

GRI content index

Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Universal Registration document p. 9 - 1. Group Overview --> Atos profile p. 86 - 4.1.1 Corporate form p. 492 - 9.3 Locations	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	Universal Registration document p. 317 - 5.6.1.4 --> Reporting scope for the indicators resulting from the materiality study			
	2-3 Reporting period, frequency and contact point	Universal Registration document p. 317 - 5.6.1.3 Alignment with GRI Sustainability Standards and Sustainability Accounting Standards Board (SASB) p. 318 - 5.6.1.5 --> Detailed information regarding GHG emissions reporting, Scopes and KPIs p. 470 - 8.6 Contacts			
	2-4 Restatements of information	Universal Registration document p. 316 - 5.6.1 Scope of the report p. 318 - 5.6.1.5 --> Detailed information related to the restatements of information			
	2-5 External assurance	Universal Registration document p. 316 - 5.6.1 Scope of the report p. 322 - 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			
	2-6 Activities, value chain and other business relationships	Universal registration document p. 9 - 1. Group Overview --> Atos profile p. 24 - 1. Group Overview --> Market sizing and competitive landscape p. 27 - 1. Group Overview --> Business model p. 272 - 5.4.6.2 --> Local spending p. 272 - 5.4.6.2 --> Atos' spend 2023 by category			
	2-7 Employees	Universal Registration document p. 232 - 5.3.7.1 --> Smart working conditions p. 241 - 5.3.9 --> Number of employees			
	2-8 Workers who are not employees	Universal Registration document p. 241 - 5.3.9 --> Number of employees			
	2-9 Governance structure and composition	Universal registration document p. 11 - 1. Group Overview --> Board of Directors p. 14 - 1. Group Overview --> Group Executive Board p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles p. 175 - 5.1.2 Governance			
	2-10 Nomination and selection of the highest governance body	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles			
	2-11 Chair of the highest governance body	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles			
	2-12 Role of the highest governance body in overseeing the management of impacts	Universal Registration document p. 90 - 4.2 Corporate governance p. 94 - 4.2.3 The Board of Directors and Executive Management: composition and organization principles p. 174 - 5.1 Introduction to CSR at Atos			
	2-13 Delegation of responsibility for managing impacts	Universal Registration document p. 175 - 5.1.2 Governance			
	2-14 Role of the highest governance body in sustainability reporting	Universal Registration document p. 175 - 5.1.2 Governance			
	2-15 Conflicts of interest	Universal Registration document p. 116 - 4.2.3.8 Potential conflict of interest and agreements p. 117 - 4.2.3.9 --> Conflicts of interest			
	2-16 Communication of critical concerns	Universal Registration document p. 280 - 5.4.7.2.3 --> Group Ethics Alert System p. 288 - 5.4.8.6 Monitoring system			
	2-17 Collective knowledge of the highest governance body	Universal Registration document p. 175 - 5.1.2 Governance			
	2-18 Evaluation of the performance of the highest governance body	Universal Registration document p. 128 - 4.2.5 Assessment of the works of the Board of Directors p. 308 - 5.4.13 --> Attendance rate at Board meetings (%)			
	2-19 Remuneration policies	Universal Registration document p. 163 - 4.3.3 Performance share plans and stock subscription or purchase option plans			
	2-20 Process to determine remuneration	Universal Registration document p. 125 - 4.2.4.5 The Remuneration Committee's activity			
	2-21 Annual total compensation ratio	Universal Registration document p. 235 - 5.3.7.2 --> Remuneration analysis			
	2-22 Statement on sustainable development strategy	Universal registration document p. 18 - 1. Group Overview --> Integrated Performance Dashboard p. 33 - 1. Group Overview --> Atos approach to CSR p. 33 - 1. Group Overview --> CSR challenges and indicators of progress p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 180 - 5.1.5 --> Atos materiality matrix			
	2-23 Policy commitments	Universal Registration document p. 276 - 5.4.7.2.1 Ethics and Compliance Identification and Assessment Measures p. 277 - 5.4.7.2.2 --> A - Code of Ethics p. 278 - 5.4.7.2.2 --> D - Communication and training strategy			
	2-24 Embedding policy commitments	Universal Registration document p. 267 - 5.4.6.1 --> The Atos Partners' Commitment to Integrity p. 270 - 5.4.6.1 --> Labor and human rights p. 276 - 5.4.7.2.1 Ethics and Compliance Identification and Assessment Measures p. 277 - 5.4.7.2.2 --> A - Code of Ethics p. 278 - 5.4.7.2.2 --> D - Communication and training strategy p. 289 - 5.4.9 Human Rights			
	2-25 Processes to remediate negative impacts	Universal Registration document p. 283 - 5.4.8.3.3 Mitigation Actions p. 287 - 5.4.8.4.3 Mitigation Actions			
	2-26 Mechanisms for seeking advice and raising concerns	Universal Registration document p. 280 - 5.4.7.2.3 --> Group Ethics Alert System			

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

OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-27 Compliance with laws and regulations	Universal Registration document p.197 - 5.2.5.2 --> Big Data and Cybersecurity hardware other environmental challenges p.281 - 5.4.7.2.4 --> 3 rd line of defense p.310 - 5.4.13 --> Compliance with laws and regulations p.315 - 5.5 --> Compliance with laws and regulations			
	2-28 Membership associations	Universal Registration document p.177 - 5.1.4 Atos stakeholders' approach and engagement			
	2-29 Approach to stakeholder engagement	Universal registration document p.177 - 5.1.4 Atos stakeholders' approach and engagement p.177 - 5.1.4 --> Mapping of stakeholders' expectations p.245 - 5.4.2.1 Permanent improvement of client satisfaction p.308 - 5.4.13 Governance non-financial performance Indicators p.308 - 5.4.13 --> Client satisfaction and delivery capability p.314 - 5.5 --> Client satisfaction and delivery capability			
	2-30 Collective bargaining agreements	Universal Registration document p.236 - 5.3.7.3 --> Collective bargaining agreements p.243 - 5.3.9 --> Collective bargaining agreements p.313 - 5.5 --> Collective bargaining agreements			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Universal Registration document p.179 - 5.1.5 Challenges and Materiality Matrix	A gray cell indicates that reasons for omission are not permitted for the disclosure of that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	Universal Registration document p.179 - 5.1.5 --> Atos material topics and boundaries aligned with GRI Standards p.180 - 5.1.5 --> Atos materiality matrix			
Compliance with laws & regulations, including anti-bribery					
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p.36 - 1. Group Overview --> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.1.1 Vision p.175 - 5.1.2 Governance p.176 - 5.1.3 Strategy p.177 - 5.1.4 Atos stakeholders' approach and engagement p.179 - 5.1.5 Challenges and Materiality Matrix p.180 - 5.1.5 --> Atos materiality matrix p.273 - 5.4.7.1 Ethics and Compliance non-financial performance challenges p.308 - 5.4.13 Governance Non-Financial Performance Indicators p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
GRI 206: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Universal Registration document p.268 - 5.4.6.1 --> Ecovadis and CSR alternative assessments p.308 - 5.4.13 Governance non-financial performance Statement p.309 - 5.4.13 --> Supplier Screening p.310 - 5.4.13 --> Operations assessed for risks related to corruption p.315 - 5.5 --> Operations assessed for risks related to corruption			
	205-2 Communication and training about anti-corruption policies and procedures	Universal Registration document p.278 - 5.4.7.2.2 --> D - Communication and training strategy p.308 - 5.4.13 Governance non-financial performance Indicators p.310 - 5.4.13 --> Percentage of employees trained on the Code of Ethics			
	205-3 Confirmed incidents of corruption and actions taken	Universal Registration document p.281 - 5.4.7.2.4 --> 3 rd line of defense p.308 - 5.4.13 Governance non-financial performance Indicators p.310 - 5.4.13 --> Actions taken in response to incidents of corruption p.315 - 5.5 --> Actions taken in response to incidents of corruption			
Carbon footprint and energy efficiency of Atos operations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p.36 - 1. Group Overview --> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.1.1 Vision p.175 - 5.1.2 Governance p.176 - 5.1.3 Strategy p.177 - 5.1.4 Atos stakeholders' approach and engagement p.179 - 5.1.5 Challenges and Materiality Matrix p.180 - 5.1.5 --> Atos materiality matrix p.182 - 5.2.1 Atos Environmental Program summary p.184 - 5.2.2 Environmental governance p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance indicators p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Universal Registration document p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.204 - 5.2.8 --> Energy consumption within the organization (all energy sources) p.318 - 5.6.1.5 --> Detailed explanation of the change in data center electricity consumption reporting			
	302-2 Energy consumption outside of the organization	Universal Registration document p.196 - 5.2.4.2 Travel Impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy consumption outside of the organization (Travel)			
	302-3 Energy intensity	Universal Registration document p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy intensity p.321 - 5.6.1.5 --> Detailed information regarding energy indicators			
	302-4 Reduction of energy consumption	Universal Registration document p.196 - 5.2.4.2 Energy consumption and travel impact p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Energy Saving Initiatives			
	302-5 Reductions in energy requirements of products and services	Universal Registration document p.196 - 5.2.4.2 Energy consumption and travel impact p.196 - 5.2.4.2 --> Energy consumption, energy source and optimization in the offices p.196 - 5.2.4.2 --> Energy consumption, energy source and optimization in the datacenters p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 --> Estimated average PUE for core Datacenters			
A14	A14 EMS & Number of sites certified ISO 14001	Universal Registration document p.186 - 5.2.2.3 Environmental Management Systems and ISO 14001 certification p.204 - 5.2.8 Environmental non-financial performance indicators p.207 - 5.2.8 --> ISO 14001 certification of Atos main sites (offices and DCs)			

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

OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	OMISSION	EXPLANATION
A20	A20 Natural Disasters	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance Indicators p.207 - 5.2.8 -> Natural disasters p.312 - 5.5 -> Natural disasters				
Carbon footprint and energy efficiency of Atos operations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p.36 - 1 Group Overview -> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.11 Vision p.175 - 5.12 Governance p.176 - 5.13 Strategy p.177 - 5.14 Atos stakeholders' approach and engagement p.179 - 5.15 Challenges and Materiality Matrix p.180 - 5.15 -> Atos materiality matrix p.182 - 5.2.1 Atos Environmental Program summary p.184 - 5.2.2 Environmental governance p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance indicators p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 306: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.192 - 5.2.4.1 -> 2023 emissions per Scope 1, 2 and 3 p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 -> Greenhouse gas emissions Scope 1 p.318 - 5.6.1.5 -> Detailed information regarding GHG emissions reporting, Scopes and KPIs p.320 - 5.6.1.5 -> Detailed information regarding Science-Based targets and KPI baselines realignment				
	305-2 Energy indirect (Scope 2) GHG emissions	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.192 - 5.2.4.1 -> 2023 emissions per Scope 1, 2 and 3 p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 -> Greenhouse gas emissions Scope 2 p.318 - 5.6.1.5 -> Detailed information regarding GHG emissions reporting, Scopes and KPIs p.320 - 5.6.1.5 -> Detailed information regarding Science-Based targets and KPI baselines realignment				
	305-3 Other indirect (Scope 3) GHG emissions	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.192 - 5.2.4.1 -> 2023 emissions per Scope 1, 2 and 3 p.204 - 5.2.8 Environmental non-financial performance Indicators p.205 - 5.2.8 -> Greenhouse gas emissions Scope 3 p.318 - 5.6.1.5 -> Detailed information regarding GHG emissions reporting, Scopes and KPIs p.320 - 5.6.1.5 -> Detailed information regarding Science-Based targets and KPI baselines realignment				
	305-4 GHG emissions intensity	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance Indicators p.206 - 5.2.8 -> Greenhouse gas emissions intensity p.318 - 5.6.1.5 -> Detailed information regarding GHG emissions reporting, Scopes and KPIs p.320 - 5.6.1.5 -> Detailed information regarding Science-Based targets and KPI baselines realignment				
	305-5 Reduction of GHG emissions	Universal Registration document p.188 - 5.2.3 Risks and opportunities related to environment p.194 - 5.2.4.1 -> Carbon reduction activities p.194 - 5.2.4.1 -> 2019-2023 emissions reductions and progress towards 2025 p.195 - 5.2.4.1 -> Carbon offsetting p.204 - 5.2.8 Environmental non-financial performance Indicators p.206 - 5.2.8 -> Reduction of greenhouse gas (GHG) emissions p.318 - 5.6.1.5 -> Detailed information regarding GHG emissions reporting, Scopes and KPIs				
	305-6 Emissions of ozone-depleting substances (ODS)	Universal Registration document p.203 - 5.2.7.4 Biodiversity and land use, air emissions and pollution				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Universal Registration document p.203 - 5.2.7.4 Biodiversity and land use, air emissions and pollution				
Solutions to address clients' environmental challenges including decarbonization (IT for Green)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p.36 - 1 Group Overview -> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.11 Vision p.175 - 5.12 Governance p.176 - 5.13 Strategy p.177 - 5.14 Atos stakeholders' approach and engagement p.179 - 5.15 Challenges and Materiality Matrix p.180 - 5.15 -> Atos materiality matrix p.182 - 5.2.1 Atos Environmental Program summary p.184 - 5.2.2 Environmental governance p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance indicators p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 302-6 Reductions in energy requirements of products and services	GRI 302-5_A Estimated average PUE for core Datacenters	Universal Registration document p.205 - 5.2.8 -> Estimated average PUE for core Datacenters				
A20: Natural Disasters	A20_A Percentage of the core Datacenters that have synchronous data replication capacities (in %)	Universal Registration document p.207 - 5.2.8 -> Percentage of the core Datacenters that have synchronous data replication capacities (in %)				
Eco-efficiency of technologies and solutions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p.36 - 1 Group Overview -> Risk management p.174 - 5.1 Introduction to CSR at Atos p.174 - 5.11 Vision p.175 - 5.12 Governance p.176 - 5.13 Strategy p.177 - 5.14 Atos stakeholders' approach and engagement p.179 - 5.15 Challenges and Materiality Matrix p.180 - 5.15 -> Atos materiality matrix p.182 - 5.2.1 Atos Environmental Program summary p.184 - 5.2.2 Environmental governance p.188 - 5.2.3 Risks and opportunities related to environment p.204 - 5.2.8 Environmental non-financial performance indicators p.317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and				

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GRI used	GRI 1: Foundation 2021
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OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302-4 Energy Saving Initiatives	GRI 302-4_A_c1 Estimated Energy savings in Datacenters - dedicated activities only (in MWh)	Universal Registration document p. 205 - 5.2.8 --> Estimated Energy savings in Datacenters - dedicated activities only (in MWh)			
	GRI 302-4_A_c5 Estimated Energy savings in Offices - dedicated activities only (in MWh)	Universal Registration document p. 205-5.2.8 --> Estimated Energy savings in Offices - dedicated activities only (in MWh)			
	GRI 302-4_A_c14 Cost savings due to energy savings in Offices and Datacenters (in € thousand)	Universal Registration document p. 205 - 5.2.8 --> Cost savings due to energy savings in Offices and Datacenters (in € thousand)			
AI4: EMS & Number of sites certified ISO 14001	AI4_c5 Number of Offices and Datacenters ISO14001 certified	Universal Registration document p. 207 - 5.2.8 --> Number of Offices and Datacenters ISO14001 certified			
	AI4_c6 Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified	Universal Registration document p. 207 - 5.2.8 --> Percentage of main Offices and core Datacenters ISO14001 certified or in the process of being certified			
Talent attraction and retention					
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1. Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 208 - 5.3.2 Talent attraction and retention p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB) p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Universal Registration document p. 210 - 5.3.2.1 --> Number and rate of people entering the Company per gender and age in 2023 p. 210 - 5.3.2.1 --> Number and rate of people leaving the Company per gender and age in 2023 p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 --> Organizational workforce in headcount and Employee Turnover p. 243 - 5.3.9 --> Employee Hiring p. 313 - 5.5 --> Employee Hiring p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Universal Registration document p. 234 - 5.3.7.2 --> Health care coverage, death and disability benefits p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 --> Benefits to employees p. 313 - 5.5 --> Benefits to employees p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators			
	401-3 Parental leave	Universal Registration document p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 --> Return to work and retention rates after parental leave p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators			
Employees' Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1. Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 --> Local initiatives p. 235 - 5.3.7.3 - Awareness and involving employees			
	403-2 Hazard identification, risk assessment, and incident investigation	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-3 Occupational health services	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 --> Local initiatives			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 --> Local initiatives p. 236 - 5.3.7.3 --> Collective bargaining agreements			
	403-5 Worker training on occupational health and safety	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-6 Promotion of worker health	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work			
	403-8 Workers covered by an occupational health and safety management system	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 216 - 5.3.4.1 Global initiatives			
	403-9 Work-related injuries	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 --> Health and safety p. 313 - 5.5 --> Global absenteeism rate			
	403-10 Work-related ill health	Universal Registration document p. 216 - 5.3.4 Employee Health, Safety and Wellbeing at work p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 --> Number of staff seriously injured work related			

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OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	OMISSION	EXPLANATION
A16	Health and safety	Universal Registration document p. 232 - 5.3.7.1 --> Smart working conditions p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 242 - 5.3.9 --> Health and safety				
Skills management & development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1 Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 208 - 5.3.2 Talent attraction and retention p. 212 - 5.3.3 Skills management and development p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
	404-1 Average hours of training per year per employee	Universal Registration document p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators				
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Universal Registration document p. 212 - 5.3.3 Skills management and development p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 --> Programs for upgrading employee skills p. 313 - 5.5 --> Programs for upgrading employee skills p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators				
	404-3 Percentage of employees receiving regular performance and career development reviews	Universal Registration document p. 212 - 5.3.3 Skills management and development p. 215 - 5.3.3.3 --> Performance Management p. 240 - 5.3.9 Social Non-Financial Performance Indicators p. 240 - 5.3.9 --> Career development monitoring p. 313 - 5.5 --> Career development monitoring p. 321 - 5.6.1.5 --> Detailed information related to Human Resources indicators				
Security & Data Protection						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1 Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 169 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 263 - 5.4.5 Ethical and trustworthy management of data p. 308 - 5.4.13 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Universal Registration document p. 263 - 5.4.5 Ethical and trustworthy management of data p. 265 - 5.4.5.2 Protecting personal data in a data driven world p. 308 - 5.4.13 Governance non-financial performance indicators p. 309 - 5.4.13 --> Customer Privacy p. 314 - 5.5 --> Customer Privacy				
A3	Data Security Incidents	Universal Registration document p. 258 - 5.4.4 --> Security key performance indicators (KPIs) and reporting p. 308 - 5.4.13 Governance non-financial performance indicators p. 309 - 5.4.13 --> Data security incidents p. 314 - 5.5 --> Data security incidents p. 321 - 5.6.1.5 --> Detailed information related to ISO 27001 Audits				
Client satisfaction and delivery capability						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1 Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 308 - 5.4.13 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
GRI 2-29 Approach to stakeholder engagement	Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)	Universal Registration document p. 308 - 5.4.13 --> Group Overall Customer Satisfaction (all clients part of strategic survey, in a scale from 0 to 10)				
	Net Promoter Score for our top clients	Universal Registration document p. 308 - 5.4.13 --> Net Promoter Score for our top 200 clients				
	Net Promoter Score for all clients	Universal Registration document p. 308 - 5.4.13 --> Net Promoter Score for all clients				
Corporate governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal Registration document p. 36 - 1 Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 308 - 5.4.13 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)				
LFR.149	Are the roles of Chairman and CEO separated? (Y/N)	Universal Registration document p. 308 - 5.4.13 --> Are the roles of Chairman and CEO separated? (Y/N)				
GRI 102-28	Attendance rate at Board meetings (%)	Universal Registration document p. 308 - 5.4.13 --> Attendance rate at Board meetings (%)				
LFR.160	Number of members of the Board of Directors/Supervisory Board	Universal Registration document p. 308 - 5.4.13 --> Number of members of the Board of Directors/Supervisory Board				

GRI content index

Statement of use	Atos has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None is applicable

OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
LFR160.1	Number of independent members of the Board of Directors	Universal Registration document p. 308 - 5.4.13 -->Number of independent members of the Board of Directors			
GRI 405-1	Percentage of female in Governance bodies (Board of Directors)	Universal Registration document p. 308 - 5.4.13 -->Percentage of female in Governance bodies (Board of Directors)			
G.Q11	Number of employee representatives among the Board	Universal Registration document p. 308 - 5.4.13 -->Number of employee representatives among the Board			
LFR162	Number of Board members of different nationality than the company headquarters	Universal Registration document p. 308 - 5.4.13 -->Number of Board members of different nationality than the company headquarters			
LFR197	Share capital held by members of the Management Board (%)	Universal Registration document p. 308 - 5.4.13 -->Share capital held by members of the Management Board (%)			
G.Q16	Number of members within the Group Executive Board	Universal Registration document p. 308 - 5.4.13 -->Number of members within the Group Executive Board			
GRI 406-L_c16; SASB TC-SI-330e.3; G.C406	Share of women in the Group Executive Board	Universal Registration document p. 308 - 5.4.13 -->Share of women in the Group Executive Board			
Research & Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Universal registration document p. 36 - 1 Group Overview --> Risk management p. 174 - 5.1 Introduction to CSR at Atos p. 174 - 5.1.1 Vision p. 175 - 5.1.2 Governance p. 176 - 5.1.3 Strategy p. 177 - 5.1.4 Atos stakeholders' approach and engagement p. 179 - 5.1.5 Challenges and Materiality Matrix p. 180 - 5.1.5 --> Atos materiality matrix p. 308 - 5.4.13 Governance Non-Financial Performance Indicators p. 317 - 5.6.1.3 Alignment with GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB)			
AI0: Initiatives regarding innovative services / product developments	AI0 Client innovation workshops	Universal Registration document p. 245 - 5.4.2.1 Permanent improvement of client satisfaction p. 248 - 5.4.3 --> Client Innovation Workshops (CIW) p. 308 - 5.4.13 Governance non-financial performance indicators p. 308 - 5.4.13 --> Initiatives regarding innovative services / Product developments p. 315 - 5.5 --> Initiatives regarding innovative services / Product developments			
	A27_B Number of patents fulfilled during the reporting year	Universal Registration document p. 308 - 5.4.13 --> Number of patents fulfilled during the reporting year			
	AI0_c21 Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)	Universal Registration document p. 308 - 5.4.13 --> Clients perception to the innovation of Atos people in the customer satisfaction surveys (average score from 1 to 10)			
AI2: Business partners & ecosystem	AI0_c2.2 - Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)	Universal Registration document p. 308 - 5.4.13 --> Clients perception to the Atos innovation in the customer satisfaction surveys (average score from 1 to 10)			
	AI2 Business partners & ecosystem	Universal Registration document p. 308 - 5.4.13 Governance non-financial performance indicators p. 308 - 5.4.13 --> Business partners & ecosystem p. 314 - 5.5 Business partners and ecosystem			
	AI2_A Number of startups active during the reporting period	Universal Registration document p. 308 - 5.4.13 --> AI2_A Number of startups active during the reporting period			