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

SASB Content Index

Software and IT Services Industry		
Code	**Accounting Metrics**	**2023 Disclosure Location (Atos Universal Registration Document 2023)**
Energy Management		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	5.2.4.2 Energy consumption and travel impact, page 196; 5.2.8 Environmental Non-Financial Performance Indicators / Energy consumption within the organization (all energy sources), page 204
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	5.2.7.3 Food, water, marine resources, page 202
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	5.2.4.2 Energy consumption and travel impact / Energy consumption, energy sources, and optimization in the datacenters, page 207
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 263-266
TC-SI-220a.2	Number of users whose information is used for secondary purposes	5.4.5.1 Client information, page 264; 5.4.13 Governance Non-Financial Performance Indicators / Customer Privacy, page 309
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 265; 5.4.13 Governance Non-Financial Performance Indicators / Customer Privacy, page 309
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 263-266
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	7.2.3 IT Security risks: cyber-attack, systems security and data protection, page 453; 5.4.4 Security and data protection, page 253-262; 5.4.5 Ethical and trustworthy management of data, page 263-266; 5.4.13 Governance Non-Financial Performance Indicators / Data Security Incidents, page 309
Employee Engagement, Diversity & Inclusion		
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TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	5.3.5.2 Recruiting and attracting a diverse workforce / Diversity table, page 221; 5.3.9 Social Non-Financial Performance Indicators / Diversity and Equal Opportunity, page 242; 5.4.13 Governance Non-Financial Performance Indicators / Share of women in the Group Executive Board, page 308
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