

GRI content index



2023

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report (Atos Universal Registration Document 2022). The service was performed on the English version of the report.

| | |
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| Statement of use | Atos has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | None is applicable |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | REQUIREMENT(S) OMITTED | REASON | OMISSION EXPLANATION |
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ESSENTIALS SERVICE

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| Applicable GRI Sector Standard(s) | | None is applicable | | | |
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| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| Employment | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>Universal Registration document</p> <p>p. 154 - 5.1 Introduction to CSR at Atos</p> <p>p. 154 - 5.1.1 Vision</p> <p>p. 155 - 5.1.2 Governance</p> <p>p. 156 - 5.1.3 Strategy</p> <p>p. 157 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p. 159 - 5.1.5 Challenges and Materiality Matrix</p> <p>p. 160 - 5.1.5 --> Atos materiality matrix</p> <p>p. 196 - 5.3.2 Talent attraction and retention</p> <p>p. 232 - 5.3.9 Social Non-Financial Performance Indicators</p> <p>p. 297 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p> | | | |
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| | 404-3 Percentage of employees receiving regular performance and career development reviews | <p>Universal Registration document</p> <p>p. 201 - 5.3.3 Skills management and development</p> <p>p. 204 - 5.3.3.3 --> Performance Management</p> <p>p. 232 - 5.3.9 Social non-financial performance Indicators</p> <p>p. 232 - 5.3.9 --> Career development monitoring</p> <p>p. 293 - 5.5 --> Career development monitoring</p> <p>p. 301 - 5.6.1.5 --> Detailed information related to Human Resources indicators</p> | | | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>Universal Registration document</p> <p>p. 154 - 5.1 Introduction to CSR at Atos</p> <p>p. 154 - 5.1.1 Vision</p> <p>p. 155 - 5.1.2 Governance</p> <p>p. 156 - 5.1.3 Strategy</p> <p>p. 157 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p. 159 - 5.1.5 Challenges and Materiality Matrix</p> <p>p. 160 - 5.1.5 --> Atos materiality matrix</p> <p>p. 255 - 5.4.5 Ethical and trustworthy management of data</p> <p>p. 289 - 5.4.13 Governance Non-Financial Performance Indicators</p> <p>p. 297 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p> | | | |
| | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | <p>Universal Registration document</p> <p>p. 255 - 5.4.5 Ethical and trustworthy management of data</p> <p>p. 257 - 5.4.5.2 Protecting personal data in a data driven world</p> <p>p. 289 - 5.4.13 Governance non-financial performance Indicators</p> <p>p. 290 - 5.4.13 --> Customer Privacy</p> <p>p. 294 - 5.5 --> Customer Privacy</p> | | | |

GRI content index



CONTENT INDEX
ESSENTIALS SERVICE

2023

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report (Atos Universal Registration Document 2022). The service was performed on the English version of the report.

| Statement of use | | Atos has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022. | | | |
|---|--|--|---------------------------|--------|-------------|
| GRI 1 used | | GRI 1: Foundation 2021 | | | |
| Applicable GRI Sector Standard(s) | | None is applicable | | | |
| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | |
| | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| A3 | A3 Information security and percentage of coverage of ISO 27001 certification | <p>Universal Registration document</p> <p>p. 251 - 5.4.4 -> Security key performance indicators (KPIs) and reporting</p> <p>p. 289 - 5.4.13 Governance non-financial performance Indicators</p> <p>p. 290 - 5.4.13 -> Data security incidents</p> <p>p. 294 - 5.5 -> Data security incidents</p> <p>p. 301 - 5.6.1.5 -> Detailed information related to ISO27001 Audits</p> | | | |
| Client satisfaction and delivery capability | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>Universal Registration document</p> <p>p. 154 - 5.1 Introduction to CSR at Atos</p> <p>p. 154 - 5.1.1 Vision</p> <p>p. 155 - 5.1.2 Governance</p> <p>p. 156 - 5.1.3 Strategy</p> <p>p. 157 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p. 159 - 5.1.5 Challenges and Materiality Matrix</p> <p>p. 160 - 5.1.5 -> Atos materiality matrix</p> <p>p. 237 - 5.4.2 Clients satisfaction and delivery capability</p> <p>p. 289 - 5.4.13 Governance Non-Financial Performance Indicators</p> <p>p. 297 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p> | | | |
| GRI 2-29 | Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)</p> | | | |
| | Net Promoter Score for our top clients | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Net Promoter Score for our top clients</p> | | | |
| | Net Promoter Score for all clients | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Net Promoter Score for all clients</p> | | | |
| Corporate governance | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>Universal Registration document</p> <p>p. 154 - 5.1 Introduction to CSR at Atos</p> <p>p. 154 - 5.1.1 Vision</p> <p>p. 155 - 5.1.2 Governance</p> <p>p. 156 - 5.1.3 Strategy</p> <p>p. 157 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p. 159 - 5.1.5 Challenges and Materiality Matrix</p> <p>p. 160 - 5.1.5 -> Atos materiality matrix</p> <p>p. 289 - 5.4.13 Governance Non-Financial Performance Indicators</p> <p>p. 297 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p> | | | |
| LFR.149 | LFR.149 Are the roles of Chairman and CEO separated? (Y/N) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Are the roles of Chairman and CEO separated? (Y/N)</p> | | | |
| GRI 2-18 | GRI 2-18 Attendance rate at Board meetings (%) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Attendance rate at Board meetings (%)</p> | | | |
| LFR.150 | LFR.150 Number of members of the Board of Directors/Supervisory Board | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of members of the Board of Directors/Supervisory Board</p> | | | |
| LFR.150.1 | LFR.150.1 Number of independent members of the Board of Directors | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of independent members of the Board of Directors</p> | | | |
| GRI 405-1 | GRI 405-1 Percentage of female in Governance bodies (Board of Directors) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Percentage of female in Governance bodies (Board of Directors)</p> | | | |
| G.Q11 | G.Q11 Number of employee representatives among the Board | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of employee representatives among the Board</p> | | | |
| LFR.162 | LFR.162 Number of Board members of different nationality than the company headquarters | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of Board members of different nationality than the company headquarters</p> | | | |
| LFR.197 | LFR.197 Share capital held by members of the Management Board (%) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Share capital held by members of the Management Board (%)</p> | | | |
| G.Q116 | G.Q116 Number of members within the Group Executive Board | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of members within the Group Executive Board</p> | | | |
| GRI 405-1_c16; SASB TC-SI-330a.3; G.0605 | Share of women in the Group Executive Board | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Share of women in the Group Executive Board</p> | | | |
| Research & Innovation | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | <p>Universal Registration document</p> <p>p. 154 - 5.1 Introduction to CSR at Atos</p> <p>p. 154 - 5.1.1 Vision</p> <p>p. 155 - 5.1.2 Governance</p> <p>p. 156 - 5.1.3 Strategy</p> <p>p. 157 - 5.1.4 Atos stakeholders' approach and engagement</p> <p>p. 159 - 5.1.5 Challenges and Materiality Matrix</p> <p>p. 160 - 5.1.5 -> Atos materiality matrix</p> <p>p. 239 - 5.4.3 Research and Innovation</p> <p>p. 289 - 5.4.13 Governance Non-Financial Performance Indicators</p> <p>p. 297 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)</p> | | | |
| A10: Initiatives regarding innovative services / product developments | A10_c1 Client innovation workshops (number) | <p>Universal Registration document</p> <p>p. 237 - 5.4.2.1 Permanent improvement of client satisfaction</p> <p>p. 240 - 5.4.3 -> Client Innovation Workshops (CIW)</p> <p>p. 289 - 5.4.13 Governance non-financial performance Indicators</p> <p>p. 289 - 5.4.13 -> Initiatives regarding innovative services / Product developments</p> <p>p. 294 - 5.5 -> Initiatives regarding innovative services / Product developments</p> <p>p. 301 - 5.6.1.5 -> Detailed information related to Client Innovation Workshops (CIW)</p> | | | |
| | A27_A Investment in Research and Development per year (in € million) | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Investment in Research and Development per year (in € million)</p> | | | |
| | A27_B Number of patents fulfilled during the reporting year | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 -> Number of patents fulfilled during the reporting year</p> | | | |
| | A10_c2.1 Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10) | <p>Universal Registration document</p> <p>p. 290 - 5.4.13 -> Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)</p> | | | |
| | A10_c2.2 - Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10) | <p>Universal Registration document</p> <p>p. 290 - 5.4.13 -> Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)</p> | | | |
| A12: Business partners & ecosystem | A12 Business partners & ecosystem | <p>Universal Registration document</p> <p>p. 289 - 5.4.13 Governance non-financial performance Indicators</p> <p>p. 290 - 5.4.13 -> Business partners & ecosystem</p> <p>p. 294 - 5.5 Business partners & ecosystem</p> | | | |
| | A23 New business generated with partners (%) | <p>Universal Registration document</p> <p>p. 290 - 5.4.13 -> A23 New business generated with partners (%)</p> | | | |
| | A12_A Number of startups active during the reporting period | <p>Universal Registration document</p> <p>p. 290 - 5.4.13 -> A12_A Number of startups active during the reporting period</p> | | | |