholders over the short, medium and long term through the company's financial, environmental and societal activities and achievements.

As a pioneer in decarbonization, Atos is committed to creating a secure and sustainable digital future for all its clients and stakeholders following the principles of the United Nations Sustainable Development Goals.

Methodology

Atos is a member of the International Integrated Reporting Council and closely follows the principles and concepts of the International Integrated Reporting Framework.

This Integrated Report and the Universal Registration Document have been produced in accordance with the GRI Standards Comprehensive option. The overall process and reports have been assured by an external auditor. The names of the disclosures (GRI labels) are placed at the mentioned documents with the following codification: [GRI XXX-XX].

In addition, non-financial performance indicators are aligned with the Sustainability Accounting Standards Board (SASB) standards for the Software and IT Services industry.

The GRI content index, along with the SASB content index, could be found in specific tables at the end of this document.

Raison d'être

Atos was the first listed French company to embed its purpose into its corporate statutes and, since 2019, has ensured that all its decisions and actions are fully aligned with its mission and core values.

The raison d'être, Atos's purpose, is to design the future of the digital space. The company's expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, Atos enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

Putting the raison d'être front and center in 2021

As well as guiding the decision-making, strategy and ambitions of Atos and its ecosystem, the Atos raison d'être inspires the company's values and is the driver for its cultural transformation.

The raison d'être is now positioned at the heart of the Atos identity by defining three pillars for concrete action.

Building a trusted digital space

1st global player in Managed Security Services

6,000+ security experts

16 Security Operations Centers globally

Gaia-X founding member

Charter of Trust signatory

Zero Project Award for Global accessibility and digital inclusion strategy

ICT 4 Inclusion Challenge

Tackling climate change

Leading in the DJSI World & Europe in the IT and software services sector

A-List member in the CDP

Atos confirms its commitment to reduce its emissions by 50% between 2019 and 2025 and by 90% by 2039 at the latest (11 years before the SBTi recommendation)

Atos placed its first sustainability-linked bond

Contributing to scientific & technological excellence

2,600 experts

175 members of the Scientific Community

100,026 new digital certifications

Atos IT Challenge

Atos Joseph Fourier Prize

Atos Scaler

Focusing on the short-, medium- and long-term good of the company and its stakeholders, Atos's purpose is a pledge of the responsibility it takes as a technology leader to design and build the digital space in a trusted manner, tackle climate change and contribute to scientific and technological excellence.

In 2021, Atos appointed a dedicated program manager to ensure smooth communication and reporting on the existing and new initiatives across the three pillars that embody the raison d'être. Atos is working to increase employees' sense of ownership of this common purpose, and in 2021 Atos continued to build and encourage employee empowerment to participate in socially relevant community projects.

Ambitions for 2022 and beyond

We are now focusing on:

- Leveraging our ecosystem to increase the impact of our raison d'être.
- Strengthening internal and external communications in relation to our common purpose.
- Exploring our positioning and our opportunities to add value in defining and building the metaverse.
- Implementing a scheme to encourage and promote new and existing social initiatives at Atos.

To find out more, visit the 2021 Universal Registration Document on atos.net

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Atos today

A global leader in digital transformation

Atos is a global leader in digital transformation, with 111,000 employees in 71 countries and an annual revenue of circa €11 billion in 2021.

Atos provides clients with a complete range of market-leading digital solutions and products alongside tailored consultancy services, robust digital security and innovative decarbonization offerings. Atos experts work collaboratively with our clients to ensure an end-to-end partnership approach.

The company's ambition is to be the leader in secure and decarbonized digital. Its global coverage, technological know-how and leadership across multiple sectors makes it uniquely qualified to support the digital transformation of clients in all industries.

Atos experts provide clients around the world with services from three business lines.

Tech Foundations brings together Atos's well-established asset-intensive activities, such as Data Center & Hosting, Digital Workplace, Unified Communication & Collaboration and Business Process Outsourcing.

Digital draws on Atos's world-renowned skills and capabilities in the areas of digital transformation, cloud and decarbonization.

Big Data & Security is a high-growth, R&D-intensive business area dedicated to cybersecurity, high-performance and edge computing as well as mission-critical systems.

Atos's purpose is to help design the future of the digital space. Its experts regularly contribute to the development of scientific and technological excellence around the world, especially in the domains of decarbonization, digital security, cloud and digital transformation.

Atos is the Worldwide IT Technology Partner for the Olympic and Paralympic Games. As the lead technology integrator, in 2021 Atos successfully delivered Tokyo 2020, which was rescheduled due to COVID-19, followed by the Olympic Winter Games Beijing 2022. At the time of publication, the company is actively preparing for the Olympic and Paralympic Games Paris 2024.

The global brand Atos is an SE (Societas Europaea) listed on the Paris stock market and included in the CAC 40 ESG and Next 20 indexes.

To find out more, visit the 2021 Universal Registration Document section 1 Group Overview.

111,000
employees working in
71
countries representing
149
nationalities

51%
of revenue in 2021 came from digital security, cloud, digital transformation and decarbonization

100,026
digital certifications in 2021

#1
IT services provider in the DJSI Europe index

Message from the Chairman

The Board of Directors joins me in thanking all our people for their tremendous work and resilience over the course of 2021, which has been a very challenging year. I am proud to be the Chairman of a great company with great prospects.

Bertrand Meunier
Chairman of the Atos SE Board of Directors

A challenging year rooted in sound foundations

Your Board of Directors is responsible for determining and approving the company's strategic direction and overseeing its implementation. In what has been a challenging year, Atos has weathered a demanding business environment and continued to deliver its ambitious strategy. While the Group made significant progress in some areas, in others it faced headwinds that prevented it from achieving its financial objectives. Despite this, 2021 was a year of considerable achievements, which include recognition by Gartner of Atos's leadership in Managed Security Services and its continued leadership in the Dow Jones Sustainability Index.

Corporate social responsibility (CSR), particularly in the area of digital sustainability, has become a cornerstone of Atos. The Group has cultivated leading positions in all the relevant CSR ratings and has focused significant effort on setting the benchmark for CSR in the IT Services sector. I am proud of the progress the Group has made over the last ten years and continues to make in pursuing ambitious environmental goals. The Board of Directors and I look forward to continued leadership, achievement, progress and results in CSR for the next ten years.

Atos continued to build on its strategic growth segments, with increasing focus on digital security, cloud, digital transformation and decarbonization, which represented 51% of revenue in 2021. We have strengthened these areas through strategic acquisitions that have brought critical skills to Atos.

Chairman's Message continued

Our sincere thanks

Two exceptional years of personal challenges due to COVID-19 have shown just how resilient an organization Atos is. I am grateful, now more than ever, for the efforts of all Atos employees. Throughout this time, we have focused on their safety and their ability to work effectively across the 71 countries in which we operate. These efforts have been recognized in our outstanding and improved Great Place to Work scores.

The Board of Directors joins me in thanking all our people for implementing our ambitious plans with energy and unwavering commitment to all our stakeholders.

Main perspectives for 2022

On behalf of the Board of Directors I would like to welcome Rodolphe Belmer as Atos's new Chief Executive Officer.

2022 will be another challenging year for the company. The Board of Directors believes however that Atos has the talents, the competencies and skills to perform a successful turnaround. New leadership and a simplified structure will enable the company to enhance its trusted partner credentials and enable our clients to succeed with their digital transformation programs.

In view of the challenges facing Atos, we have appointed Rodolphe Belmer for his strategic acumen and his proven leadership and operational efficiency, as well as his ability to successfully lead complex transformations.

Message from the CEO

I am convinced that, despite many headwinds, Atos has all the necessary capabilities to get back on track and back to growth.

Rodolphe Belmer
Chief Executive Officer, Atos

2021 represented a complex year for the Atos Group. Since I joined the company on January 1, 2022, I have observed the strong foundations and sound assets of the business, giving us solid ground to build upon as we go forward. After having faced important headwinds in 2021 we are now working hard to turn around the company and get back to growth. The Board, Executive committee and whole organization of Atos is fully engaged in this transformation.

To get back to growth Atos has been laying the foundations of its transformation with a new governance structure designed to streamline decision making, bring decisions closer to clients, recognize different value creation models of our portfolio and capitalize on our expertise across the digital sphere.

- The new governance is structured around three **Business Lines and four Regions.**
- The **Business Lines** regroup the current activities according to their respective business model and competitive landscape: Digital, BDS and Tech Foundations.
- The four **Regions** have ownership of accounts and full P&L, to ensure optimal customer centricity and accelerated operational cadence.
- The previous **industries** teams merged into the regions or corporate as appropriate.

Q1 2022 has already seen sequential improvements in key financial performance indicators as these new structures bed in. Our critical targets for 2022 include positive trajectories in revenue, book to bill and free cash flow.

Further to these governance changes we have brought skilled external talent into the organization across leadership positions to reinforce experience of large-scale organizational transformation. In addition, we have continued to add talent in areas such as Digital and Big Data and Cybersecurity (BDS) showing a continued ability to attract and retain talent that will accelerate our headcount in 2022. Most of this acceleration will be in near-shore and off-shore centers addressing one area of weakness in our cost base.

CEO's Message continued

Atos will continue the work to reprofile the assets of the Group, allowing greater investments in the parts of the Group that offer the best value creation opportunities and accretive shareholder value. Partnerships and alliances, notably with hyperscalers, are becoming more strategic. Atos, with its extensive strategic partnerships, is well placed to seize the opportunities of this trend.

The aftermath of COVID-19 has continued to impact our clients' priorities while at the same time disrupting supply chains and the recruitment of talents. Atos faced these challenging public health conditions with dexterity in 2021 and our workforce adapted effectively to remote working, ensuring business continuity for our clients around the world. I want to personally thank our highly committed global workforce of 111,000 people whose tireless efforts provide the bedrock and foundation of the business.

In the past few months, Atos completed more than 20 acquisitions in line with its strategy of building skills across the pillars of growth we see as core to the future development and transformation of the business: digital security, cloud, digital transformation and decarbonization. The Group has built a distinctive competence in integrating acquisitions and reaping their full benefits quickly. These pillars now represent a sizable portion of our revenues, and we are increasingly reaching market leading status across all four areas. In 2021 Atos maintained its leadership in the Dow Jones Sustainability Index (DJSI) for IT (Information Technology) providers where it is number one in Europe. In digital security, Atos achieved the top ranking from Gartner in Europe and in the world for Managed Security Services based upon revenues.

Corporate and Social Responsibility at Atos

Our strong commitment to corporate social responsibility will continue under my tenure. We are facing the most complex set of challenges the world has faced for more than 30 years, and Atos will deploy the full power of its thought leadership and innovation to meet these challenges – just as we have done throughout the last decade. Atos has a proven track record in sustainability which creates added value that is increasingly recognized by its clients. Our leadership positions in external sustainability ratings demonstrate that we are leading by example, especially with our actions to fight climate change.

Carbon emissions are a key metric for Atos to measure its own progress and in recent years we have made significant improvements to our output. Atos will halve its carbon footprint by 2025 and achieve a 90% reduction by 2039 at the latest, based on 2019 full scope emissions. While our net zero target is pushed out, this is perfectly realigned with the new criteria of the Science Based Target initiative standard which is more rigorous and a further example of how Atos is leading the IT services industry in sustainability.

Atos was one of the first companies to make the added value of digital and IT solutions for decarbonization measurable. This was made possible by the Group's own investment and the acquisition and integration of the EcoAct business. This led to the development of our A-to-Zero portfolio, which I believe to be a unique value proposition in the use of digital technologies to reduce carbon emissions.

Looking forward

I am convinced that, despite many headwinds, Atos has all the necessary capabilities to weather these pressures, get back on track and back to growth. The most important of these capabilities is Atos's highly dedicated and talented workforce around the world, a vital resource which we will continue to enhance in 2022, against the backdrop of ever-intensifying competition for talent.

The digital and IT services industry continues to be an area of massive opportunity and growth with digital spend increasing and wallet share becoming more concentrated on large digital transformation deals. Atos's coverage and leadership across sectors makes us uniquely qualified to support the largest and most complex digital transformation deals.

2021 major milestones

January

Atos completes acquisition of In Fidem enhancing its digital security offerings

February

Atos named a Leader in Smart Cities in Europe by IDC MarketScape

March

Atos named a Leader in Cyber Resiliency Services by NelsonHall

Atos named a Leader in the TBR Quantum Market Landscape

April

Atos positioned as a leader in both 2021 Gartner Magic Quadrant for Managed Workplace Services, Europe and North America

Atos, Dassault Systèmes, Groupe Renault, STMicroelectronics and Thales join forces to create the 'Software République': a new open ecosystem for intelligent and sustainable mobility

May

Atos ranked number 2 worldwide in Managed Security Services by revenue by Gartner

June

Atos completes acquisition of Ipsotek

Atos launches 'Engaged Employee Experience' to support organizations tackle the new frontier of work

July

Atos Scaler onboards 8 new start-ups to accelerate Atos customers' digital transformation

Atos takes data sharing to the next level with "Atos Digital Hub"

Atos performs well in mitigating ESG risks overall, according to MSCI which rates the company with "AA" (scale from "CCC" to "AAA")

August

Atos successfully delivers critical IT for the Olympic Games Tokyo 2020, the most digitally connected Olympic Games in history

Atos positioned as a leader in Gartner® Magic Quadrant™ for Data Center Outsourcing and Hybrid Infrastructure Managed Services, globally

September

Atos completes the acquisition of German cryptography specialist cryptovision and strengthens its cybersecurity product line

Atos to create center of excellence to accelerate digital transformation in the financial services industry

October

Atos MDR services now available from the cloud or on-premises with assurance of data sovereignty

Atos receives the "EcoVadis Platinum" award for its advanced sustainability performance

November

Atos in leading position in Dow Jones Sustainability Index (DJSI) 2021

Atos launches Atos OneCloud Sovereign Shield to support digital sovereignty needs of industries and governments worldwide

December

Atos named on CDP 'A List' for leading efforts against climate change

Atos to acquire Cloudreach to boost its multi-cloud and security capabilities

2021 major wins

January

South Australian Government chooses Atos as a strategic partner

February

Atos boosts supercomputing power by 10 for Spanish State Meteorological Agency

Atos, Axione and Siemens to manage multi-service network and monitoring of three new metro lines in Paris

March

Atos supports the Leibniz Supercomputing Centre in pioneering quantum-accelerated computing with the Atos QLM

April

Atos becomes the Official Cybersecurity Services and Operations Supporter of the Olympic and Paralympic Games Paris 2024

May

Flemish Government chooses Atos as digital partner to transform Flanders into one of the most innovative regions in Europe

June

Atos and Huma enter into five-year partnership to improve healthcare and research with innovative remote monitoring technologies

July

Pierre Fabre chooses Atos OneCloud to support its ambitions in digital transformation, cybersecurity and decarbonization

Atos delivers Next-Generation Employee Experience for EY

August

Siemens Smart Infrastructure chooses Atos to move its mission-critical applications to the cloud

September

Atos delivers first Quantum Learning Machine in Spain to CESGA

October

Atos wins R&D project with ESA to improve cybersecurity of satellite testing platforms

December

Atos and Siemens to support Morocco in the smart management of its power grid

Vision and strategy

Innovating to decarbonize

Interview with Sophie Proust
Chief Technology Officer and Public Affairs

How does Atos's work in R&D and innovation support decarbonization?

Our innovations are contributing to decarbonization in three main ways. Firstly, the technology that we design and develop is more energy efficient. Secondly, our assets help decarbonize the business processes of our clients. For example, we are using edge computing in our solutions in shop floors and production lines. That reduces the requirement to send data to the cloud and in this way lessens the power consumption of our clients. Thirdly, we ensure that we provide our clients with the best computing architecture for their energy consumption. We do not over-engineer. A client does not always need high levels of redundancy or incredibly accurate simulations. Our solutions, tailored for our clients, are effective, intelligent and energy efficient.

How can green software development help accelerate decarbonization?

We have implemented strict design rules and guidelines for improving energy efficiency that our developers follow when writing code or developing applications. We have rules that reduce the power consumption of a program when it is in idle mode, for example, and specific rules for Java applications. Our rules are not static and our guidelines are constantly evolving. The Atos community of developers is inquisitive, keen to share discoveries and best practices and we are learning all the time.

> *At all stages of the design cycle, we look for ways to reduce the energy consumption of our solutions and to minimize the carbon footprint of our clients.*

Interview continued

How are cloud and edge computing helping to reduce carbon footprints?

Cloud computing consumes less energy than proprietary infrastructure and in-house data centers. In a cloud environment, clients pay per use and the infrastructure adapts automatically to the load. The applications that run on the cloud are also more energy efficient since, when they migrate to cloud, monolithic legacy applications are split into micro services that consume less energy. We are experts at helping our clients make their applications more energy efficient when they move to cloud.

We use our extremely energy-efficient edge computing solutions when there is less need to transfer data to the cloud, for example when our clients need low latency and real-time computations, such as those enabling autonomous driving services.

What is Atos doing to improve energy efficiency in High-Performance Computing?

We have over 20 years' experience in HPC. The systems that we make today are not just more powerful. They are also more scalable, flexible and energy efficient.

Our HPC clients are focused on power consumption as well as on performance and their demand for lower emissions is driving innovation in supercomputing. We now use warm water, for example, to cool hardware components and minimize power consumption. We want computation to be effective and energy efficient at all times and we work with clients at the software level to prioritize and balance loads across clusters. We can terminate a simulation early if it is going in the wrong direction and we can also use AI to enable predictive maintenance in our supercomputers and reduce outages.

We are preparing for quantum computing in an HPC environment. It will have good potential to solve more complex problems in the fight against climate change and will do so more energy efficiently than classical computing. One of our clients is already using our quantum accelerator to search for molecules that can absorb carbon from the atmosphere.

How can digital help drive decarbonization?

Decarbonization is a key focus for innovation at Atos and our Expert Community includes an interest group dedicated to developing use cases for decarbonization. Our Scientific Community is very active in the thought leadership area, exploring the wider impact of decarbonization on business and society.

At Atos we do not just show how new technologies work. We demonstrate the benefits of decarbonization and explain the key use cases. We measure energy consumption and we monitor emissions. We work with our clients to understand the carbon cost of their processes. We help them choose the right technologies to reduce their carbon footprints. Wherever we operate, our digital innovations are helping make decarbonization a reality.

85% Scaler start-ups focused on decarbonization or security

Innovation stories

On the cutting-edge of climate research

As the leading provider of High-Performance Computing in Europe, Atos is helping to develop world-class computing capabilities that address some of the most critical challenges of climate change.

We are contributing to several projects, funded by the EU's Horizon 2020 program, which are leveraging HPC to deliver more accurate and reliable forecasts of climate change and extreme weather events. Weather and climate modeling are some of the most demanding applications of supercomputing. At the Center of Excellence in Simulation of Weather and Climate in Europe (ESiWACE) and in the ESCAPE projects (Energy-Efficient Scalable Algorithms for Weather and Climate Prediction at Exascale), we are working with weather and climate modeling groups and HPC partners to improve all aspects of simulating weather and climate and to make use of exascale HPC systems.

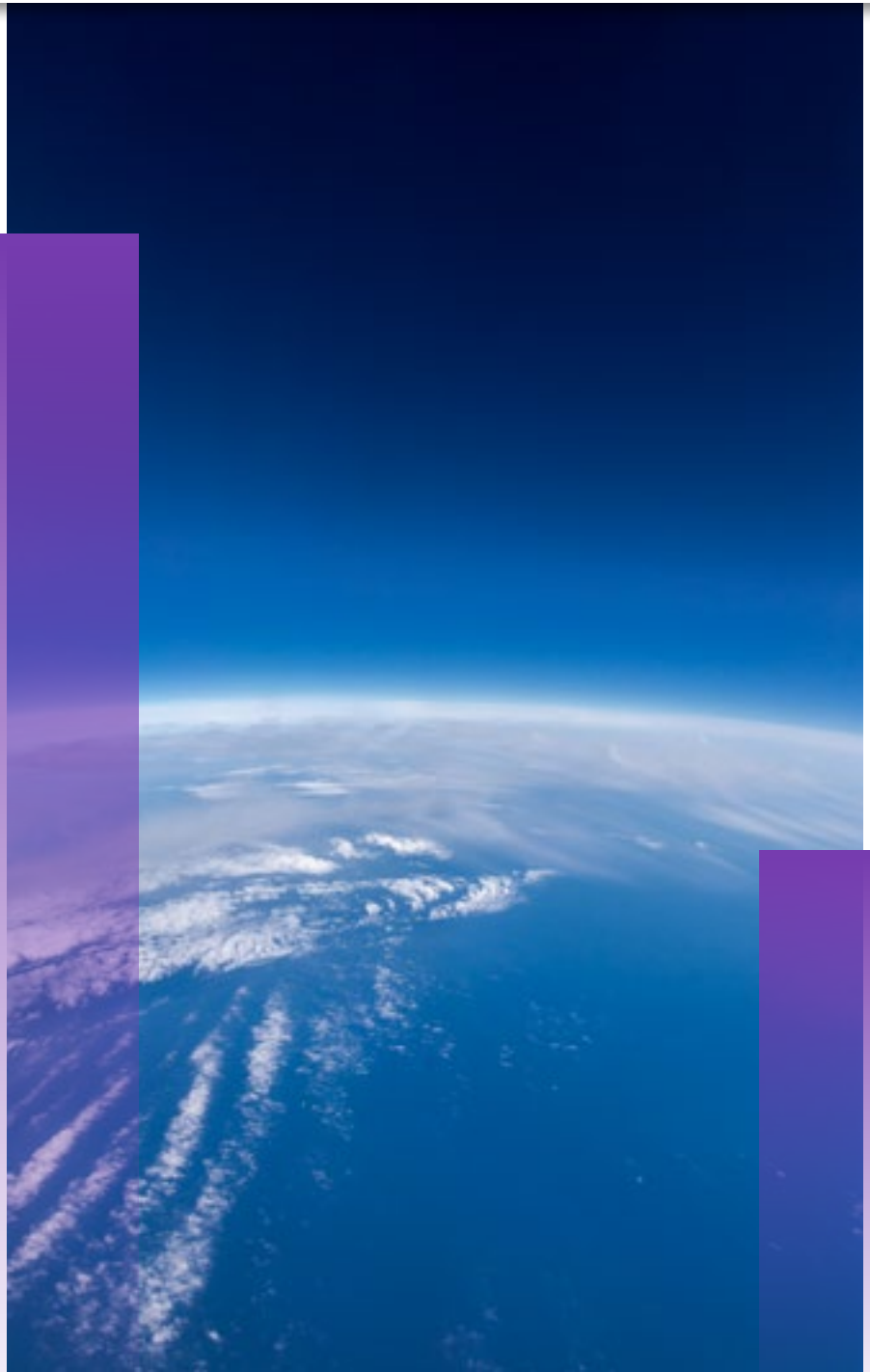
We are also working closely on decarbonization projects with the CEA, the French Alternative Energies and Atomic Energy Commission. Using our know-how of machine learning and integrating satellite data, we aim to help improve the precision and efficiency of digital models of Earth.

These collaborative, publicly funded projects allow us to develop critical new expertise and make a vital contribution to the global fight against climate change.

Orchestrating open innovation across the ecosystem

Combining our scientific and technological understanding with the know-how of the ecosystem, in 2021 we expanded our open innovation approach and deepened our partnerships, ensuring that our clients benefit from the very best solutions as they advance on their journeys of transformation.

We invest heavily in R&D with an expenditure of circa €1 billion over four years focused on the following eight strategic technologies in the domains of cloud, digital and security: advanced computing, hybrid cloud, edge, AI, automation, immersive experience, modern applications and cybersecurity. Comprising a portfolio of 3,000 patents, a unique ecosystem of partners, and leadership in critical technologies and decarbonization, innovation at Atos is helping to shape the digital future of our clients.



Atos Scaler

Our Atos Scaler program is powering open innovation at Atos as it accelerates innovation between Atos experts and start-ups across all industries. In the spirit of agility, creativity and change, its aim is to co-create a new generation of digital solutions for our clients, unleash the value of innovation and boost time-to-market.

In 2021, eight new start-ups joined the Scaler program, taking the total number of participants to 20. The start-ups that joined in 2021 include Carbon Minds, which is focused on reducing the environmental impact of the chemical industry; as well as Circular Computing, with whom we have collaborated to offer our clients the world's first certified remanufactured carbon-neutral laptops; and Woop, which is focused on decarbonized last-mile delivery.

50+
client meetings with Scaler start-ups

30+
Scaler proposals submitted to clients

10
contracts won by Scaler participants

"Most of the start-ups in Scaler are focused on decarbonization and digital security, expanding our portfolio of sustainable solutions and creating competitive advantage for our clients."

Isabelle Warnier
Head of Scaler, Atos

Experts in the driving seat

Our innovation strategy relies on two key organizations: the Scientific Community, created in 2009, and the Expert Community which was established in 2017.

The Scientific Community brings together more than 175 of Atos's top business experts from over 20 countries. With their rich mix of skills and backgrounds, community members work together to anticipate upcoming societal, business and technology disruptions. Together these thought leaders are responsible for crafting Atos's vision of the future in a wide range of publications including our flagship series of *Journey* reports.

Our Expert Community consists of nearly 2,600 technology specialists around the world, classified according to four levels of expertise (Expert, Senior Expert, Distinguished Expert and Fellow). In a unique working environment, our experts learn and collaborate with each other, analyze key emerging technologies and develop disruptive innovations that address the main challenges that our clients will face in the coming years.

In 2021, approximately 450 experts from both communities participated in the second edition of our Innovation Week. Over three days, specialists from more than 50 countries highlighted innovative initiatives, discussed best practices with their peers and shared experiences with more than 40 external stakeholders from the Atos ecosystem.

Sharing our technology vision

During the sixth annual edition of the Atos Technology Days in 2021, we discussed our technology roadmap and presented clients with use cases for digital platforms and the data economy.

We introduced clients to the Atos Digital Hub, a unique solution whose main objective is to serve as an accelerator for the design of ecosystem platforms. Our approach is to support data federation by providing organizations with trusted digital ecosystem hubs enabling fairness, reliability and security. We also demonstrated our Atos Urban Data Platform, which aims to make smart cities a reality by combining a wide ecosystem of services, applications and devices. In addition, participants in the Technology Days enjoyed a closer look at our Atos MyCO$_2$Compass carbon data platform, which we launched at COP26. This powerful data tool allows clients to track their emissions across all scopes of their carbon footprints.

In 2021 we also conducted a record 494 Client Innovation Workshops, up from 424 in the previous year, which showcase our thought leadership and position Atos as a strategic innovation partner. Powered by the Atos Scientific Community, our Client Innovation Workshops are where we partner with our clients to respond to their challenges. We deliver these workshops through our Global Innovation Network, using our Business Technology and Innovation Centers (BTICs) and Labs around the world.

Satellite data for decarbonization

In October 2021, Atos launched the Terra^2 mobile app to help accelerate decarbonization by providing policymakers with value-added satellite data.

The app provides comprehensive satellite images of Earth. Offering a unique level of insight, it will help to inform policymaking, shape decarbonization initiatives and support governments and other stakeholders in their race to net-zero. Terra^2 offers users the option to track air pollutants and monitor carbon emissions across a region or city of their choice.

Terra^2 is based on our strong partnerships with the European Space Agency and leading international laboratories and research institutes. A major partner is the Mundi Consortium, which helps organizations to benefit from Copernicus, the world's largest earth observation program, as well as thousands of land, air and marine-based sensors and systems.

Toward energy efficient supercomputing

Researchers in our Big Data & Security (BDS) business are spearheading efforts to develop the most energy efficient and powerful supercomputers in Europe. Atos's BullSequana line of supercomputers has achieved an extraordinary 1.02 level of power efficiency, meaning that for a 1MW machine only 20kw of electricity are needed for cooling. This is the best performance of any supercomputer in the world.

This unprecedented achievement reflects our use of our patented Direct Liquid Cooling solution. This uses water at a temperature of 40°C at the inlet, removing the need for chillers. Furthermore, our development of supercomputer software includes energy efficiency features. Our Smart Energy Management Suite is used to manage energy at the same time as optimizing performance.

We are proud that the JUWELS supercomputing system at Forschungszentrum Jülich in Germany, based on our BullSequana XH2000 platform, is not only the fastest supercomputing system in Europe but is also ranked number 7 on the Green 500 list, which grades the most energy efficient supercomputers in the world.

As we head toward the era of exascale systems, hardware, software and architecture innovations from Atos will ensure that each new generation of supercomputing is more energy efficient than the previous one.

Stephen Shibel
Transformation Leader, Big Data and Security, Atos

Market trends

Riding the winds of change

The digital revolution is transforming the world of business. Market research company IDC estimates that 65% of global GDP (Gross Domestic Product) will be digitized in 2022 and that 75% of organizations will have comprehensive digital transformation roadmaps by 2023, up from 27% in 2020*.

As the world emerges from the COVID-19 pandemic, digital is reshaping our collective futures. New trends in cloud, cybersecurity, decarbonization and corporate social responsibility (CSR) are fostering the emergence of an economy that will be stronger, more resilient and more sustainable than ever before.

To ensure a successful rebound from COVID-19, Atos identified four overriding imperatives during the most difficult months of the pandemic: technology mastery, frictionless working, data equity and sustainable by purpose. These imperatives reflect the critical need for an ethical and responsible approach to digital transformation and for a renewed commitment to secure, decarbonized value creation.

Over the long term, businesses face growing challenges in areas such as:

- Skills shortages in new and legacy technologies.
- Knowledge retention when key staff turnover is high.
- Operating within new restrictions related to sovereignty and the pandemic.
- The inertia of legacy business models and systems and keeping pace with rapidly changing competitive environments.
- Meeting the investment demands of decarbonization while delivering against short-term profit expectations.

The decarbonization priority

Civilization can transform and future-proof its economies for the better by combining digitalization with decarbonization. Achieving net-zero means fundamentally transforming economies and industries, something that can only be achieved by deploying new technologies on an unprecedented scale.

Digital services are a key enabler of decarbonization. Atos has long prioritized decarbonization and in 2021 we strengthened our portfolio in this critical area. As leaders of secure and decarbonized digital, Atos is deeply committed to powering progress towards net-zero and creating new value for our clients and their stakeholders.

* IDC FutureScape: Worldwide Digital Transformation 2021 Predictions (29 October, 2020)

The digital turning point

Companies and public organizations face a critical question: how do we survive and thrive in the uncharted digital territories of today? We live in a world of disruption and disintermediation, of new competitive threats and changing consumer behavior, of growing risks to security, privacy and the social fabric. Companies must rethink their strategies and reinvent their business models. Ultimately, they must find a new purpose.

Successful organizations will need to focus on the experience of the customer, employee or citizen and move from a "produce and sell" culture to a more responsive and customer-led approach. A more responsive approach will require intelligent data-driven orchestration to adapt to market changes and evolving customer or citizen demands in real-time. Atos anticipates the adoption of open-platform foundations and real-time process automation across physical and digital worlds, so that companies can deliver the best products and services at the lowest cost while being ready to adapt in hours or just seconds.

Atos aspires to be the digital partner of choice to help clients resolve these dilemmas and to design, build and run the business technology platforms necessary to succeed at a time of constant change.

Being the change

The potential for change created by digital technologies can be unlocked by the following actionable steps:

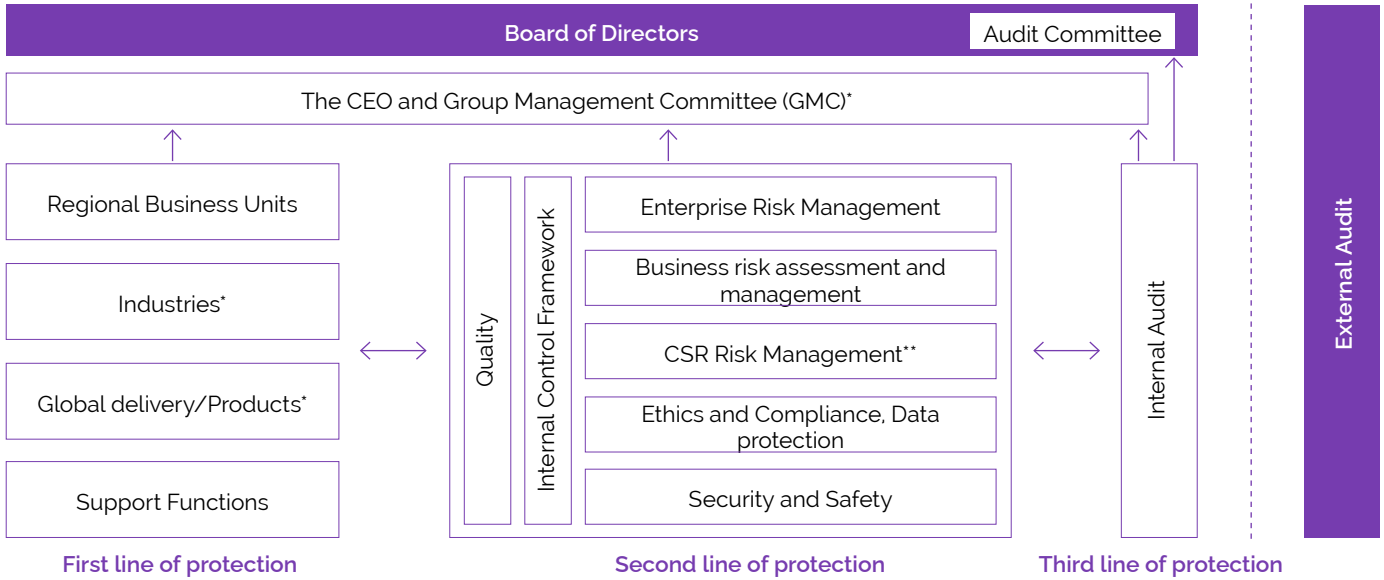
- Use emerging digital technologies to challenge conventional wisdom about the way we educate, work, and spend our leisure time.
- Explore opportunities for operating more in the virtual dimension and remove physical processes.
- See the drive for data sovereignty as a vehicle for establishing trust and security.
- Build sufficient understanding of supply chain interactions to ensure that local initiatives for carbon reduction are delivering net benefits.

Risks and opportunities

Mapping, managing and mitigating risk

Atos operates in a fast-changing marketplace and is exposed to a series of financial and extra-financial risks. If these risks materialize, they may have a material adverse effect on business, prospects, clients, partners, reputation and on the company's financial situation, including operating results and cash-flow.

To manage and mitigate these risks, Atos has implemented a multi-factor risk management system, represented in the graph below. The first line of defense is ensured by all Atos employees in their daily work under managerial supervision. The second level of protection provides oversight and control, and the internal audit team ensures the overall effectiveness of the protection in its role as the third line of defense.



*As this Integrated Report relates to year 2021, please note that the governance described here is the one that was in place in 2021. In 2022, an Executive Board composed of eleven members and chaired by the CEO, replaced the Group Management Committee.
** Corporate Social Responsibility (CSR) also reports to the CSR Committee of the Board of Directors.

Enterprise Risk Management at Atos

As part of the Enterprise Risk Management (ERM) system at Atos, a risk mapping exercise under the oversight of the Group Management Committee* addresses all risks from a strategic perspective.

In 2021, more than 400 top managers were involved in the exercise and the results were shared with the CEO and Executive Board. Appropriate improvement plans for the main residual risks are designed and implemented at local and Group levels. The results were also presented to the Audit Committee of the Board of Directors. The risk mapping exercise in 2021 resulted in the Group management selecting, and ranking in priority order, the risk factors specific to Atos that are most material.

The critical risks, in decreasing order of magnitude, are as follows:

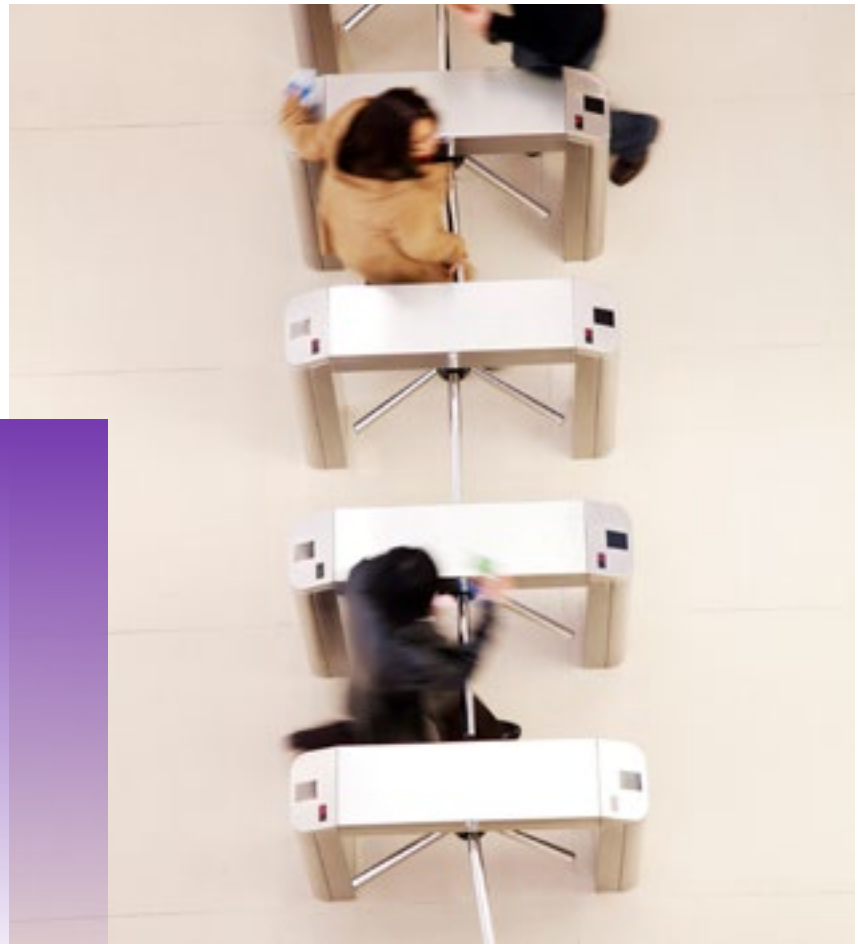
CSR challenges	Enterprise risks	Reference to section 7 of the Universal Registration Document
Social	**People** • Key people retention • Key people acquisition and Labor Market • Skills enhancement and performance • People care and Health	7.2.1
Governance	**Security** • Cyber attack • Systems security • Data protection	7.2.2
	Operational and financial • Delivery quality • Customer relationship (contract management/satisfaction) • Financial rating	7.2.3
	Go to market • Market environment • Innovation and Intellectual property • Customer digital transformation and business model disruption	7.2.4
Governance/ Environment	**Growing risks** • Regulation and compliance • Environmental impact	7.2.5

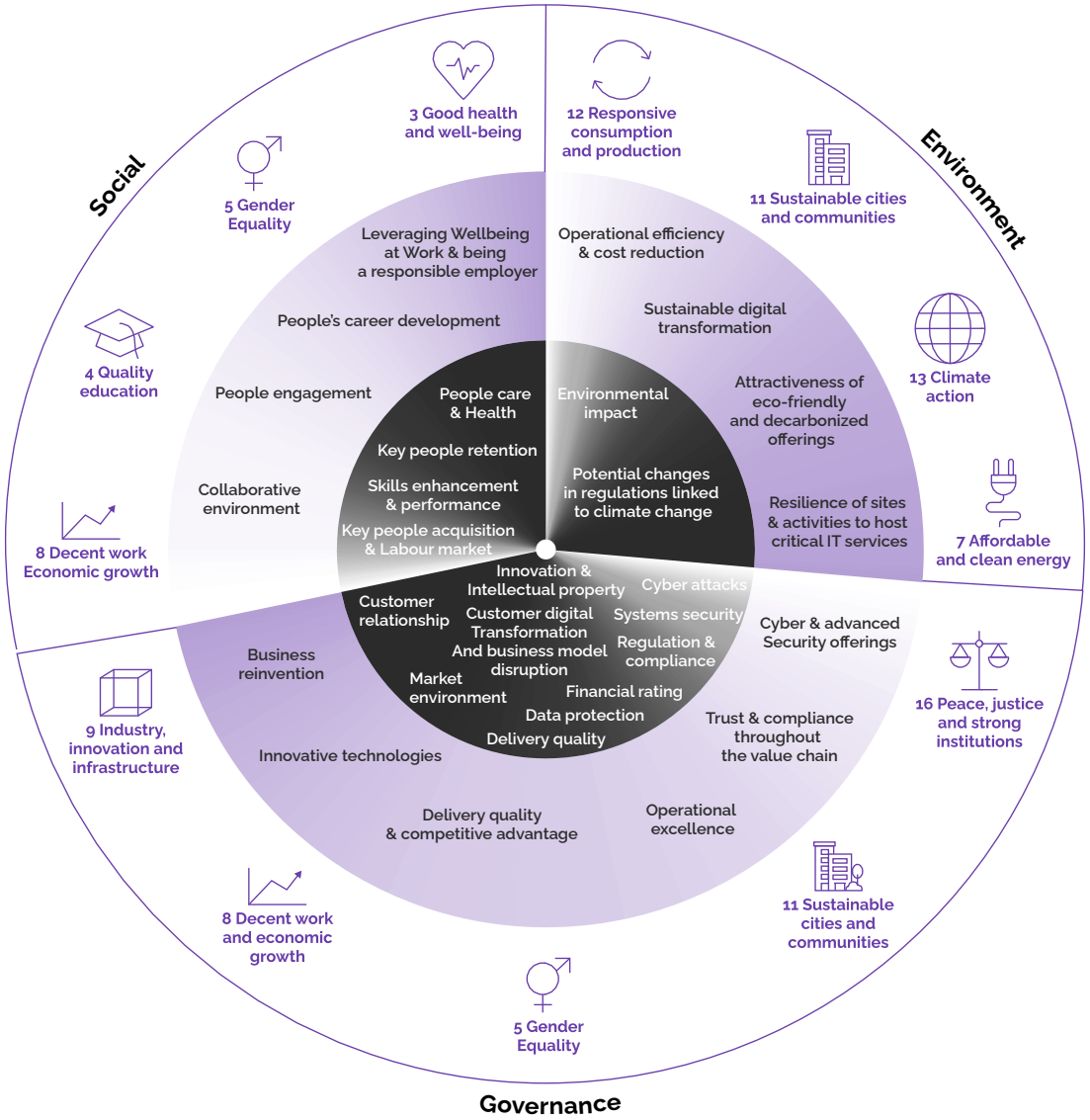
* As this Integrated Report relates to year 2021, please note that the governance described here is the one that was in place in 2021. In 2022, an Executive Board composed of eleven members and chaired by the CEO, replaced the Group Management Committee.

CSR risks

Every year, Atos carries out and updates a comprehensive assessment of the risks related to the three main extra-financial areas identified as challenges under the company's CSR program: Environment, Social and Governance. The magnitude of these risks varies in terms of impact on Atos's business or results and/or their likelihood of occurring.

The chart to the right represents the combination of the extra-financial risks identified in 2021. It also shows the potential opportunities open to Atos and to its clients to balance those risks, including their links to the Sustainable Development Goals defined by the United Nations.





Mitigating environmental risks

At Atos, the environmental risk is two-fold: the impact of the company's business on the environment and the impact of increasing environmental change and related regulations on our business. The major environmental impacts resulting from Atos's business activities concern the operation of data centers and offices as well as business travel. The supply and use of solutions and technologies also have an environmental impact.

The three main environmental risks concern (i) regulatory changes linked to climate change; (ii) more frequent and extreme natural disasters; and (iii) new constraints and taxes related to carbon emissions.

Atos is committed to reducing its environmental impact and we constantly work to better assess, anticipate and mitigate future changes in line with recommendations by the Task Force on Climate-related Financial Disclosures (TCFD), for example.

Mitigating social risks

Atos is highly dependent on the skills, experience and performance of its employees and it is critical to pay sufficient attention to people-related risks that could materially adversely impact the company. We must mitigate these risks to avoid limiting its ability to sell services and products and deliver the quality of services agreed by contract, which could result in penalties, loss of clients and reputational damage. The risks in this area concern the retention and acquisition of key talents while also ensuring skills and performance enhancement and the wellbeing of people.

Atos mitigates retention and acquisition risks by actively accompanying its top people on their journeys at Atos and helping them manage their careers while providing attractive career opportunities. The company has also refocused its recruitment campaigns and employer brand.

Digital certification program and the Atos University help mitigate risks related to skills, and our We Are Atos program is focused on professional development, internal mobility and inclusiveness. Atos prides itself on protecting the health of its people and, during the pandemic, followed World Health Organization instructions to ensure productivity based on trust, wellbeing and safety.

Mitigating governance risks

In a complex business and technological environment, Atos faces a range of governance risks that include security, operational, go-to-market and evolving regulatory and compliance risks.

To mitigate security risks, Atos has implemented extensive procedures including a training program for all employees and an information security management system that is certified to the ISO 27001 standard. The Atos Data Protection Policy and Atos Binding Corporate Rules mitigate personal data risks, supported by a worldwide data awareness training program.

The operational risks related to delivery quality and client relationships are highly significant. Atos uses rigorous review processes to proactively monitor these risks and has developed a framework for automation to allow higher productivity. Initiatives such as the Quality and Customer Satisfaction Improvement Program (QCSIP) and Group Contract Management Program mitigate these risks and have helped increase the company's Net Promoter Score.

Atos mitigates go-to-market risks by reviewing its markets and adapting its activities. Thanks to a strong industry expertise, a proactive strategy for technology innovation and a global R&D roadmap, the company is well positioned to support the digital transformation of its clients. A strong culture of ethics and compliance, meanwhile, tackles compliance risks. Atos has a dedicated compliance program based on a four-stage cycle of continuous improvement consisting of the identification, assessment, prevention, detection and monitoring of compliance risks.

Business strategy

Taking the lead in secure and decarbonized digital solutions

Atos has unique technological know-how and is a recognized leader in cybersecurity, high-performance computing, cloud, decarbonization and digital transformation. These are the company's growth engines for today and tomorrow.

Expertise in secure, decarbonized, data-driven digital solutions is helping Atos deliver sustainable and responsible change both in the organizations of clients and also across society in general. Atos responds to clients' increasing demands for holistic approaches to digital that drive positive societal outcomes as well as business transformation.

A vision for responsible and holistic approaches to digital

Across all Atos business lines and regions, we are focusing on developing our skills and capabilities to address the following business imperatives:

Digital solutions, applications and platforms

Digital solutions, applications and platforms leverage the cloud transformation of many organizations to build new data flows. Digital platforms enable the sharing of data within or across value chains. Atos is leveraging its expertise in digital applications and its specialist skills in IoT and edge computing to provide the secure and decarbonized digital services that the organizations of today demand.

Full stack cloud and sovereign shield

Full stack cloud has expanded beyond the hybrid, multi-cloud and convergent cloud approaches of the recent past to include sovereignty. Orchestration is the key for successful migration and operation. In 2021, building on relationships with hyperscale and local cloud providers, Atos OneCloud Sovereign Shield was launched to support the digital sovereignty needs of industries and governments worldwide.

Digital security

Digital security includes the world of cybersecurity as well as mission-critical systems, IoT security and economic security. The cyber threat landscape is rapidly evolving and pervasive now not just across data environments but increasingly targeting critical infrastructure of companies, governments and society at large. Atos is the number one in Europe and worldwide for managed security.

Decarbonization

Atos is continuing to consolidate its leadership of the growing decarbonization market, developing new offerings as a result of the integration of EcoAct. 2021 saw the launch of the Atos A-to-Zero decarbonization product portfolio. Atos's expertise provides a significant opportunity to accelerate our growth in the decarbonization space.

Four drivers for success

As the digital spend of clients increases, Atos's leadership in technology, strategic partnerships across the ecosystem and the talents of its people are helping to secure transformational deals with clients and will accelerate the company's growth in 2022 and beyond.

To achieve its ambition to be the leader in secure, decarbonized digital solutions, Atos has identified four main drivers:

1. Mobilizing and developing skills, attracting the best talents from leading universities around the world.
2. Investing in technology, R&D and open innovation, with major initiatives such as the Deep Tech Quantum Program.
3. Developing global alliances and partnerships with technology leaders such as hyperscalers and with innovative start-ups, thanks to Scaler.
4. Pursuing mergers and acquisitions, especially bolt-on acquisitions which boost key portfolio offerings in the high-growth areas of cloud, digital security and decarbonization.

All these areas are strategic priorities for Atos investment and development.

Transformation underway

In early 2022, under the leadership of its new CEO Rodolphe Belmer, Atos initiated an in-depth transformation program with the aim of accelerating the company's return to growth.

Atos's priorities are to:

- Adapt and simplify its governance.
- Energize its sales and commercial momentum.
- Rationalize its cost structure.
- Reposition its portfolio through disposals and acquisitions.

In February 2022, Atos completed the first of these priorities by structuring its governance around three distinct business lines and four regions. This simplified governance framework provides the backbone of the new Atos, enabling improved commercial and economic delivery, accelerated decision-making and increased accountability.

In the medium term, the Atos transformation program will create significant value for all stakeholders driven by profitable top-line growth; a rebalanced business mix; enhanced technological innovation and even more skilled talents; and an industry-leading commitment to decarbonization and diversity.

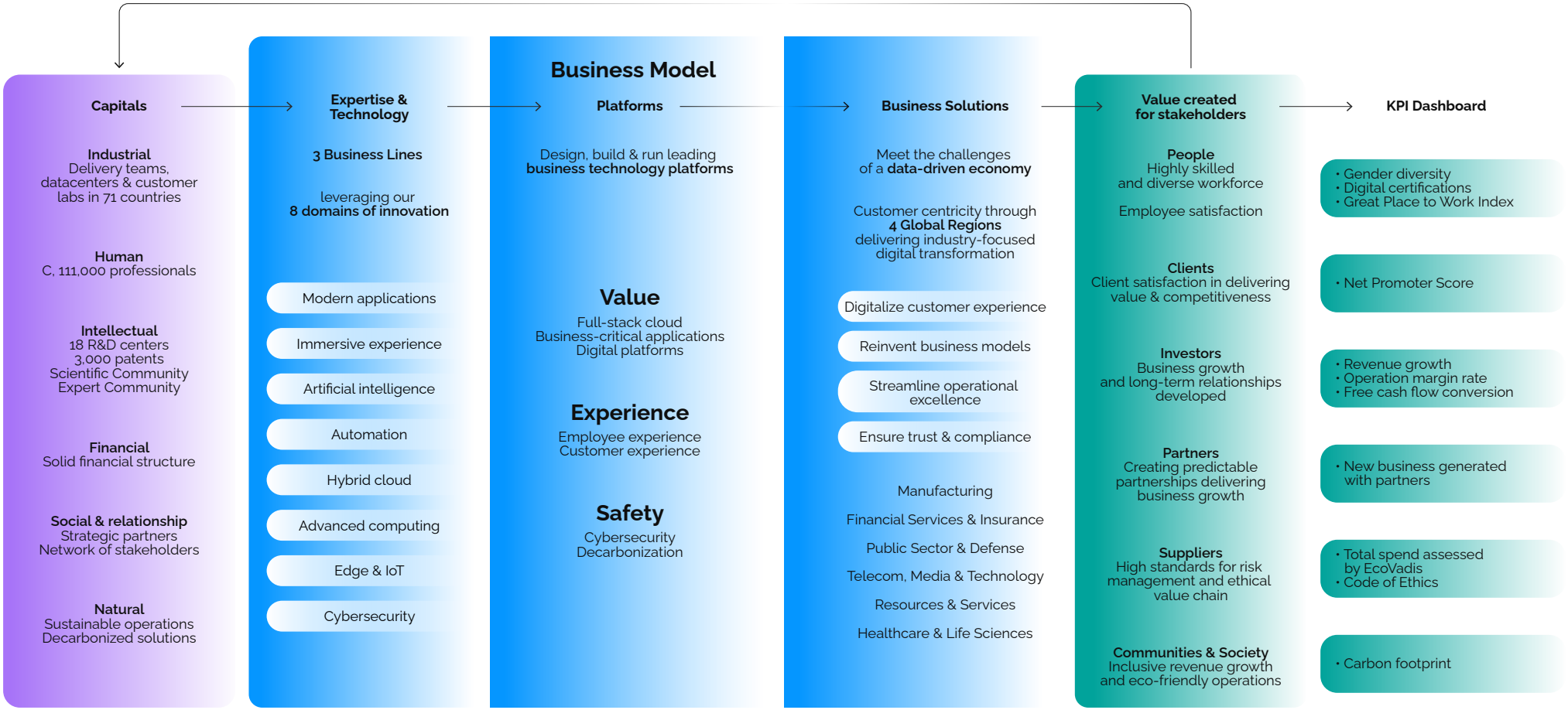
With a customer-centric culture and a simplified governance structure, Atos will seize the opportunities of the continued expansion of the IT services market to create even greater value for all Atos stakeholders.

Business model

Sustainable value creation model

The Atos business model, as illustrated below, allows the company to create inclusive and sustainable value for all stakeholders. It leverages the capital built up over years to pursue the Atos mission to enable clients, employees and members of society at large to live, work and develop sustainably in a safe and secure information space.

The robust business model is based on the company's distinctive expertise, technologies, platforms and business solutions in order to create sustainable financial and extra-financial value.



Performance

Financial performance: poised for turnaround

After facing significant headwinds in 2021, Atos has a solid base to build upon and a springboard to improve its performance.

In 2021, the company's overall financial performance reflected the decline in its legacy IT business. This was mitigated by strong growth in its digital, cloud, security and decarbonization activities and the contribution from bolt-on acquisitions. Revenue was €10,839 million in 2021, a 2.5% decrease at constant currency compared with 2020. Operating margin was 3.5%, compared to 9.0% in 2021. Net result was €-2,962 million, impacted by one-off impairments of goodwill and other assets.

Bolt-on acquisitions contributed c. €170 million of revenue in the year. In total, companies acquired since 2020 represent c. €600 million of annual revenue in digital, cloud, security and decarbonization.

In 2022, Atos is engaged in an in-depth transformation with the aim of accelerating our return to growth. Our targets for 2022 are:

- Revenue growth at constant currency of -0.5% to +1.5%.
- Operating margin of 3% to 5% of revenue.
- Free cash flow between €-150 million and € 200 million.

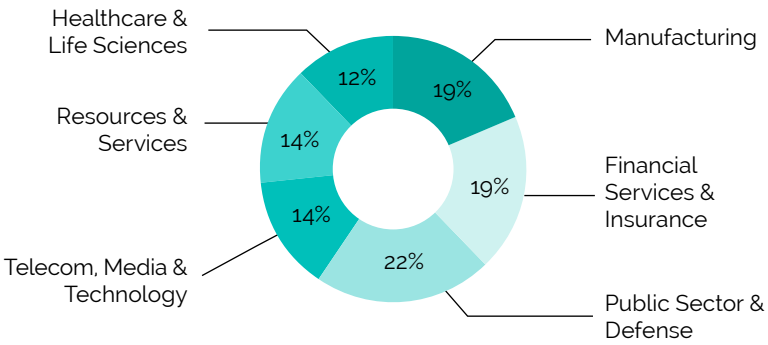
51%
2021 revenue from digital, cloud, security and decarbonization

€10.8bn
Order entry

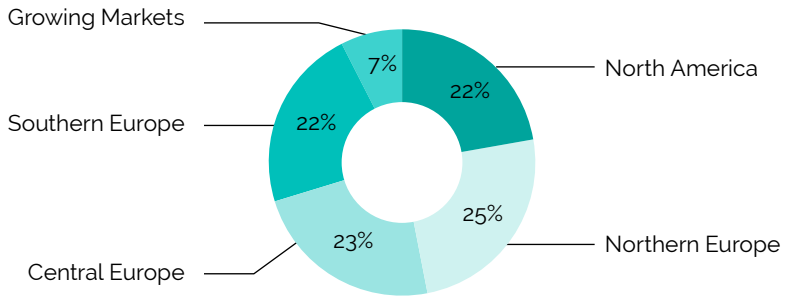
99%
Book to bill

€23.6bn
Year-end backlog

Breakdown by Industry



Breakdown by Regional Business Unit



Integrated dashboard

Leading the way in CSR

Atos is a global leader in corporate social responsibility (CSR). In harmony with its raison d'être, it is committed to shaping a safe and secure information space and a more sustainable future for all. Atos integrates environmental, social, ethical and security dimensions into its business strategy and into the design and delivery of its digital solutions.

Each year Atos publishes a full integrated performance dashboard as part of the Atos Integrated Report and throughout the year it reviews its performance during strategic meetings.

Integrated Dashboard		2021 results
Financial	Revenue growth at constant currency	-2.5%
	Operating margin rate	3.5%
	Free Cash Flow	€-419 m
Environmental Carbon footprint of Atos operations	GHG emissions - All Scopes 1, 2, 3 Absolute annual reduction	-14%
	GHG emissions intensity by revenue - Atos's carbon operational perimeter (in tCO2e/€ million)	9.6
	GHG emissions intensity by revenue - All Scopes 1, 2, 3 (in tCO2e/€ million)	222
Social	**Employee Engagement** Atos Trust Index® informed by Great Place to Work (GPTW)	66%
Governance	**Client satisfaction and delivery capability** Net Promoter Score for our clients	65% (59% perimeter of revenue)
	Adoption of EU Taxonomy Percentage of total Atos Group Taxonomy-aligned revenue	4.4%
	Supply Chain management Total percentage of spend assessed by EcoVadis and alternative assessments	68%

Main CSR KPIs

Main non-financial key performance indicators

As Atos continues to build on the progress made throughout its sustainability and corporate social responsibility journey over the last decade and more, it uses non-financial Key Performance Indicators (KPIs) that are linked to the areas of environment, social and governance to measure the performance.

The following tables include a selection of the company's CSR KPIs.

For the full set of indicators, as well as scope and other relevant data, please see the Atos Universal Registration Document.

Environmental Dimension

Material and relevant topic	Key Performance Indicators (KPIs)	Standard code	2021	2020	2019
Energy Efficiency of Atos Operations	Energy Consumption in Offices & Data Centers (MWh)	GRI 302-1; SASB TC-SI-130a.1(1)	519,800	579,140	702,398
	Energy Consumption - % of Renewable Electricity in Offices & Data Centers	SASB TC-SI-130a.1 (3)	67%	46%	—
	Energy Intensity by Revenue (Total direct and indirect energy) (in Mwh/€ million)	GRI 302-3	48.32	51.80	61.36
Carbon Footprint of Atos	All GHG Emissions (Scopes 1, 2, 3) (in million of tCO2e)	GRI 305-4	2.4	2.8	3.3
	GHG Emissions Atos Carbon Operational Perimeter in KtCO2e (Scopes 1, 2 and 3 Category 6)	GRI 305-4	103	161	250
	GHG Emissions Intensity by Revenue - All GHG emissions (Scopes 1, 2, 3) (in tCO2e/€ million)	GRI 305-4_A_c2.1	222.0	250.7	285.8
	GHG emissions intensity by revenue - Atos's carbon operational perimeter[1] (in tCO2e/€ million)	GRI 305-4	9.61	14.45	21.74
	GHG emissions intensity by employee - Atos's carbon operational perimeter (in tCO2e/employee)	GRI 305-4	0.97	1.58	2.36
Environmental Certification	Percentage of main Offices and core Data Centers[2] ISO14001 certified or in the process of being certified	A14	90%	89%	89%
Core Data Centers[2]	Estimated average Power User Effectiveness (PUE) for Core Data Centers	GRI 302-5_A	1.41	1.45	1.52
Carbon Offsetting	Percentage of Atos's carbon operational perimeter offset	GRI 305-5	100%	100%	100%

[1] Atos "Carbon Operational Perimeter" regroups all emissions from the energy consumption in offices and data centers (from Scope 1 for fossil fuel and from Scope 2 for electricity and district heating), plus all the fugitive emissions from air cooling systems, plus all business travel emissions (from Scopes 1 for Atos fleet and from Scope 3 category 6 for other travel).

[2] Core Data Centers; Strategic data centers operated by Atos.

Social Dimension

Material and relevant topic	Key Performance Indicators (KPIs)	Standard code	2021	2020	2019
Employee Satisfaction / Talent Attraction and Retention	Great Place to Work Atos Trust Index®	A2; SASB TC-SI-330a.2	66%	65%	58%
	% of positive responses to "Taking everything into account, I would say this is a great place to work"	A2	63%	63%	54%
	Total number of employees recruited	GRI 401-1	25,281	11.495	12,051
	Percentage of females recruited	GRI 401-1	35.7%	36.7%	33.5%
	Percentage of juniors[3] recruited	GRI 401-1	50.9%	47.9%	42.9%
Skills Management & Development	Average hours of training per employee	GRI 401-1	52	47	39
	Digital Certifications obtained per year	GRI 401-2	100,026	85,216	51,736
Employees' Health & Safety	Average percentage of employees working from home	A16	89%	94%	—
	Global absenteeism rate (%)	GRI-403	1.9%	1.8%	2.4%
Diversity	Percentage of females within Atos	GRI 405-1; SASB TC-SI-330a.3	31.50%	30.93%	30.92%
	Percentage of females within the Group Executive Management[4]	GRI 405-1; SASB TC-SI-330a.3(1)	32%	30%	13%
	Number of nationalities within Atos	GRI 405-1; SASB TC-SI-330a.3	149	139	134

[3] The concept of "junior" refers to the employee category GCM 0-3 and less than 30 years old.
[4] Group Executive Management: A network of 450 top senior management holders of management positions and talents. Responsible for implementing strategy and delivering operational performance.

Governance Dimension

Material and relevant topic	Key Performance Indicators (KPIs)	Standard code	2021	2020	2019
Client Satisfaction and Delivery Capability	Net Promoter Score from our clients	GRI 102-43 GRI 102-44	65%	65%	59%
	Group Overall Customer Satisfaction (from 0 to 10)	GRI 102-43, GRI 102-44	8.61	8.50	8.40
Innovation	Client Innovation Workshops delivered	A10	494	424	370
Security and Data Protection	Percentage of coverage of ISO 27001 certifications	A3; SASB TC-SI-230a.2	98%	100%	100%
	Percentage of compliance to malicious code prevention	A3; SASB TC-SI-230a.2	100%	100%	98%
	Alleged breaches of customer privacy data resulting in a formal claim above € 300k	GRI 418-1; SASB TC-SI 220a.3	0	0	0
Corporate Governance	Attendance rate at Board meetings	GRI 102-28	97%	96%	85%
	Percentage of females within the Board of Directors[5]	GRI 405-1	46%	46%	40%
Compliance with Laws and Regulations	Percentage of employees who successfully completed the Code of Ethics' e-learning	GRI 205-2	88%	98%	95%
	Number of significant fines (higher than € 300k)	GRI 419-1; SASB TC-SI -520a.1	0	0	0
Supply Chain management	Total percentage of spend assessed by EcoVadis and alternative assessments	A17	68%	63%	56%

[5] 40% (4 out of 10) pursuant to the legal ratio. In accordance with art L225-23 and L225-27-1 of the French Commercial Code, the Director representing the employee shareholders and the Employee Directors are not to be taken into account to determine the ratio of gender diversity on the Board of Directors.

Corporate governance

Board of Directors

Atos welcomes new CEO

The Board of Directors of Atos appointed Rodolphe Belmer as its new Chief Executive Officer, who took office on January 1, 2022. Following his appointment, the Group strengthened its corporate governance through the creation of its Group Executive Board, onboarding top-level executives and streamlining the Group's governance to enhance collegiality and to accelerate decision-making and accountability.

The Board of Directors

The Board of Directors defines the strategy of the Atos Group and oversees its implementation. The Board endeavors to promote long-term value creation by the company by considering the social and environmental aspects of its activity.

Bertrand Meunier
Chairman of Atos SE's Board of Directors
Chair of the Nomination and Governance Committee

Rodolphe Belmer
Chief Executive Officer of Atos SE

Vesela Asparuhova***
Service Delivery Manager
Employee Director

Vivek Badrinath*
CEO of Vantage Towers
Chair of the Audit Committee

Valérie Bernis*
Company Director
Chair of the CSR Committee and member of the Remuneration Committee

Jean Fleming***
Leadership Coach
Director representing the employee shareholders
Member of the Remuneration Committee

Farès Louis***
Business Developer in Cybersecurity Products
Employee Director

Cedrik Neike
Member of the Managing Board of Siemens AG and CEO of Digital Industries

Colette Neuville*
Chairman & Founder of ADAM
Member of the CSR Committee

Aminata Niane*
International Consultant
Chair of the Remuneration Committee

Lynn Paine*
Baker Foundation Professor, John G. McLean Professor of Business Administration, Emerita
Member of the Audit Committee, the CSR Committee & the Nomination and Governance Committee

Edouard Philippe*
Mayor of Le Havre, Former Prime Minister of France
Member of the Nomination and Governance Committee

Vernon Sankey
Officer in Companies
Member of the Audit Committee & the CSR Committee

13
board members

60%
independent Directors

46%
women**

6
different nationalities

3
Employee representatives

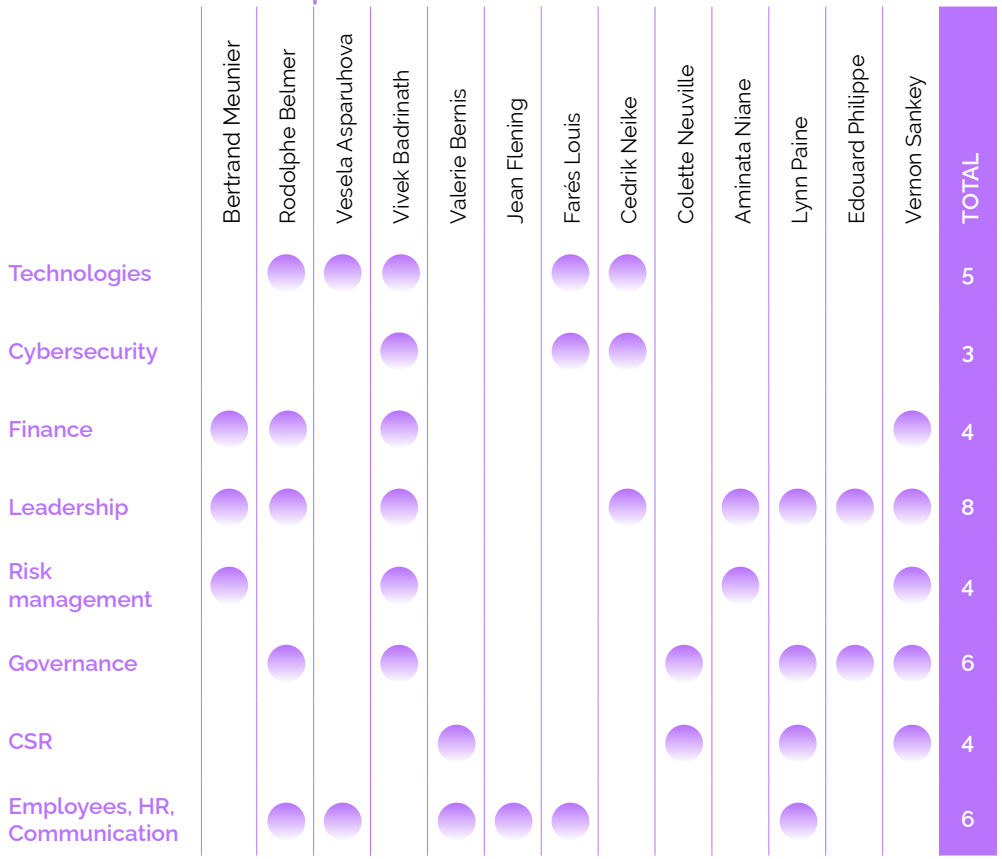
19
meetings in 2021

97%
attendance

* Independent Director
** 40% (4 out of 10) pursuant to the legal ratio. In accordance with art. L. 225-23 and L. 225-27-1 of the French Commercial Code, the Directors representing the employee shareholders and the Employee Directors are not taken into account when determining the ratio of gender diversity on the Board of Directors.
*** Employee representatives

Committees

Directors' skills and expertise in different sectors and activities



The Audit Committee

Independent Director Chair
3 members
67% independent directors
10 meetings in 2021
97% attendance

- to prepare and facilitate the work of the Board of Directors in its analysis of the accuracy of the company's corporate and consolidated accounts;
- to examine the quarterly financial reports on the Group's performance;
- to monitor the financial reporting process;
- to review Group Internal Audit reports.

The Nomination and Governance Committee

3 members
67% independent directors
7 meetings in 2021
100% attendance

- to search for potential candidates for the position of member of the Board, taking into account the diversity policy defined by the Board;
- to conduct an annual review of the diversity policy to be applied including the independence on the Board's members and to advise the Board accordingly;
- to review the executive managers and their succession plan.

The Remuneration Committee

Independent Director Chair
3 members
67% independent directors
6 meetings in 2021
100% attendance

- to formulate proposals related to the compensation of the directors, the Chairman of the Board and the CEO and to make recommendations for long term incentive and employee shareholding plans.

The CSR Committee

Independent Director Chair
4 members
75% independent directors
3 meetings in 2021
100% attendance

- to review Atos corporate social responsibility initiatives;
- to review the work carried out by the Group regarding the implementation of its raison d'être;
- to examine and to follow-up the Group decarbonization strategy;
- to follow up and develop the diversity & inclusion initiatives.

Changes envisioned for the composition of the Board of Directors

On April 6, 2022, Atos announced a proposal for a change of the Board of Directors' composition, to be submitted for the approval of the Atos General Meeting to be held on May 18, 2022, with a view to strengthening the diversity of skills within the Board and support the transformation of the Group. For more information, please refer to the press release dated April 6, 2022 and to the press release that will announce the voting results of the 2022 General Meeting on May 18, 2022 (atos.net/en/press-releases).

Group Executive Board

In February 2022, Atos established an Executive Board to develop and execute the Group strategy and to ensure value is delivered to clients, shareholders, partners and employees.

Led by Rodolphe Belmer, Group Chief Executive Officer, the Atos Executive Board meets on a weekly basis and consists of the Atos heads of regions, heads of business lines, the Chief Commercial Officer and the heads of corporate functions. The Executive Board is in charge of the Global Management Committee which includes heads of departments.

Chief Executive Officer
Rodolphe Belmer

Regions

Northern Europe & APAC
Adrian Gregory

Central Europe
Clay Van Doren

Southern Europe
Yannick Tricaud

Americas
Dave Seybold

Business lines

Tech Foundations
Nourdine Bihmane

Digital
Rakesh Khanna

Big Data & Security (BDS)
Jean-Philippe Poirault

Center of excellence

Chief Commercial Officer
Philippe Oliva

Corporate functions

Chief Finance Officer
Stéphane Lhopiteau

Chief Strategy & Sustainability Officer and General Secretary
Diane Galbe

Chief HR Officer
Paul Peterson

Our impact

A pioneer in CSR

Interview with Alexandra Knupe
Head of Corporate Social Responsibility

Why has Corporate Social Responsibility (CSR) become so important?

It has become critical for companies to have an Environment, Social and Governance (ESG) framework and to report on non-financial activities. Many aspects of CSR, in particular climate change, are affecting every business and all of society. Companies need to have a strategy for sustainability and publish Key Performance Indicators (KPIs) for stakeholders – whether it is investors, our clients, our people or society at large.

Our approach is to implement a CSR strategy that acts as a major growth driver for both Atos and our clients and partners. We are investing significantly in decarbonization, climate change mitigation, wellbeing at work and digital inclusion. An important development is the role of digital as a CSR objective. We live in a digital world and we need to ensure that digital also incorporates decarbonization, inclusion, data protection and security.

What role does Atos play when it comes to CSR in the digital sector?

We are a company of rational, scientifically minded technologists and we have always played the role of a pioneer. We are thought leaders in ESG. Our Scientific Community predicted the importance of decarbonization and ethics in artificial intelligence (AI) long before most of our competitors. We are also an industry leader in our actions, from our environmental program to our early focus on digital education and inclusion. We are currently leading new trends in data sovereignty with the launch of Atos OneCloud Sovereign Shield to support the digital sovereignty needs of industries and governments worldwide and we are key players in industry initiatives such as Gaia-x and the European Alliance for Industrial Data, Edge and Cloud.

Interview continued

What are the main CSR challenges that Atos faces?

First, we have the challenge of delivering on our ambitious CSR commitments. Our goal to cut our global emissions by 50% by 2025 will require unwavering discipline and rigor. We are engaging closely with suppliers and clients to advance these decarbonization ambitions. We also face the continuing challenge of integrating CSR expertise into our business offerings so that our clients benefit from our experience in areas such as net zero and digital inclusion.

Our corporate governance structure is helping us meet these challenges and the strong commitment and involvement of our executive management is actively guiding our progress.

What were the key CSR developments for Atos in 2021?

Atos took industry leadership in decarbonization and committed to halving its global carbon emissions by 2025 (SBTi near-term target, full Scopes 1, 2 and 3) as part of our net-zero ambition. To deliver on this commitment, we have switched many of our data centers and offices in Europe and Hong Kong to renewable energy and we have installed solar panels on our sites (for example, at our technology delivery center in Pune, India). We are updating our company fleet so that by 2024 it will be all-electric. In 2021 we also implemented eco-design principles for our workstations and piloted the use of recycled laptops.

We introduced decarbonization criteria for a selection of our suppliers to encourage best environmental performance in the type of energy they use, and we introduced binding decarbonization agreements for our products (such as supercomputers).

We have continued to help our clients decarbonize through our Net Zero practice, which was launched in 2021, and offers a portfolio of smart solutions to optimize energy consumption and water management as well as solutions to compensate carbon emissions (through our EcoAct subsidiary). Our team of digital and climate experts is expected to grow to 400 people in 2022.

We issued an €800 million sustainability-linked bond that was more than two times oversubscribed. In the digital inclusion area, we supported innovative projects in Africa that are helping people with visual impairments access education. We also became a more diverse company than ever before: in 2021 36% of new hires, one third of the Scientific Community and 53% of people on our FUEL leadership program were women.

What are Atos's CSR priorities for 2022?

In 2022 we will accelerate our progress in decarbonizing digital and driving digital inclusion and will continue to innovate in ways that guarantee security and data protection. We are working on new projects on hydrogen, quantum for CO_2 capture or DNA-based computing and storage and we continue to expand Scaler, our start-up accelerator program.

If we are to meet our CSR ambitions, we need to make sustainability a compelling value proposition for our clients and stakeholders. We want our solutions to make digital more inclusive, whether it is environmentally friendly IT for clients, or accessible digital workplace solutions to enhance wellbeing and flexible working.

We will also create even more opportunities for our stakeholders to contribute to our CSR efforts. When our clients and suppliers look to move forward in CSR, we want them to see Atos as a valuable partner. We share a common goal: to make the world a better place. We cannot accomplish this alone.

Integrated financial and non-financial reporting

Delivering new insights into the value of sustainability

New regulations require ever closer integration of financial and extra-financial reporting. Atos aims to be a trailblazer in this area, and in 2021 developed a comprehensive methodology to demonstrate how sustainability projects and activities translate into financial metrics that reflect the company's full business value for assessment by external stakeholders such as investors.

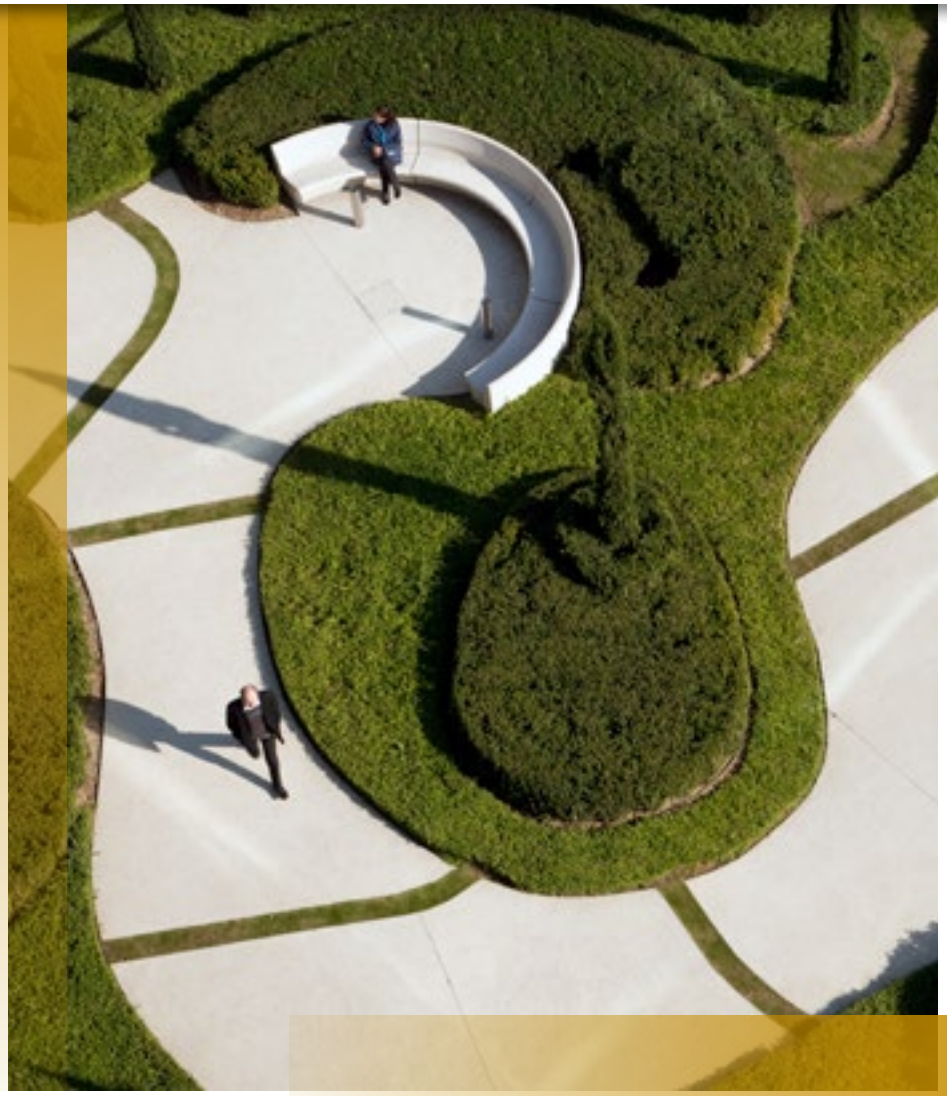
Following the entry into force of the obligations of the EU Taxonomy regulation in 2022, Atos believes that its leadership in integrated reporting will be a key differentiator. The regulation requires companies to identify and report the degree to which the activities in which they are engaged are sustainable in line with the EU Taxonomy classification system. It provides definitions for which economic activities can be considered environmentally sustainable.

This provides Atos with a major opportunity to create value for its stakeholders. Using its expertise, Atos provides investors and other external stakeholders with KPIs and metrics that are easily comparable, and at the same time helps clients enhance their own sustainability reporting.

To shape its response to the EU Taxonomy, Atos has established a working group of non-financial and financial reporting professionals to develop an approach to reporting that maps the company's entire portfolio to the 17 Sustainable Development Goals of the United Nations. Until there are recognized best practices and standardized reporting methods in place, Atos will adopt a flexible approach that prepares the company for future reporting obligations.

Given its specialism in decarbonized digital solutions, Atos is focusing first of all on two economic activities that affect climate change mitigation, climate change adaptation and the impact on SDG 13 (Climate); namely, (i) data processing, hosting and related activities, and (ii) data-driven solutions for GHG emission reduction.

With experience in measuring and reporting the amount of sustainable business derived from its operations, Atos is in an ideal position to help its clients comply with evolving regulatory requirements and progress to the next level of CSR.



4.4% of 2021 total Group revenue is Taxonomy-eligible and Taxonomy-aligned

Materiality and challenges

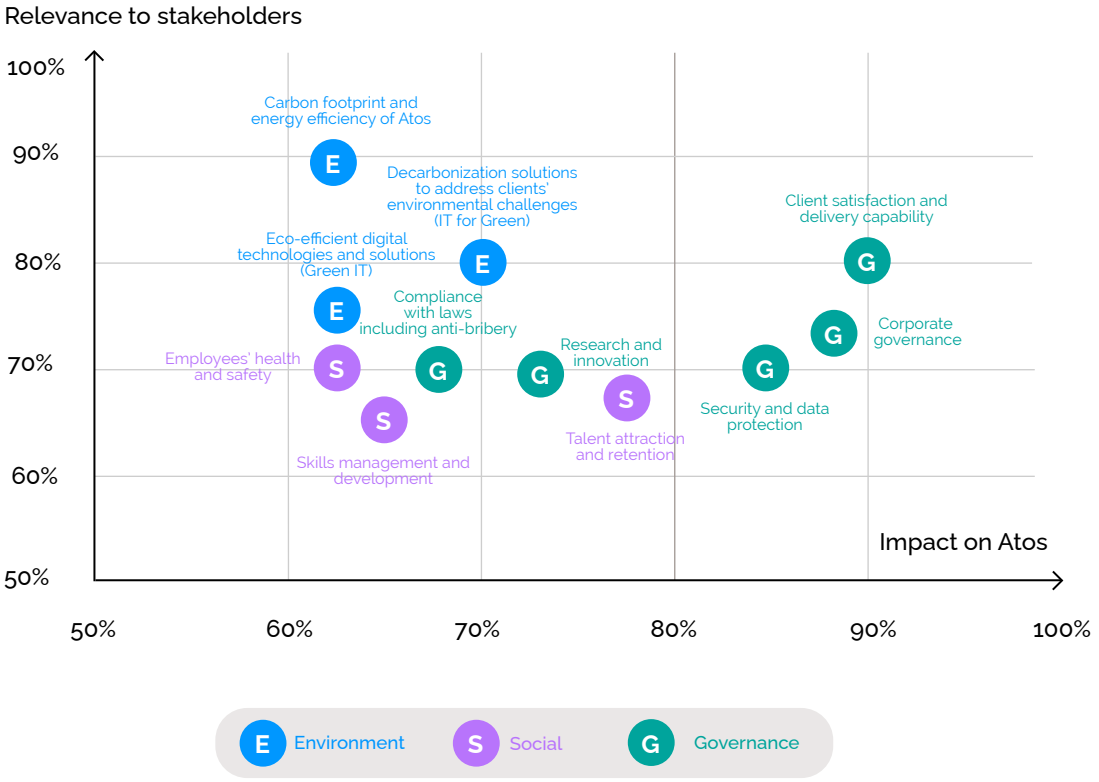
Atos's CSR materiality matrix

The Atos approach to corporate social responsibility (CSR) is based on an analysis of the CSR issues that are material to the company, considering both the expectations of its stakeholders and the impact on its business.

This materiality analysis allows Atos to connect and prioritize financial and non-financial considerations that the market and key stakeholders consider essential for Atos. These topics and challenges are material because they are critical for the company when it comes to attaining its goals, securing its business model and managing its impact on society.

Since 2020, the Atos materiality matrix has incorporated an ESG approach covering Environmental, Social and Governance dimensions with best practices management identified for those:

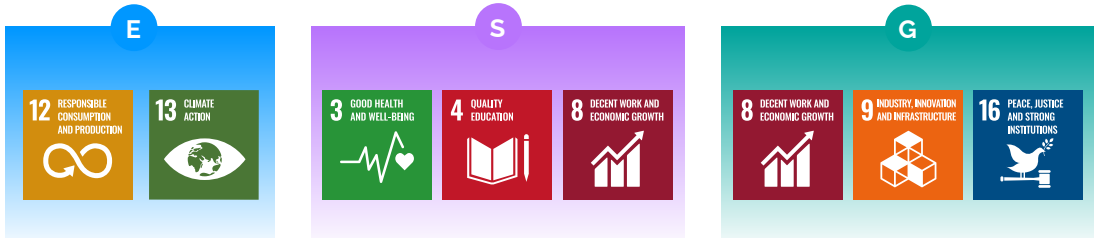
Environmental: supporting the transition to a zero-carbon economy at a global scale for the Atos Group, its clients and society.
Social: enabling Atos to be a responsible employer and creating a work environment that meets the needs and expectations of employees.
Governance: ensuring Atos is an ethical and fair player within its sphere of influence and generating value for clients and partners through innovative and safe solutions.



Contribution to the United Nations SDGs

The materiality analysis highlights Atos's direct contribution to seven of the 17 United Nations Sustainable Development Goals (SDGs) for the 11 material issues presented.

The Atos CSR program also covers many other issues including digital inclusion, diversity, employee engagement and supply chain management. In many growing markets, Atos is redefining ways of doing business through digitalization and innovation, with a significant impact on local employment and socioeconomic development. In this way, the Atos CSR program is consistent with the company's raison d'être, driving its contribution to SDGs and ensuring that sustainability is fully integrated into business strategy and outcomes.



Stakeholder dialogue

Proactive and effective interaction with stakeholders

Atos regularly engages with its stakeholders to better understand and prioritize their needs while ensuring that its corporate social responsibility (CSR) strategy remains fully aligned with their expectations.

Atos maintains continuous dialog with a broad range of stakeholders including clients, employees, employee representatives, business partners and suppliers as well as local communities and public authorities. The Atos Corporate Social Responsibility Committee of the Board of Directors met three times in 2021 as part of efforts to ensure the company's CSR strategy and program of initiatives address current and future challenges.

Atos's ambitious environmental goals will require proactive and effective interaction with stakeholders along its entire value chain. The issue of sustainability is a priority throughout the Atos Group and forms part of its culture. Employees have access to many formal channels and informal networks to engage in permanent dialog. Communications with clients significantly intensified during 2021 as Atos responded to strong demand from clients to help improve their business sustainability using digital technologies and solutions. Atos also ramped up its engagement with business partners and suppliers as part of its commitment to working together closely and transparently in order to achieve sustainable supply chains.

In 2021,Atos also continued to actively engage with external stakeholders, regularly attending investor meetings and liaising with leading standards organizations such as the GRI Sustainability Reporting Standards. Atos was invited to a panel discussion to share its vision on the pivotal role that digital can play in tackling climate change organized by the United Nations Framework Convention on Climate Change during COP26 in Glasgow, UK.

Environment

On the digital frontline in the fight against climate change

Interview with Benjamin Bergeron
Head of Atos Global Environmental Program

How is Atos responding to the threat of climate change?

Digital technologies are responsible for an estimated 4% of total global CO_2 emissions. At the same time, however, studies have shown that such technologies have the potential to help cut global CO_2 emissions by 15% to 20%.

Atos is a leader in the use of digitalization to decarbonize the global economy. Our main climate change ambition is not only to contribute to a more decarbonized and sustainable world by reducing and offsetting our own carbon emissions. It is also to promote digital solutions that support our suppliers and clients in their own decarbonization journeys.

We have an ambitious environmental program in place to reduce our energy consumption, business travel and greenhouse gas emissions. This environmental program is embedded in our strategic plan.

We want to use digital technology to make a real difference in the fight against climate change and to accelerate the progress toward net-zero by our clients, suppliers and society in general.

Interview continued

What are your targets for reducing emissions?

In 2021, Atos shifted its 2°C carbon reduction target to the 1.5°C pathway that was set by the new Net-Zero Standard of the Science Based Targets initiative (SBTi) shortly before the UN Climate Change Conference (COP26). We are committed to halving our overall carbon emissions by 2025 from a 2019 baseline. That is five years ahead of the SBTi requirement. Our commitment also covers Scope 3 emissions, therefore going beyond the SBTi guidelines, which only refer to Scopes 1 and 2.

We have a new long-term target of reducing our carbon emissions across all scopes by 90% by 2039, which is 11 years before the SBTi target requirement of 2050. We are also committed to meeting our net-zero target in 2039, with neutralization of all our residual emissions.

All these targets are fully aligned with the new SBTi Net-Zero Standard's targets and criteria. They are even more ambitious in terms of the level of decrease, more ambitious in terms of perimeters and more ambitious in terms of completion dates.

What progress did Atos make in reducing greenhouse gas emissions in 2021?

We reduced our absolute emissions by 14% in 2021 compared with 2020, and by 27% compared with 2019. We are cutting our emissions faster and deeper than the requirements of the SBTi. Each year, we expect to reduce CO_2e by around 11% for Scopes 1, 2 and 3.

Our achievements have been recognized by external ratings agencies such as S&P Global which through the Corporate Sustainability Assessment (CSA) scored Atos in 2021 with the best score of the environmental dimension within its industry, and we were awarded the much-coveted "A" grade by CDP. In 2021, Atos was awarded a SEAL Sustainability Award among the top 50 most sustainable companies in the world. We are leading the way to a net-zero future.

What environmental priorities does Atos have in its sights for the future?

Climate change remains our number one priority. In 2022, we will increase our use of renewable energy and electric vehicles, improve the energy efficiency of our activities and reduce our emissions even further. We want to have an all-electric company car fleet by 2024. At the end of 2021, 27% of the fleet was electric, up from 14% at the start of the year.

While we will of course continue to address environmental challenges such as e-waste, recycling, the circular economy and biodiversity, we are determined to make an impact to tackle climate change that extends well beyond our direct control or influence. By developing more energy-efficient IT, spurring innovation and using IT and digital to help our clients implement more energy-efficient processes, we intend to make an invaluable contribution to the global fight to prevent climate change.

Environment stories

Rising to the supply chain challenge

As we intensify our efforts to meet our climate change targets and reduce our total carbon footprint by an ambitious 90% target by 2039, we are actively engaging with our suppliers so that we can minimize our Scope 3 emissions. Scope 3 emissions are those emissions that are associated with our activities in the value chain, from the products and services that we purchase from suppliers to the solutions that we provide our clients.

At Atos, Scope 3 represented about 96% of all our carbon emissions in 2021. The supply chain alone was responsible for around 62% of our Scope 3 emissions. Those are emissions embedded in the goods and services that we buy from our suppliers, whether that is computing hardware, IT services or other goods and services that we use in our everyday activities.

Reducing these emissions will be critical to the success of our net-zero strategy. To advance toward our goals, we now include carbon criteria in the requests for proposals that we send to our partners. In our business contracts with suppliers, we include specific clauses that cover environmental issues, such as energy management and decarbonization strategies. We also use internal carbon pricing to help us focus our spending on those suppliers with the best performance in the area of climate change.

In 2021, 32% of our Scope 3 emissions were associated with the products that we sell to our clients. We are working closely with our clients to reduce the energy consumption associated with their use and support the global migration to renewable energy.

Minimizing the carbon footprint of our supply chain can only be done by close collaboration with our partners. By leading and influencing our suppliers on their own journeys to net-zero we have the opportunity to positively impact not just two thirds of our Scope 3 carbon emissions, but the entire ecosystem. We believe that working together as one team can speed up our progress and accelerate the transition to a net-zero economy, with benefit for all.

Elena van Bockel
Group Chief Procurement Officer, Atos

Advocating for digital at COP26

As a leader in decarbonization, Atos is a member of the UK Government's e-Sustainability Alliance and participated in a major side event at the UN climate change conference of parties (COP26) in Glasgow in November 2021.

Speaking at a panel organized by the United Nations Framework Convention on Climate Change (UNFCCC), Atos highlighted the pivotal role that digital innovation can play in decarbonizing society and in helping organizations of every description reduce their emissions. Atos's end-to-end portfolio of technology and nature-based solutions supports the case for digital being not just an enabler of the transition to net-zero but also an accelerator. For example, our Terra² mobile app provides policymakers with comprehensive climate data and satellite images of the planet, empowering decision-makers in the race to net-zero.

Also at COP26, we published our landmark opinion paper *Digital Vision: COP26*, which discusses how organizations in every sector can harness digital technology to accelerate progress to a sustainable and net-zero future.

Digital tools are key accelerators of decarbonization. Using our expertise and resources, Atos is helping organizations to digitalize, transform and transition to net-zero.

Nourdine Bihmane
Head of Tech Foundations, Atos

Our 360-degree approach to net-zero transformation

Our market-leading solutions in our Net-Zero Transformation portfolio support our clients' efforts to cut the carbon emissions of their business processes, design roadmaps to achieve their carbon ambitions, implement industry-specific solutions and modernize and decarbonize their IT infrastructures.

In 2021, we established our Net-Zero Transformation Practice and we opened our Net-Zero Transformation Center of Excellence to drive the delivery of the Net-Zero portfolio and help our clients and partners accelerate on their paths to net-zero. The Center has locations in Europe (Paris, Lyon, Aix-Marseille, Barcelona, Madrid, Milan, London and Munich), in North America (New York and Montreal) and we will open centers soon in Asia (Chennai and Singapore).

Across these hubs, clients can leverage the skills, resources and a network of more than 250 Atos digital and climate experts to create their own path toward net-zero. Clients enjoy full access to our end-to-end portfolio which leverages our Atos Zero program to enable clients to achieve their net-zero ambitions irrespective of where they are on their journeys. Offerings include climate change strategy and target setting, carbon footprint calculations, Digital Decarbonization Assessments (DDA) and innovative solutions such as Digital Twins, Decarbonization Level Agreements (DLAs), and sustainable cloud and decarbonized workplace solutions.

At Atos, decarbonization is a strategic priority and a major growth driver. By the end of 2022, we aim to grow our net-zero transformation team to 400 experts.

Greener and cleaner IT

As well as using IT innovations to decarbonize the internal processes of our clients, we are reducing the carbon footprint of our own IT and digital infrastructure. Leveraging our leadership in energy efficiency and green IT, our clients can report lower emissions from their use of our data centers and supercomputing infrastructure.

Researchers at Atos are working continuously to optimize the energy efficiency of supercomputers and to develop innovations. 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).

Future hardware, software and architecture innovations from Atos will deliver even more energy-efficient and low-carbon computing infrastructure. Edge computing will move energy efficient computing to data instead of moving data to computing. Quantum computing in an HPC environment will solve complex climate change related problems and will do so more energy efficiently than classical computing. 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.

18 Atos supercomputers classified in the Top 100 most energy efficient
Green 500 list, November 2021

76% Atos employees are working in ISO14001 certified sites or in the process of being verified

22.37 tCO_2e/employee emission intensity by employee for all GHG emissions (Scopes 1, 2, 3)

€76.6M of revenue from decarbonized solutions

Social

Diversity, inclusivity, opportunity: putting our people first

Interview with Paul Peterson, Chief HR Officer, Atos
and Caroline Brunellière, Head of Employee Relations, Atos

How did Atos perform as an employer during the COVID-19 pandemic?

Paul Peterson: The highest score we received in the Great Place to Work® survey in 2021 was for our response to the pandemic. While our overriding priority was the safety of our people, our approach aimed to encompass compassion, empathy, flexibility and trust. At times about 90% of our people were working from home and there was tremendous trust between managers and their employees. We will remain flexible until the end of the pandemic. Different countries will return to the office at different times and the key going forward will be balance.

How is Atos responding to today's challenging employment market?

Caroline Brunellière: Despite the current difficulties recruiting talented individuals, we are pleased to have recruited more than 25,000 people in 2021 which represents 50% more employees than in any other year in the history of the company. Our successful partnerships with universities led to more than 7,000 graduates joining Atos around the world. We are adding new partnerships and reinforcing existing relationships to support our target of recruiting 10,000 graduates in 2022.

Paul: Our employer brand is evolving all the time. We are known as a company that treats its people well and invests in their skillsets, digital certifications and their careers. We are acting rapidly to reduce attrition, improve the retention of our people and retain our top talents. More than 60% of job opportunities at Atos in 2021 were filled internally by our ambitious employees who take the time to invest in their careers through developing key digital skills and competences. Atos is a place of opportunity.

Interview continued

How diverse and inclusive is the Atos workplace?

Caroline: We have an incredibly diverse workforce in terms of geography, with more than 140 nationalities represented. In Atos, 31.5% of our employees are women, up from 30.9% in 2020. In 2021, 35.7% of our hires were women and we aim to increase this proportion. To support gender diversity, we have expanded our Executive Mentoring Program for women and launched Gender Diversity Hiring Boards. In 2022 our target is for 40% of candidates hired to be women.

Paul: We are an all-inclusive employer. Our clients are multicultural and diverse, and we are the same. As an IT leader it is also our obligation to advocate for and deliver accessible IT. Our Accessibility and Digital Inclusion program supports all of our employees and enables them to excel at Atos regardless of any impairments. Our program and practices have gained recognition internationally for mainstreaming disability inclusion. We've been recognized by Springboard Consulting in 2020. We were awarded the Zero Project's Best Practice award in 2022. And the UK government also recognized us as a Disability Confident Leader in 2021.

How is Atos preparing its people for the opportunities of the future?

Paul: Our employees achieved more than 100,000 digital certifications in 2021 in areas such as cloud, security and digital ways of working. We are giving our people new skillsets and laying the foundations of our future growth. Our new Cloud Boost program trained more than 2,400 of our customer-facing teams on the fundamentals of cloud, giving us an enormous advantage in the market.

As we continue to evolve as a company, our Leap program will play an important role in reinforcing the characteristics that we value in our people such as being inclusive, curious, audacious, responsible and united. We held over 100 live events, meetings and workshops involving more than 13,000 employees as part of Leap in 2021. In 2022 we will increase participation in Leap sessions at all levels so that we can embed this culture refresh into the DNA of our company.

Social stories

Rising to the gender challenge

Developing a diverse and inclusive workforce of talented and empowered people is always a priority for Atos. We are committed to improving the gender balance in our company and to leading the technology industry's response to its gender challenge.

Atos is involved in a series of initiatives that encourage young women around the world to pursue careers in technology and give them the confidence to seize the many opportunities in today's job market. These programs include Code First Girls, Bright Networks, Virtual Girls Day and our very successful Women in Cyb-her event.

In 2021, we joined forces with Women in Africa (WIA) to support the development of WIA Code. This is a unique training program in coding and IT skills that is aimed specifically to prepare high school girls in Senegal for careers in science, technology and innovation. By giving young women the training, mentoring and support to develop the skills to flourish in the IT world, WIA and Atos want to strengthen the role of young African women in the digital transformation of the continent. In 2021, 34 young women were involved in the WIA Code project and benefited from an Atos mentoring program.

Developing digital talent in Africa

As part of our mission to identify, train and connect young digital talent to jobs, Atos has launched a strategic partnership with 01Talent in Africa to support the acceleration of digital transformation across the continent.

Atos is creating a high-quality, innovative and inclusive training program to support 01Talent's ambition to introduce one million high-level developers to the professional world by 2035. The partnership, signed in September 2021, includes a preliminary stage of online testing through mini games that require no prior coding experience. The tests provide a measure of the cognitive skills, creativity and motivation of candidates who typically might not be identified by traditional education systems. Students who are selected at this stage will learn how to become full stack developers over two years at a dedicated Zone01 site in Cape Verde.

Atos will supply laptops to 200 young African talents at Zone01 and will help design their IT training over the next decade and beyond. We are also mobilizing our employees around the world through a mentoring program to share expertise and give personal guidance to students. The project gives Atos the opportunity to create links with Zone01 talent and to hire students during and after their training. Atos and 01Talent intend to develop their partnership and open a new series of Zone01 sites across Africa, including in Senegal.

520 Women who participated in the Global Women's Executive Mentoring Program

Investing in cutting-edge digital skills

Supporting the development of our people's careers, including building their digital skills, is a cornerstone of our strategy for future growth and 2021 saw an increase in the training of our employees.

In 2021, we significantly expanded our Be Digital program to train and certify our employees in the latest digital technologies such as cloud, data science, machine learning, artificial intelligence and automation. Our colleagues completed more than 100,000 digital certifications covering skills in cloud, security, digital app platforms, digital accelerators, digital workplace and digital ways of working. Our employees earn certificates by completing college or college-like courses, which often involve lectures, assignments and exams.

As well as courses offered as part of Be Digital, our colleagues also have access to a range of leadership and business courses delivered by the Atos Corporate University. These programs are often provided in partnership with leading universities and business schools.

We also launched a specific Cloud Boost program which trained more than 2,400 of our customer-facing teams in the fundamentals of cloud technologies, in cooperation with strategic partners Microsoft Azure, AWS and Google Cloud.

Caring during COVID

Throughout the COVID-19 pandemic, Atos prioritized the health and wellbeing of its employees and the business continuity of its clients. In the second year of the pandemic, our global crisis management program transformed into a global resilience management program to facilitate social distancing and remote working, using digital workplace solutions to deliver the best collaboration and communications tools. This involved increasing the number of software licenses, upgrading network bandwidth and in some cases delivering notebook personal computers to Atos employees at their homes.

An average of 89% of colleagues worked from home during 2021. Our Bamboo program created a tailored workplace experience so that employees could work from wherever they felt most effective. The We are Atos program, meanwhile, ensured a collaborative environment across the company with virtual coffee meetings, fun online activities for employees and their families, and webinars and e-learning about how to maintain good physical and mental health.

We also launched mobile apps including Atos Welcome, which helps new joiners get to know our company, and Atos SafeOffice, which rolled out ahead of the gradual return to offices.

Our efforts to care for the global Atos community were recognized by employees in the Great Place to Work® survey 2021, in which 87% of employees who participated confirmed that Atos adapted well to the lockdown and 90% agreed that they felt trusted by their managers during this period.

We are Atos: enhancing the employee experience

The "We are Atos" employee experience program increased its initiatives in 2021 to further enhance Atos's culture and provide new tools for working together. The program, working as a network at local levels, examined ways to embed the key social elements of our raison d'être and promote diversity, inclusion and wellbeing initiatives as well as sustainability and decarbonization initiatives.

"We are Atos" accounts for the constantly changing expectations of current and future employees and is aligned with our clients' priorities and our mutual objectives to improve the client experience.

Sam Ellis
Global Director for Employee Experience and the We are Atos Program, Atos

100,026
digital certifications

52.01
hours training per employee in 2021 (46.68 hrs in 2020)

25,281
new employees hired during the reporting period

31.50%
Women in Atos

32%
Women in Group Executive Management*

* Group Executive Management: A network of 450 top senior managers and talents responsible for implementing strategy and delivering operational performance.

Meet the Atos Green Network

One of the most active online communities at Atos is the Atos Green Network, which is a thriving global community passionate about sustainability, using education and promoting technology to drive environmental progress. The network brings together like-minded people to encourage greener practices and oversees projects and initiatives to drive measurable change.

The Green Network publishes newsletters and organizes environmental awareness webinars, inviting external experts to share knowledge and best practice to inform employees and, crucially, to provide practical recommendations on how businesses and individuals can support the fight against climate change. In 2021, the Atos Green Network organized events enabling employees to volunteer in protecting natural ecosystems, such as a beach cleaning carried out in partnership with the Marine Conservation Society in the UK, collecting 30kg of waste.

In 2021 the Atos Green Network launched its Sustainable Merchandise initiative to develop criteria and identify a preferred supplier of branded merchandise for Europe. The project will replace existing local catalogs of Atos promotional gifts with more sustainable items that are plastic-free, recycled, natural, innovative or creative alternatives to traditional gifts.

Fighting climate change requires organizations to inspire and support their entire workforce to enable rapid progress. Atos embraces this challenge and the Atos Green Network is testament to the level of social engagement of our people and their passion for making a positive contribution, to the organization's sustainable development and wider society.

Greg Miles
Green Network Lead, Atos

Leading the way in accessible IT

As a worldwide partner to the International Paralympic Committee, and as an organization committed to inclusion, we are leading the way in developing and delivering IT that is accessible to all. Our accessibility practice leverages the inbuilt inclusive features from partners such as Microsoft and Google, supplemented with best-of-breed assistive technologies. And they are backed by expert services from an international team of highly qualified accessibility professionals who support employees and customers on their accessibility journeys.

We actively collaborate and lead on professional certification initiatives and the creation of the Digital Accessibility Apprenticeship Standard with the International Association of Accessibility Professionals and standards bodies. All employees can benefit from available accessibility training, and we have created an accessibility academy and champions program to spread knowledge and grow skills. We work with advocacy groups such as Valuable 500 and the International Labour Organisation. We also run events to support campaigns such as Global Accessibility Awareness Day #PurpleLightUp and #WeThe15, raising awareness and driving engagement with our employee network, Atos Adapt.

Our focus as a technology company is to empower people. One workstream of our accessibility program includes representatives from 70 countries dedicated to inclusive employee experiences through a disability-inclusive culture and improved employee services.

We take a sustainable approach to accessibility that is aligned to our raison d'être and ESG governance, enabling us to treat exclusion like pollution. Our Accessibility program and portfolio of offerings is consciously designed to address the negative externalities of inaccessibility and create positive externalities where everyone can realize their full potential through technology. I am proud of the work done by our teams to create a more inclusive Atos that in turn can play a role in partnering to make a more inclusive world.

Neil Milliken
Group Head of Accessibility & Digital Inclusion, Atos

Fostering digital inclusion in Africa

In 2021 we helped shape the future of inclusive education in Africa through our involvement in the Africa edition of the ICT 4 Inclusion Challenge, in partnership with the German development agency GIZ (Gesellschaft für Internationale Zusammenarbeit). The challenge aimed to develop digital innovations that improve access to education for people with disabilities in Africa. The entrants were asked to submit a digital or technical innovation that provides or improves access to education for children, youths and/or adults with disabilities in Africa.

The competition attracted a total of 202 applications with more than 400 participants from 37 countries. After an initial first round in which 10 teams were selected to attend a two-week virtual bootcamp, three finalists from Kenya, Nigeria and South Africa were chosen by a jury of experts from Atos, GIZ, the private sector, civil society and international organizations. The top prize went to the Nigerian entry Vinsighte, an application that uses AI to help visually impaired people enjoy books and other texts. All three finalists were awarded monetary prizes, a three-month mentorship at Atos and the opportunity to pitch their innovations for acceptance to our accelerator program, Atos Scaler.

#InclusiveCulture

So proud of Atos and our engagement in the #WeThe15 movement. Increasing awareness of how to include people you weren't even aware you were excluding.

Jacobien Muller
Global Lead of the Employee Experience Program, Atos

Building an inclusive workplace is an instrumental step to creating an inclusive world. I am proud that Atos is building on our values of inclusion by supporting #WeThe15.

James Easter
Co-chair Atos Adapt, Disability Employee Network, Atos

Diversity, equity and inclusion are driven at Atos by an entire ecosystem approach. It is a focus with and for our people, our clients and our partners. This is highlighted in the work we have embraced such as the WIA Code program, the EcoAct Cookstove project or our Women's Executive Mentoring program. Most importantly it is something that every single employee in the company has a stake in and is key to our future growth.

Abbie Cowan
Chief Diversity Officer, Atos

Making a difference with #ChooseToChallenge

To highlight the enormous contribution made by women in Atos, the technology sector and in all walks of life, we organized a series of webinars on International Women's Day (March 8, 2021) with special events promoting women's equality around the world. These events were aimed to raise awareness, share stories and start conversations. We also published a selection of essays, written mostly by women at Atos, on how they had followed up throughout the year with actions in pursuit of their ambitions for International Women's Day in relation to gender equity, diversity and inclusion.

Supporting cleaner cookstoves and forest conservation in Darfur

In Darfur, Sudan, our EcoAct business is showing how decarbonization can help lead to the development of a more inclusive economy.

The award-winning cookstove project of Atos company EcoAct is the first registered carbon credit project in Sudan and the first to be developed in a conflict zone. It aims to improve household health by replacing traditional cooking methods – burning wood and charcoal inside the home – with low smoke LPG stoves.

As well as reducing deforestation and cutting emissions of smoke, carbon and particulates, the project frees women from the time-intensive activity of collecting firewood to give them more time and to gain additional income for their families. As a result of this groundbreaking project, 26% of women have started new income generating activities and 58% say they have more time to spend with their children.

In view of the extremely positive impact of this initiative, EcoAct is developing similar projects in countries such as India.

Governance

Ethics and integrity at the heart of what we do

Interview with Diane Galbe
Chief Strategy and Sustainability Officer, General Secretary, Atos

How does good governance help Atos create sustainable value and fulfil its raison d'être?

In the area of sustainability and corporate social responsibility, governance is just as important as environmental and social issues. Indeed, many of the United Nations 17 Sustainable Development Goals relate to governance.

At Atos we believe that behaving as a fair and ethical player in our sphere of influence is essential to increasing the trust of our stakeholders. At a time when stakeholders understandably have growing demands for corporate accountability, high levels of trust enhance our relationship with them. This creates value for our business, generates growth and attracts investors. Society itself benefits from the economic development that we generate as a result of good governance.

At Atos we are fully committed to embedding and enhancing trust in all our operations. We apply the highest ethical standards from the very top of the company to the heart of our operations and we design innovative and secured solutions that help our clients benefit from increased digital trust.

Interview continued

What changes did Atos make to the Code of Ethics in 2021?

The new version of the Code of Ethics, launched in 2021, includes a comprehensive anti-corruption code of conduct, which formalizes our zero-tolerance policy toward corruption and contains helpful illustrations that provide clear guidance to our employees. The new Code of Ethics also covers areas of increasing importance for Atos such as the environment, human rights and data protection, and aligns with best practices in the market and the latest developments in society at large resulting, for instance, from the pandemic.

In 2021, a major communications campaign was organized across Atos to accompany the launch of the revised code. In order to set the right tone from the top, the revised Code of Ethics is introduced by both the Chairman and the CEO.

As from 2021, all employees have to follows the mandatory training follow the mandatory training on the updated Code of Ethics. This ensures that everyone at Atos has an up-to-date knowledge of the principles set out in the Code of Ethics.

What is Atos doing to encourage high ethical standards in the supply chain?

Following the revision of the Code of Ethics, an in-depth review of the Atos Partners' Commitment to Integrity was carried out with the aim of covering a wider range of ethical commitments in areas such as human rights, health and safety, business integrity and the environment. Our suppliers commit to complying with the principles set out in this document throughout their business relationship with Atos and acknowledge that a breach could lead to termination of their contract.

This commitment helps ensure strong engagement with our ethical standards among our suppliers, subcontractors, clients and other business partners. It is one of the reasons why EcoVadis awarded us its Platinum certificate in 2021.

What changes in governance can we expect to see at Atos going forward?

We are currently working on several key projects that are part of our continuous improvement approach to compliance. For example, we are currently working on the configuration of a web-based screening tool, which will be fully integrated in our due diligence procedures and will therefore significantly strengthen our preventive controls on third parties.

We plan to roll out financial integrity training across Atos in 2022. In 2021, 100% of our employees in North America completed such training. In 2022 we will enhance the training efforts at all levels of Atos, everywhere we operate.

When it comes to corporate governance, we continue to strengthen our organization at all levels. In 2021, following the qualified opinion issued by the statutory auditors, we deployed, under the close supervision of the Board of Directors and of its Audit Committee, a remediation and prevention plan to enhance notably preventive controls, skills and processes. We also created a special e-learning training program dedicated to financial integrity which we are rolling out across the entire Atos Group.

Damien Catoir
Group General Counsel and Secretary of the Board of Directors, Atos

Governance stories

Satisfying our clients

Client satisfaction is a major driver of Atos's strategy for growth and value creation and a material issue in relation to governance. We create value for our clients by delivering innovative digital solutions that optimize their performance and help them respond to challenges such as climate change.

In 2021, we recorded a Net Promoter Score of 65% (the same outstanding level as in 2020) and an Overall Client Satisfaction score of 8.61 (up 0.11 points from the prior year). Our NPS score for 2021 exceeded the target of 57%. Our ambition is to continue to achieve a high Net Promoter Score for clients in all industries and maintain it above the 50% level.

Guarding the flame

As a partner of the International Olympic Committee, ensuring the security of the Olympic and Paralympic Games Tokyo 2020 was of critical importance to Atos in 2021.

Based on a successful transformation program at our security function, we were able to ensure there was zero security impact on the world's largest sporting event as well as zero impact internally. In the run-up to and during the games, we mobilized all Atos staff to be extra vigilant, including organizing mandatory security training, internal campaigns about phishing and other internal communications related to security.

We extended coverage of endpoints and increased our capabilities for scanning vulnerabilities, as well as running ethical hacking exercises to test our defenses. We also assessed security risks across our supply chain and the supply chain of our delivery to the Games. The expertise from three newly acquired security companies (Digital.Security, SEC Consult and In Fidem) helped us ensure that Tokyo 2020 was the safest Olympic and Paralympic Games ever.

Our commitment to compliance

To ensure that we rise to the challenge of an increasingly complex regulatory environment, we target the highest levels of ethics and compliance. We believe that our commitment to stringent ethical standards is a major competitive advantage and creates significant value for our stakeholders.

The new version of our Code of Ethics, launched in 2021, is anchored in Atos's company purpose, as it promotes ethical behavior by all Atos employees. This is crucial to ensuring the safety, accessibility and sustainability of the digital space.

It covers a wide range of ethical commitments which go beyond compliance with applicable regulations. The coordinated program which has been implemented, is key to ensuring the effectiveness of these commitments and to preventing, detecting and monitoring risks in anti-corruption, trade regulations, export control, antitrust and human rights. The Board of Directors oversees the development of the compliance program.

All our colleagues play a key role in maintaining our culture of compliance by following the specially designed compliance guidance, policies and tools and reporting any matter of concern via the Group Ethics Alert System. In December 2021, coinciding with International Anti-Corruption Day, we organized a worldwide week-long campaign focused on a range of compliance topics, which demonstrated the mobilization of our people in relation to compliance.

Inspiring trust and confidence in Atos data management is key if we are to fulfil our purpose to help design the future of the digital space; consequently data protection compliance is an important asset for Atos, and our clear focus on regulatory compliance and security helps our clients to manage their risks.

Andrew Jackson
Group Chief Data Governance Officer, Atos

Our Compliance Team conducts a round-the-clock legal watch to ensure that we anticipate and manage developments in the regulatory environment wherever and whenever they occur. The close two-way communication between Group Compliance and our Compliance Officers and General Counsels means that we can rapidly respond to shifting local regulations while also implementing an effective and consistent global compliance framework at a Group level.

Camille Porgès
Chief Compliance Officer, Atos

80/100
EcoVadis score for ethics

68%
of spend assessed by EcoVadis and alternative ESG assessments

73
compliance alerts reported through the Group Ethics Alert System

494
Client Innovation Workshops delivered

0
claims from clients or suppliers related to corruption (more than €300,000)

Stakeholder information

Fulfilling information expectations in line with GRI and SASB Standards

The Atos non-financial statement included in the Universal Registration Document and in this Integrated Report has been created according to the guidelines of the GRI Standards and SASB Standards.

GRI Sustainability Reporting Standards are the most used global standards for sustainability or ESG reporting. Using this common framework Atos reports across a wide range of ESG-related topics with the aim of providing clearer communication to stakeholders regarding sustainability matters, and enabling any interested party to compare information across companies and industries.

The "Software & IT Services" industry standard of the Sustainability Accounting Standards Board (SASB) provides Atos the guidelines of a sector-specific standard helping to disclose information which is relevant for its sector.

The analysis of materiality performed during the reporting year identified the material topics that are important for the stakeholders and then Atos then discloses the information and indicators that satisfy the expectations of stakeholders in these areas.

Any stakeholder can use the GRI Content Index table included on page 65 and onwards to identify material information and find, following the references included, how Atos approaches the topic and monitors the related specific disclosures. Stakeholders can also use the SASB Content Index table included on page 76 to identify the information and metrics requested by the Software & IT Services Sustainability Accounting Standard which are disclosed by Atos in the annual management reports (Universal Registration Document and Integrated Report).

For a quantitative review of Atos's ESG performance, stakeholders can access a wide range of indicators with values for the last three years presented at the end of sections 5.2 Environment, 5.3 Social and 5.4 Governance of the Universal Registration Document. Those are identified by a code aligned with the specific disclosures of the GRI and SASB or by an Atos internal code. For a quick overview of Atos's ESG performance, a concise selection of indicators is disclosed on the Atos website.

GRI Standards Content Index

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the reports (Universal Registration Document and Integrated Report). The service was performed on the English language version of the reports.
This report has been prepared in accordance with the GRI Standards: Comprehensive option.
The overall process is assured by an external auditor. With this approach, Atos demonstrates that its extra financial performance disclosures are accurate and exhaustive. You can find below the entire GRI Standards Content Index table with general and specific disclosures.

GRI 101: Foundations 2016
General Disclosures

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Organizational profile										
GRI 102: General Disclosures 2016	102-1	102-1 Name of the organization	Universal Registration Document p. 11 - 1. Group Overview --> Atos profile				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			
	102-2	102-2 Activities, brands, products, and services	Universal Registration Document p. 11 - 1. Group Overview --> Atos profile p. 25 - 1. Group Overview --> Market sizing and competitive landscape p. 28 - 1. Group Overview --> Business model							
	102-3	102-3 Location of headquarters	Universal Registration Document p. 430 - 9.3 Locations							
	102-4	102-4 Location of operations	Universal Registration Document p. 18 - 1. Group Overview --> Financial performance p. 430 - 9.3 Locations							
	102-5	102-5 Ownership and legal form	Universal Registration Document p. 90 - 4.1.1 Corporate form							
	102-6	102-6 Markets served	Universal Registration Document p. 18 - 1. Group Overview --> Financial performance p. 25 - 1. Group Overview --> Market sizing and competitive landscape p. 28 - 1. Group Overview --> Business model							
	102-7	102-7 Scale of the organization	Universal Registration Document p. 18 - 1. Group Overview --> Financial performance					I.a) 1.1		
	102-8	102-8 Information on employees and other workers	Universal Registration Document p. 222 - 5.3.7.2 --> Smart working conditions p. 230 - 5.3.9 --> Number of employees				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	I.a) 1.2; I.a) 1.3;	6	8
	102-9	102-9 Supply chain	Universal Registration Document p. 254 - 5.4.6.2 --> Local spending p.254 - 5.4.6.2 -->Atos spend 2021 by country				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	III.c) 2		
	102-10	102-10 Significant changes to the organization and its supply chain	Universal Registration Document p. 25 - 1. Group Overview --> Market sizing and competitive landscape p. 280 - 5.6.1 Scope of the report							
	102-11	102-11 Precautionary Principle or approach	Universal Registration Document p. 37 - 1. Group Overview --> Risk management p. 289-410 - 7. Risk Analysis							
	102-12	102-12 External initiatives	Universal Registration Document p. 159 - 5.1.3 -->E – Environment, p. 160-161 - 5.1.3 --> G – Governance p. 280 - 5.6.1.1 French legal requirements related to the Corporate Responsibility reporting p. 280 - 5.6.1.2 Respect of the AA1000 standard p. 281 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)						1, 2, 4, 5	
	102-13	102-13 Membership of associations	Universal Registration Document p. 162- 5.1.4 Atos stakeholders' approach and engagement							

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Strategy										
GRI 102: General Disclosures 2016	102-14	102-14 Statement from senior decision-maker	Universal Registration Document p. 4 - 1. Group Overview --> Chairman introduction p. 5 - 1. Group Overview --> CEO introduction p. 19 - 1. Group Overview --> Integrated Performance Dashboard p. 30 - 1. Group Overview --> Vision, ambition & strategy p. 33 - 1. Group Overview -->Atos's CSR materiality matrix p. 165 - 5.1.5 --> Atos materiality matrix					II.a) 1.1		
	102-15	102-15 Key impacts, risks, and opportunities	Universal Registration Document p. 24 - 1. Group Overview --> Market trends p. 25 - 1. Group Overview --> Market sizing and competitive landscape p. 30 - 1. Group Overview --> Vision, ambition & strategy p. 33 - 1. Group Overview --> Atos's CSR materiality matrix p. 37 - 1. Group Overview --> Risk management p. 165 - 5.1.5 --> Atos materiality matrix							
Ethics and integrity										
GRI 102: General Disclosures 2016	102-16	102-16 Values, principles, standards, and norms of behavior	Universal Registration Document p. 256 - 5.4.7.2.1 Ethics & Compliance Identification and Assessment Measures p. 257 - 5.4.7.2.2 --> Code of Ethics p. 257 - 5.4.7.2.2 --> Communication and training strategy					III.d) 1	10	16
	102-17	102-17 Mechanisms for advice and concerns about ethics	Universal Registration Document p. 256 - 5.4.7.2.1 Ethics and Compliance Identification and Assessment Measures p. 257 - 5.4.7.2.2 --> Code of Ethics p. 258 - 5.4.7.2.3 --> Group Ethics Alert System					III.d) 1	10	16
Governance										
GRI 102: General Disclosures 2016	102-18	102-18 Governance structure	Universal Registration Document p. 94 - 4.2 Corporate governance p.96 - 4.2.3 The Board of Directors: composition and organization principles p. 158 - 5.1.2 Governance							
	102-19	102-19 Delegating authority	Universal Registration Document p. 158 - 5.1.2 Governance							
	102-20	102-20 Executive-level responsibility for economic, environmental, and social topics	Universal Registration Document p. 158 - 5.1.2 Governance							
	102-21	102-21 Consulting stakeholders on economic, environmental, and social topics	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos					III.b) 1		16
	102-22	102-22 Composition of the highest governance body and its committees	Universal Registration Document p. 94 - 4.2 Corporate governance p. 96 - 4.2.3 The Board of Directors: composition and organization principles							5, 16
	102-23	102-23 Chair of the highest governance body	Universal Registration Document p. 94 - 4.2 Corporate governance p. 96 - 4.2.3 The Board of Directors: composition and organization principles							16
	102-24	102-24 Nominating and selecting the highest governance body	Universal Registration Document p. 94 - 4.2 Corporate governance p. 96 - 4.2.3 The Board of Directors: composition and organization principles							5, 16
	102-25	102-25 Conflicts of interest	Universal Registration Document p. 114 - 4.2.3.7 Potential conflict of interest and agreements p. 115 - 4.2.3.8 --> Conflicts of interest							16
	102-26	102-26 Role of highest governance body in setting purpose, values, and strategy	Universal Registration Document p. 13 - 1. Group Overview --> Board of directors p. 94 - 4.2 Corporate governance p. 158 - 5.1 Introduction to CSR at Atos							
	102-27	102-27 Collective knowledge of highest governance body	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos					II.a) 2		4

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Governance										
GRI 102: General Disclosures 2016	102-28	102-28 Evaluating the highest governance body's performance	Universal Registration Document p. 34 - 1. Group Overview --> CSR challenges & indicators of progress p. 123 - 4.2.5 Assessment of the works of the Board of Directors							
	102-29	102-29 Identifying and managing economic, environmental, and social impacts	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos							
	102-30	102-30 Effectiveness of risk management processes	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-31	102-31 Review of economic, environmental, and social topics	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-32	102-32 Highest governance body's role in sustainability reporting	Universal Registration Document p. 158 - 5.1 Introduction to CSR at Atos				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-33	102-33 Communicating critical concerns	Universal Registration Document p. 258 - 5.4.7.2.3 --> Group Ethics Alert System							
	102-34	102-34 Nature and total number of critical concerns	Universal Registration Document p. 258 - 5.4.7.2.3 --> Group Ethics Alert System							
	102-35	102-35 Remuneration policies	Universal Registration Document p. 149 - 4.3.3 Performance share plans and stock subscription or purchase option plans					I.a) 3.1		
	102-36	102-36 Process for determining remuneration	Universal Registration Document p. 121 - 4.2.4.5 The Remuneration Committee's activity					I.a) 3.1		
	102-37	102-37 Stakeholders involvement in remuneration	Universal Registration Document p. 121 - 4.2.4.5 The Remuneration Committee's activity					I.a) 3.1		16
	102-38	102-38 Annual total compensation ratio	Universal Registration Document p. 222 - 5.3.7.2 --> Remuneration analysis					I.a) 3.1		
	102-39	102-39 Percentage increase in annual total compensation ratio	Universal Registration Document p. 222 - 5.3.7.2 --> Remuneration analysis					I.a) 3.2		
Stakeholder engagement										
GRI 102: General Disclosures 2016	102-40	102-40 List of stakeholder groups	Universal Registration Document p. 162 - 5.1.4 --> Mapping of stakeholders' expectations							
	102-41	102-41 Collective bargaining agreements	Universal Registration Document p. 225- 5.3.7.5 --> Collective bargaining agreements p. 231 --> Collective bargaining coverage p. 277 - 5.5 non-financial performance Statement				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)		3	8
	102-42	102-42 Identifying and selecting stakeholders	Universal Registration Document p. 162 - 5.1.4 --> Mapping of stakeholders' expectations							
	102-43	102-43 Approach to stakeholder engagement	Universal Registration Document p.34 - 1 - CSR challenges & indicators of progress p. 162 - 5.1.4 --> Mapping of stakeholders' expectations p. 234 - 5.4.2.1 Permanent improvement of client satisfaction p. 373 - 5.4.13 Governance non-financial performance Indicators p. 273 - 5.4.13 --> Client satisfaction and delivery capability p. 278- 5.5 --> Client satisfaction survey					III.b) 1		

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Stakeholder engagement										
GRI 102: General Disclosures 2016	102-44	102-44 Key topics and concerns raised	Universal Registration Document p. 33 - 1. Group Overview --> Atos's CSR materiality matrix p. 162 - 5.1.4 --> Mapping of stakeholders' expectations p. 164 - 5.1.5 --> Atos material topics and boundaries align with GRI Standards p. 165 - 5.1.5 --> Atos materiality matrix p. 234 - 5.4.2.1 Permanent improvement of client satisfaction p. 273 - 5.4.13 --> Client satisfaction and delivery capability							
Reporting practice										
GRI 102: General Disclosures 2016	102-45	102-45 Entities included in the consolidated financial statements	Universal Registration Document p. 280 - 5.6.1 Scope of the report p. 281 - 5.6.1.4 --> Reporting scope for the indicators resulting from the materiality study				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	General Principle 4		
	102-46	102-46 Defining report content and topic Boundaries	Universal Registration Document p. 164 - 5.1.5 Challenges and Materiality Matrix				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	General Principle 4		
	102-47	102-47 List of material topics	Universal Registration Document p. 33 - 1. Group Overview --> Atos's CSR materiality matrix p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-48	102-48 Restatements of information	Universal Registration Document p. 280 - 5.6.1 Scope of the report p. 282 - 5.6.1.5 --> Detailed information related to the restatements of information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	General Principle 1		
	102-49	102-49 Changes in reporting	Universal Registration Document p. 280 - 5.6.1 Scope of the report				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	General Principle 1 and 2		
	102-50	102-50 Reporting period	Universal Registration Document p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-51	102-51 Date of most recent report	Universal Registration Document p. 280 - 5.6.1 Scope of the report				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	102-52	102-52 Reporting cycle	Universal Registration Document p. 280 - 5.6.1 Scope of the report							
	102-53	102-53 Contact point for questions regarding the report	Universal Registration Document p. 414 - 8.6 Contacts							
	102-54	102-54 Claims of reporting in accordance with the GRI Standards	Integrated Report p. 65-75 - GRI Standards Content Index					General Principle 3		
	102-55	102-55 GRI content index	Integrated Report p. 65-75 - GRI Standards Content Index					General Principle 3		
	102-56	102-56 External assurance	Universal Registration Document p. 280 - 5.6.1 Scope of the report p. 285 - 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 Integrated Report p. 77 - Auditor's Assurance Letter				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...); Integrated Report p. 77 - Auditor's Assurance Letter	General Principle 3,5,6,7		

Material Topics
GRI 200 Economic Standard Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Anti-corruption										
GRI 103: Management Approach 2016	103-1	103-1 Anti-corruption: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 --> Atos's CSR materiality matrix p.162 - 5.1.4. Atos stakeholders' approach and engagement p.164 - 5.1.5. Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB)				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-2	103-2 Anti-corruption: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 255 - 5.4.7.1 Ethics & Compliance non-financial performance challenges				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-3	103-3 Anti-corruption: Evaluation of the management approach	Universal Registration Document p. 255 - 5.4.7.1 Ethics & Compliance non-financial performance challenges p. 273 - 5.4.13 Governance non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
GRI 205: Anti-corruption 2016	205-1	205-1 Operations assessed for risks related to corruption	Universal Registration Document p. 252 - 5.4.6.1 --> EcoVadis and alternative assessments p. 273 - 5.4.13 Governance non-financial performance Statement p.274 - 5.4.13 --> Supplier Screening p.274 - 5.4.13 --> Operations assessed for risks related to corruption p. 279 - 5.5 --> Total number and percentage of operations assessed for risks related to corruption					III.d) 1	10	16
	205-2	205-2 Communication and training about anti-corruption policies and procedures	Universal Registration Document p. 257, 258 - 5.4.7.2.2 --> Code of Ethics p. 273 - 5.4.13 Governance non-financial performance Indicators p. 274 - 5.4.13 --> Percentage of employees trained on the Code of Ethics				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	III.d) 1	10	16
	205-3	205-3 Confirmed incidents of corruption and actions taken	Universal Registration Document p. 259 - 5.4.7.2.4 --> 3rd line of defense p. 273 - 5.4.13 Governance non-financial performance Indicators p. 275 - 5.4.13 --> Actions taken in response to incidents of corruption p. 279 - 5.5 non-financial performance Statement				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	III.d) 1	10	16

GRI 300 Environmental Standards Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Energy										
GRI 103: Management Approach 2016	103-1	103-1 Energy: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1. Group Overview --> Atos's CSR materiality matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 167 - 5.2.1 Environmental non-financial performance p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 281 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Energy										
GRI 103: Management Approach 2016	103-2	103-2 Energy: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 167 - 5.2.1 Environmental non-financial performance p. 171 - 5.2.2 Environmental governance p. 174 - 5.2.3 Risks and opportunities related to environment p. 282 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			
	103-3	103-3 Energy: Evaluation of the management approach	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 171 - 5.2.2 Environmental governance p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 282 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
GRI 302: Energy 2016	302-1	302-1 Energy consumption within the organization	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 186 - 5.2.5.3 Reduction of energy consumption p. 195 - 5.2.8. Environmental non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			7, 8, 12, 13
	302-2	302-2 Energy consumption outside of the organization	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 189 - 5.2.5.4 Reduction of travel Impact p. 195 - 5.2.8. Environmental non-financial performance Indicators							7, 8, 12, 13
	302-3	302-3 Energy intensity	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 186 - 5.2.5.3 Reduction of energy consumption p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 284 - 5.6.1.5 --> Detailed information regarding energy indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			7, 8, 12, 13
	302-4	302-4 Reduction of energy consumption	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 186 - 5.2.5.3 Reduction of energy consumption p. 195 - 5.2.8. Environmental non-financial performance Indicators							7, 8, 12, 13
	302-5	302-5 Reductions in energy requirements of products and services	Universal Registration Document p. 167 - 5.2.1 Environmental non-financial performance p. 186 - 5.2.5.3 Reduction of energy consumption p. 187 - 5.2.5.3 --> Energy optimization in the offices p. 187 - 5.2.5.3 --> Energy optimization in the Data centers p. 195 - 5.2.8. Environmental non-financial performance Indicators							7, 8, 12, 13
Emissions										
GRI 103: Management Approach 2016	103-1	103-1 Emissions: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview --> Atos´s CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 167 - 5.2.1. Environmental non-financial performance p. 165 - 5.1.5 --> Atos materiality matrix p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 282 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-2	103-2 Emissions: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 167 - 5.2.1. Environmental non-financial performance p. 167 - 5.2.1.1 Overview of Atos main challenges and ambition p. 168 - 5.2.1.2 Overview of main commitments and targets regarding climate change p. 168 - 5.2.1.3 Overview of main climate change-related action plans p. 171 - 5.2.2 Environmental governance p. 174 - 5.2.3 Risks and opportunities related to environment p. 282 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Emissions										
GRI 103: Management Approach 2016	103-3	103-3 Emissions: Evaluation of the management approach	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 171 - 5.2.2 Environmental governance p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 282 - 5.6.1.5 Methodological detailed information				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			
GRI 305: Emissions 2016	305-1	305-1 Energy Direct (Scope 1) GHG emissions	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 175 - 5.2.3.1 Requests regarding climate change disclosures p. 181 - 5.2.5.1 Reduction of carbon emissions p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 283 - 5.6.1.5 --> Detailed information regarding Science-Based targets and KPI baselines realignment				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15
	305-2	305-2 Energy indirect (Scope 2) GHG emissions	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 175 - 5.2.3.1 Requests regarding climate change disclosures p. 181 - 5.2.5.1 Reduction of carbon emissions p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 283 - 5.6.1.5 --> Detailed information regarding Science-Based targets and KPI baselines realignment				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15
	305-3	305-3 Other indirect (Scope 3) GHG emissions	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 175 - 5.2.3.1 Requests regarding climate change disclosures p. 181 - 5.2.5.1 Reduction of carbon emissions p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 283 - 5.6.1.5 --> Detailed information regarding Science-Based targets and KPI baselines realignment				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			3, 12, 13, 14, 15
	305-4	305-4 GHG emissions intensity	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 175 - 5.2.3.1 Requests regarding climate change disclosures p. 181 - 5.2.5.1 Reduction of carbon emissions p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 197 - 5.2.8 --> Greenhouse gas emissions intensity p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 283 - 5.6.1.5 --> Detailed information regarding Science-Based targets and KPI baselines realignment				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			13, 14, 15
	305-5	305-5 Reduction of GHG emissions	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 175 - 5.2.3.1 Requests regarding climate change disclosures p. 181 - 5.2.5.1 Reduction of carbon emissions p. 185 - 5.2.5.2 Carbon mitigation /offsetting p. 186 - 5.2.5.3 --> Renewable energy and self-generation of local green electricity p. 189 - 5.2.5.4 Reduction of travel Impact p. 195 - 5.2.8. Environmental non-financial performance Indicators p. 197 - 5.2.8 --> Reduction of greenhouse gas (GHG) emissions p. 282 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs							13, 14, 15
	305-6	305-6 Emissions of ozone-depleting substances (ODS)	Universal Registration Document p. 194 - 5.2.7.4 Biodiversity and land use, air emissions and pollution							3, 12, 13
	305-7	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Universal Registration Document p. 194 - 5.2.7.4 Biodiversity and land use, air emissions and pollution							3, 12, 13, 14, 15

GRI 400 Social Standards Series

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Employment										
GRI 103: Management Approach 2016	103-1	103-1 Employment: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview --> Atos's CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 202 - 5.3.2 Talent attraction and retention p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-2	103-2 Employment: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 202 - 5.3.2 Talent attraction and retention				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-3	103-3 Employment: Evaluation of the management approach	Universal Registration Document p. 202 - 5.3.2 Talent attraction and retention p. 228 - 5.3.9 Social non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
GRI 401: Employment 2016	401-1	401-1 New employee hires and employee turnover	Universal Registration Document p. 202 - 5.3.2 Talent attraction and retention p. 203 - 5.3.2 --> Number and rate of people entering the Company per gender and age p. 203 - 5.3.2 --> Number and rate of people leaving the Company per gender and age p. 228 - 5.3.9 Social non-financial performance Indicators p. 229 - 5.3.9 --> Organizational workforce in headcount and Employee Turnover p. 231 - 5.3.9 --> Employee Hiring p. 277 - 5.5 --> New employees hired during the Reporting Period p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.a) 2.1; I.a) 2.2	6	5.8
	401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Universal Registration Document p. 220 - 5.3.7.2 --> Health care coverage, death and disability benefits p. 228 - 5.3.9 Social non-financial performance Indicators p. 231 - 5.3.9 --> Benefits to employees p. 277 - 5.5 --> Percentage of employees participating in Disability benefits p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators							8
	401-3	401-3 Parental leave	Universal Registration Document p. 228 - 5.3.9 Social non-financial performance Indicators p. 231 - 5.3.9 --> Return to work and retention rates after parental leave p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators					I.f) 1	6	5.8
Occupational Health and Safety										
GRI 103: Management Approach 2016	103-1	103-1 Occupational Health and Safety: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview -->Atos's CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 209 - 5.3.4 Employee Health and Safety p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB)							
	103-2	103-2 Occupational Health and Safety: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 209 - 5.3.4 Employee Health and Safety							
	103-3	103-3 Occupational Health and Safety: Evaluation of the management approach	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 228 - 5.3.9 Social non-financial performance Indicators							

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Occupational Health and Safety										
GRI 403: Occupational Health and Safety 2018	403-1	403-1 Occupational health and safety management system	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 210 - 5.3.4.2 Health & Safety							
	403-2	403-2 Hazard identification, risk assessment, and incident investigation	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 210 - 5.3.4.2 Health & Safety							
	403-3	403-3 Occupational health services	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety							
	403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 210 - 5.3.4.2 Health & Safety p. 225 - 5.3.7.5 --> Collective bargaining agreements							
	403-5	403-5 Worker training on occupational health and safety	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety							
	403-6	403-6 Promotion of worker health	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety							
	403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety							
	403-8	403-8 Workers covered by an occupational health and safety management system	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 210 - 5.3.4.2 Health & Safety							
	403-9	403-9 Work-related injuries	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 228 - 5.3.9 Social non-financial performance Indicators p. 231 - 5.3.9 --> Health and safety p. 277 - 5.5 --> Global absenteeism rate							
	403-10	403-10 Work-related ill health	Universal Registration Document p. 209 - 5.3.4 Employee Health and Safety p. 210 - 5.3.4.2 Health & Safety p. 228 - 5.3.9 Social non-financial performance Indicators p. 231 - 5.3.9 --> Number of staff seriously injured work related							
Training and Education										
GRI 103: Management Approach 2016	103-1	103-1 Training and Education: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview --> Atos's CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 202 - 5.3.2 Talent attraction and retention p. 206 - 5.3.3 Skills management and development p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 282 - 5.6.1.5 Methodological detailed information p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			
	103-2	103-2 Training and Education: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 202 - 5.3.2 Talent attraction and retention p. 206 - 5.3.3 Skills management and development				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			8
	103-3	103-3 Training and Education: Evaluation of the management approach	Universal Registration Document p. 206 - 5.3.3 Skills management and development p. 228 - 5.3.9 Social non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)			

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation				
Training and Education										
GRI 404: Training and Education 2016	404-1	404-1 Average hours of training per year per employee	Universal Registration Document p. 206 - 5.3.3 Skills management and development p. 228 - 5.3.9 Social non-financial performance Indicators p. 277 - 5.5 --> Average training hours per employee p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)	I.e) 2	6	4, 5, 8
	404-2	404-2 Programs for upgrading employee skills and transition assistance programs	Universal Registration Document p. 206 - 5.3.3 Skills management and development p. 228 - 5.3.9 Social non-financial performance Indicators p. 229 - 5.3.9 --> Programs for upgrading employee skills p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators					I.e) 1		8
	404-3	404-3 Percentage of employees receiving regular performance and career development reviews	Universal Registration Document p. 206 - 5.3.3 Skills management and development p. 228 - 5.3.9 Social non-financial performance Indicators p. 277 - 5.5 --> Career development monitoring p. 284 - 5.6.1.5 --> Detailed information related to Human Resources indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the Statutory Auditors (...)	I.e) 1	6	5,8
Customer Privacy										
GRI 103: Management Approach 2016	103-1	103-1 Customer Privacy: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview --> Atos´s CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB)							
	103-2	103-2 Customer Privacy: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 248 - 5.4.5 Ethical and trustworthy management of data							
	103-3	103-3 Customer Privacy: Evaluation of the management approach	Universal Registration Document p. 248 - 5.4.5 Ethical and trustworthy management of data p. 273 - 5.4.13 Governance non-financial performance Indicators							
GRI 418: Customer Privacy 2016	418-1	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Universal Registration Document p. 248 - 5.4.5 Ethical and trustworthy management of data p. 250 - 5.4.5.2 Protecting personal data in a data driven world p. 273 - 5.4.13 Governance non-financial performance Indicators p. 278 - 5.5 --> Customer Privacy							16
Socio-economic Compliance										
GRI 103: Management Approach 2016	103-1	103-1 Socio-economic Compliance: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 - 1 Group overview --> Atos´s CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB)				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-2	103-2 Socio-economic Compliance: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.23 Strategy p. 255 - 5.4.7.1 Ethics and Compliance non-financial performance challenges				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-3	103-3 Socioeconomic Compliance: Evaluation of the management approach	Universal Registration Document p. 259 - 5.4.7.2.4 Ethics and Compliance program monitoring p. 273 - 5.4.13 Governance non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
GRI 419: Socio-economic Compliance 2016	419-1	419-1 Non-compliance with laws and regulations in the social and economic area	Universal Registration Document p. 191 - 5.2.6.2 --> BDS and UCC hardware other environmental challenges p. 259 - 5.4.7.2.4 --> 3rd line of defense p. 273 - 5.4.13 Governance non-financial performance Indicators p. 279 - 5.5 --> Significant fines for non-compliance				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			16

Atos Specific Indicators

GRI Standard	GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission			External Assurance 2021	EU/France	UN Global Compact principles	UN Sustainable Development Goals
				Part omitted	Reason	Explan-ation		Grenelle 2		
Atos Specific Indicators										
GRI 103: Management Approach 2016	103-1	103-1 Atos specific indicators: Explanation of the material topic and its Boundary	Universal Registration Document p. 33 -1 Group overview --> Atos's CSR Materiality Matrix p. 162 - 5.1.4 Atos stakeholders' approach and engagement p. 164 - 5.1.5 Challenges and Materiality Matrix p. 165 - 5.1.5 --> Atos materiality matrix p. 167 - 5.2.1. Environmental non-financial performance p. 281 - 5.6.1.3 Alignment with Global Reporting Initiative Standards (GRI) and Sustainability Accounting Standards Board (SASB) p. 282 - 5.6.1.5 Methodological detailed information p. 284 - 5.6.1.5 --> Detailed information related to ISO 27001 Audits p. 284 - 5.6.1.5 --> Detailed information related to Client Innovation Workshops				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-2	103-2 Atos specific indicators: The management approach and its components	Universal Registration Document p. 13 - 1 Group overview --> Board of Directors p. 158 - 5.1 Introduction to CSR at Atos p. 158 - 5.1.1 Vision p. 158 - 5.1.2 Governance p. 159 - 5.1.3 Strategy p. 167 - 5.2.1. Environmental non-financial performance				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	103-3	103-3 Atos specific indicators: Evaluation of the management approach	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 195 - 5.2.8 Environmental non-financial performance Indicators p. 228 - 5.3.9 Social non-financial performance Indicators p. 273 - 5.4.13 Governance non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
Atos specific indicators	A2	A2 - Atos Trust Index® informed by Great Place to Work	Universal Registration Document p. 225 - 5.3.7.5 --> Taking into account employees' expectations p. 225 - 5.3.7.5 --> The Trust Index p. 228 - 5.3.9 Social non-financial performance Indicators p. 277 - 5.5 --> Employee satisfaction				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	A3	A3 - Information security and percentage of coverage of ISO 27001 certification	Universal Registration Document p. 273 - 5.4.13 Governance non-financial performance Indicators p. 246 - 5.4.4 --> Security key performance indicators (KPIs) and reporting p. 278 - 5.5 Data security incidents p. 284 - 5.6.1.5 --> Detailed information related to ISO27001 Audits							
	A10	A10 - Client innovation workshops (number)	Universal Registration Document p. 237 - 5.4.3 --> Client Innovation Workshops (CIW) p. 273 - 5.4.13 Governance non-financial performance Indicators p. 278 - 5.5 --> Initiatives regarding innovative services / Product developments p. 284 - 5.6.1.5 --> Detailed information related to Client Innovation Workshops				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	A12	A12 - Business partners & ecosystem	Universal Registration Document p. 41 - 2.1.3. The Atos sales and go-to-market approach p. 273 - 5.4.13 Governance non-financial performance Indicators							
	A14	A14 - EMS & Number of sites certified ISO 14001	Universal Registration Document p. 167 - 5.2.1. Environmental non-financial performance p. 172 - 5.2.2.3 Environmental Management Systems and ISO 14001 Certification p. 195 - 5.2.8 Environmental non-financial performance indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	A16	A16 - Global absenteeism rate	Universal Registration Document p. 223 - 5.3.7.2 --> Smart working conditions p. 228 - 5.3.9 Social non-financial performance Indicators				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	A17	A17 - Supplier Screening	Universal Registration Document p. 251- 5.4.6.1 --> Monitoring of CSR risk in the supply chain p. 273 - 5.4.13 Governance non-financial performance Indicators p. 279 - 5.5 --> Supplier Screening p. 252 - 5.4.6 --> EcoVadis and alternative assessments				YES: Universal Registration Document p. 285-288 - 5.6.2 Report of one of the statutory auditors (...)			
	A20	A20 - Natural Disasters	Universal Registration Document p. 174 - 5.2.3 Risks and opportunities related to environment p. 177 - 5.2.3.2 --> More frequent and more extreme natural events and disasters due to climate change p. 195 - 5.2.8 Environmental non-financial performance Indicators p. 276 - 5.5 --> Natural disasters							

Sustainability Accounting Standards Board content index

Atos aligns its annual reporting with the Sustainability Accounting Standards Board (SASB) regarding disclosures and indicators material to its business in the software and IT services industry.

Software and IT Services Industry

Code:	Accounting Metrics:	2021 disclosure location (Atos Universal Registration Document 2021)
Energy Management		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	5.2.8 Environmental non-financial performance indicators, page 195-196
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.2.7.3 Water and food, page 194
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	5.2.5.3 Reduction of energy consumption / Energy optimization in the data centers, page 187
Customer Privacy		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	5.4.5 Ethical and trustworthy management of data, page 248-249
TC-SI-220a.2	Number of users whose information is used for secondary purposes	5.4.5.1 Clients information / Acting as a Controller and Processor, page 249 ; 5.4.13 Governance non-financial performance indicators, page 274
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	5.4.5.2 Protecting personal data in a data driven world, page 250 ; 5.4.13 Governance non-financial performance indicators, page 274
Data Security		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	5.4.5 Ethical and trustworthy management of data, page 248-251
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	7.2.2 Security risks: cyber attack, systems security and data protection, page 397 ; 5.4.4 Security and data protection, page 242-248 ; 5.4.5 Ethical and trustworthy management of data, page 248-251
Employee Engagement, Diversity & Inclusion		
TC-SI-330a.2	Employee engagement as a percentage	5.3.7.5 Awareness and involving employees / Taking into account employees' expectations, page 225 5.4.13 Governance non-financial Performance indicators/ Atos Trust Index® informed by Great Place to Work (GPTW), page 231
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	5.3.5 Diversity / Diversity table, page 213; 5.3.9 Social non-financial performance indicators / Diversity and Equal Opportunity, page 230 ; 5.4.13 Governance non-financial performance indicators / Share of women in the Management Committee, page 273
Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	5.4.13 Governance non-financial Performance indicators / Competitive Behavior, page 275
Systemic Risk Management		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	7.2.2.2 Systems security, page 397

Auditor's assurance letter

Report of one of the Statutory Auditors, on the social, environmental and societal information published in the integrated report. Year ended December 31, 2021

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

For the attention of the general management,

Pursuant to your request and in our capacity as Statutory Auditors of ATOS SE, we hereby present you with our limited assurance report on the social, environmental and societal information presented in the integrated report on pages 1 to 62 (hereinafter the "Information") for the year ended December 31, 2021.

Conclusion

Based on our work, we did not identify any material anomaly likely to call into question the fact that the social, environmental and societal information, published by ATOS SE as requested by the GRI standards and presented in pages 1 to 62 of the integrated report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines.

Preparation of the Statement

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of the Information enables the use of different but acceptable measurement techniques that may impact comparability between entities and over time.

Accordingly, the Information must be read and interpreted with reference to the Guidelines, summarised in the Statement and available on the Company's website or on request from its headquarters.

Limits inherent in the preparation of the information relating to the Statement

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions and/or estimates used for its preparation and presented in the Statement.

Responsibility of the company

This Information has been prepared under the responsibility of the Corporate Responsibility Department in conjunction with the Human Resources Department, in accordance with internal protocols for measuring and reporting used by the ATOS SE (the "Reporting Criteria") at the company's headquarters within these Departments.

As disclosed in the integrated report, ATOS SE takes into account the GRI (Global Reporting Initiative) standards order to identify the main issues of corporate responsibility and select the indicators (KPIs "Key Performance Indicators") used to manage these issues and to communicate the performance of the Group externally.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics (*Code de déontologie*) of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Responsibility of the Statutory Auditor

Based on our work, it is our responsibility to express a limited assurance on the fact that the social, environmental and societal information presented in the integrated report, taken as a whole, are presented, fairly, in all material aspects, in accordance with the Reporting Criteria.

To assist us in conducting our work, we referred to the corporate responsibility experts of our Firm.

We conducted the following procedures in accordance with the professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and with ISAE (International Standard on Assurance Engagements) 3000[1].

[1] ISAE 3000 – *Assurance engagements other than audits or reviews of historical information*

Nature and scope of procedures

We have carried interviews with the people responsible of preparing the Information within the departments in charge of the data collection process and, when appropriate, those responsible for internal control and risk management procedures, in order to:

- assess the appropriateness of the Reporting Criteria with respect to its relevance, completeness, neutrality, clarity and reliability, by taking into consideration, when relevant, the sector's best practices;
- verify the set-up of a process to collect, compile, process, and check the completeness and consistency of the selected Data.

We determined the nature and scope of the tests and controls according to the nature and significance of the Information with regard to the company's characteristics, the social and environmental challenges of its activities, its sustainable development strategies and the sector's best practices. Concerning the Information that we have considered to be most important[2]:

- for the consolidating entity, we consulted the documentary sources and conducted interviews to corroborate the qualitative information[3] (organization, policies, actions), we performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the data consolidation, and we verified their consistency with the other information presented in the integrated report;
- for a representative sample of entities[4] that we have selected according to their activity, their contribution to the consolidated indicators, their location and a risk analysis, we held interviews to verify the correct application of the procedures and performed substantive tests using sampling techniques, consisting in verifying the calculations made and reconciling the data with supporting evidence. The selected sample represents between 17% and all the consolidated quantitative social and environmental data disclosed.

Regarding the other consolidated Information, we have assessed its consistency in relation to our understanding of the Group.

We believe that the sampling methods and sizes of the samples we have used in exercising our professional judgment enable us to express limited assurance; a higher level of assurance would have required more in-depth verifications. Due to the use of sampling techniques and the other limits inherent to the operations of any information and internal control system, the risk that a material anomaly be identified in the Information cannot be totally eliminated.

Paris-La Défense, May 16, 2022

One of the Statutory Auditors
Deloitte & Associés

Jean-François Viat
Partner, Audit

Erwan Harscoët
Director, Sustainability Services

[2] **Quantitative information**: Average hours of training that employees have undertaken during the year; Number of digital certifications obtained per year; Percentage of female within Atos; Atos Trust Index® informed by Great Place to Work (GPTW); Global absenteeism rate (%) ; Client innovation workshops delivered; Offsetting of Atos Carbon operational perimeter (Scope 1, 2 and category 6 of scope 3 according GHG protocol) GHG emissions in percentage; Percentage of employees who successfully completed the Code of Ethics' e-learning; Number of significant fines (higher than €300 thousand); Number of claims with clients or suppliers related to corruption (higher than €300 thousand); Total percentage of spend assessed by EcoVadis and alternative assessments; Total number or employees recruited; Percentage of juniors recruited; Energy intensity by revenue (Mwh per € million); GHG emissions intensity by revenue for Atos Carbon operational perimeter (Scope 1, 2 and category 6 of scope 3 according GHG protocol) (tCO2e per € million); GHG emissions intensity by employee for Atos Carbon operational perimeter (Scope 1, 2 and category 6 of scope 3 according GHG protocol) (tCO2e per employee); Scope 1 and 2 of GHG emissions; Decarbonization revenue (in € million); Number and Percentage of Offices and Datacenters ISO14001 certified;

[3] **Qualitative information**: Our 360-degree approach to net-zero transformation; Rising to the gender challenge; We are Atos: enhancing the employee experience; Our commitment to compliance.

[4] **Sample of entities**: Atos France, Atos India, Atos Argentina

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About Atos

Atos is a global leader in digital transformation with 111,000 employees and annual revenue of c. € 11 billion. European number one in cybersecurity, cloud and high performance computing, the Group provides tailored end-to-end solutions for all industries in 71 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos is an SE (Societas Europaea), listed on Euronext Paris and included in the CAC 40 ESG and Next 20 indexes.

The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological 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.

Find out more about us

atos.net
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Let's start a discussion together

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