Integrated Report 2018

Trusted partner for your **Digital Journey**

Atos

2018 Integrated Report

Introduction

This Integrated Report provides a comprehensive overview of the financial and extra-financial performance of Atos in 2018. It presents our vision, strategy, business model, governance and our main achievements of the year. Based on financial and Corporate Social Responsibility indicators, this report analyzes our risks and opportunities, summarizes our impact on our major stakeholders and describes our efforts to create value over time for all of them.

Methodology

Atos is committed to maintaining a transparent and credible reporting environment that enables us to articulate our strategy, drive performance and maintain a dialogue with our stakeholders to meet their expectations.

As a member of the International Integrated Reporting Council, we closely follow the principles and concepts of its International Integrated Reporting Framework. We carry out an annual Materiality Assessment with our stakeholders to help us identify the main financial and extra-financial risks, opportunities and challenges faced by Atos and to determine the Key Performance Indicators (KPIs) for monitoring our progress in these areas. The Report also outlines Atos' contribution to attaining the United Nations Sustainable Development Goals.

This Integrated Report has been produced in accordance with the Global Reporting Initiative (GRI) Standards Comprehensive option and is in line with our Registration Document. The overall process and reports have been assured by an external auditor. The names of the indicators (GRI labels) are placed at the top of specific pages with the following codification: [GRI XXX-XX].

A new approach

The decision to publish one single Integrated Report partly reflects the findings of Atos' landmark publication, Journey 2022, which looks at the future of technology in business. Our research anticipates increasing digital dilemmas that will require organizations to embrace a new model of Sustainable Digital Transformation and Corporate Digital Responsibility, placing human beings at its heart. The future integration in our bylaws of Atos' "Raison d'être" or "Sense of purpose" and the publication of our first Integrated Report represent an important step forward for Atos in that journey.

Contents

Pioneering sustainable digital transformation

Following our recent acquisitions, we have prepared Advance 2021, a new and ambitious three-year plan for Atos. This plan will strengthen our position as the go-to partner for organizations who are looking to respond to the dilemmas of the digital world and navigate its challenges successfully.

Thierry Breton
Atos Chairman & Chief Executive Officer

@ThierryBreton

With great computing power comes great responsibility. As the **#CSR** leader in digital, **@Atos**' purpose is to offer innovation for clients' digital transformation. Together with our 100,000 **#AtosTeam** we're committed to creating a more sustainable & digitally responsible society.

18 September 2018

@ThierryBreton

Today marks a new major step in the development of **@Atos**, as we welcome more than 23,000 Syntel employees to the **#AtosTeam**. Together we take a new dimension to accelerate the **#digitaltransformation** of our customers worldwide.

9 October 2018

What were Atos' major achievements in 2018?

In 2018, Atos changed dimension. We grew substantially and established a truly worldwide footprint, propelling our digital transformation in a sustainable way that will benefit our clients. The clear highlight was the acquisition and rapid integration of Syntel, which has added a new dimension to our Business & Platform Solutions activities, expanded our platform in India, reinforced our priorities in the US, and increased our global footprint. Within Worldline, the acquisition of SIX Payment Services has consolidated its position as undisputed European leader in payment services. Taken together, these acquisitions have reinforced our position as a trusted partner for digital transformation.

Aside from mergers & acquisitions, we demonstrated our technological leadership in a wide range of arenas, from the 2018 Olympic Winter Games in PyeongChang to the new Google Cloud partnership. Over the course of the year, our expertise in vital strategic areas such as artificial intelligence, quantum computing, cybersecurity and GDPR generated high levels of strong and sustainable growth across most of our divisions.

Every day we help our clients to meet the challenges and seize the opportunities presented by the current era of digital change, giving them control of their digital destinies.

How does Atos help its customers respond to these challenges?

Our role at Atos has always been to help our clients take full advantage of technological revolutions – from the introduction of the first PC to the advent of quantum simulation.

Our mission is to help our customers understand this changing world, support them in creating opportunities from digital approaches and resolve any dilemmas they may face in this process. We want to accompany them on a long-term journey into a sustainable, responsible and meaningful future where corporate and social responsibility principles are embedded in their growth strategy – in other words, sustainable digital transformation.

We first look at the specific business issue our client is facing and from there find the digital solution. There is no one-size-fits-all approach, which is why we become experts in our clients' businesses.

What are the trends currently shaping digital transformation?

We are entering a new cycle of transformation, that of artificial intelligence (AI), automation and the Internet of Things. Today, the Internet, smartphones and social networks are part of every moment of our lives. They change the way we work, and also the way we relax and communicate with one another. That's what makes this transition deeper.

Digital transformation is driving fundamental business and organizational changes and our clients know that they must adapt and embrace the opportunities this brings in order to thrive.

One thing is clear: a 'wait-and-see' approach is not a viable option for digital transformation.

For Atos it is becoming increasingly clear that business outcomes will be shaped by the constraints of the realworld and ethics. Digital business models will be restrained or sustained depending on how society at large views them – the question "could we?" will more frequently be accompanied by the question "should we?". We need to consider and mitigate the potential inequalities that technologies like AI and automation could bring. We believe business success will be driven by getting the balance right.

What is the outlook for Atos in 2019 and beyond?

Following our recent game-changing acquisitions, we have prepared a new and ambitious three-year plan for Atos. This plan, Advance 2021, will strengthen our position as the go-to partner for organizations who are looking to respond to the dilemmas of the digital world and navigate its challenges successfully. Atos will strengthen its customer centricity through a reinforced vertical go-to-market approach pulling through all of Atos' capabilities and mobilizing its people skills and key talents.

As part of this plan, Atos also intends to provide more strategic and financial flexibility to Worldline by proposing to the next Atos AGM to distribute 23.4% of Worldline's share capital to Atos shareholders.

At Atos, our mission is to help design the future of the information technology space.

Our expertise and services support the development of knowledge, education as well as multicultural and pluralistic approaches to research that contribute to scientific and technological excellence.

Across the world, we enable our customers, employees and collaborators, and members of societies at large to live, work and develop sustainably and confidently in the information technology space.

Atos' "Raison d'être" or "Sense of purpose" which submitted at the Atos 2019 Annual General Meeting

A global leader in digital transformation

To help its clients across all sectors prepare for a new era of digital business, Atos applies cutting-edge technologies and extensive industry knowledge.

A global leader in digital transformation and the European number one for Cloud, Cybersecurity, High-Performance Computing and e-Payment, Atos provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions through its Digital Transformation Factory, as well as transactional services through Worldline, the European leader in the payment industry.

A recognized pioneer in strategic technologies such as quantum computing and artificial intelligence, Atos benefits from deep partnerships with major technology and industrial companies, including Google Cloud and Siemens.

In 2018, Atos acquired US-based digital services company Syntel and, through Worldline, SIX Payment Services, a leading player in the European payments market. The acquisitions have strengthened Atos' digital transformation portfolio and brought 25,000 talented people to its workforce.

To power its next chapter of sustainable growth, Atos has reinforced its integrated strategy and approach combining financial and extra-financial priorities. Every day our 120,000 people in 73 countries are developing and implementing innovative digital solutions that support the business transformation of clients and address the environmental and social challenges we all face.

Atos is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Syntel, Unify and Worldline. Atos is listed on Euronext Paris and is included in the CAC40 Paris stock index.

North American Operations
12,000 employees
€2,024 M revenue

Setting the pace in sustainability in 2018

Positioned by CDP in the Climate A- group of climate leaders

Ranked as the most sustainable company in its industry group by the Dow Jones Sustainability Indexes (DJSI) World and Europe

Gold level from EcoVadis for Corporate Social Responsibility assessment

This 2018 Integrated Report has been prepared in accordance with the GRI Standards and has successfully completed the GRI Content Index Service.

€12,258 million
annual revenue

10.3%
operating margin revenue

€720 million*
in free cashflow
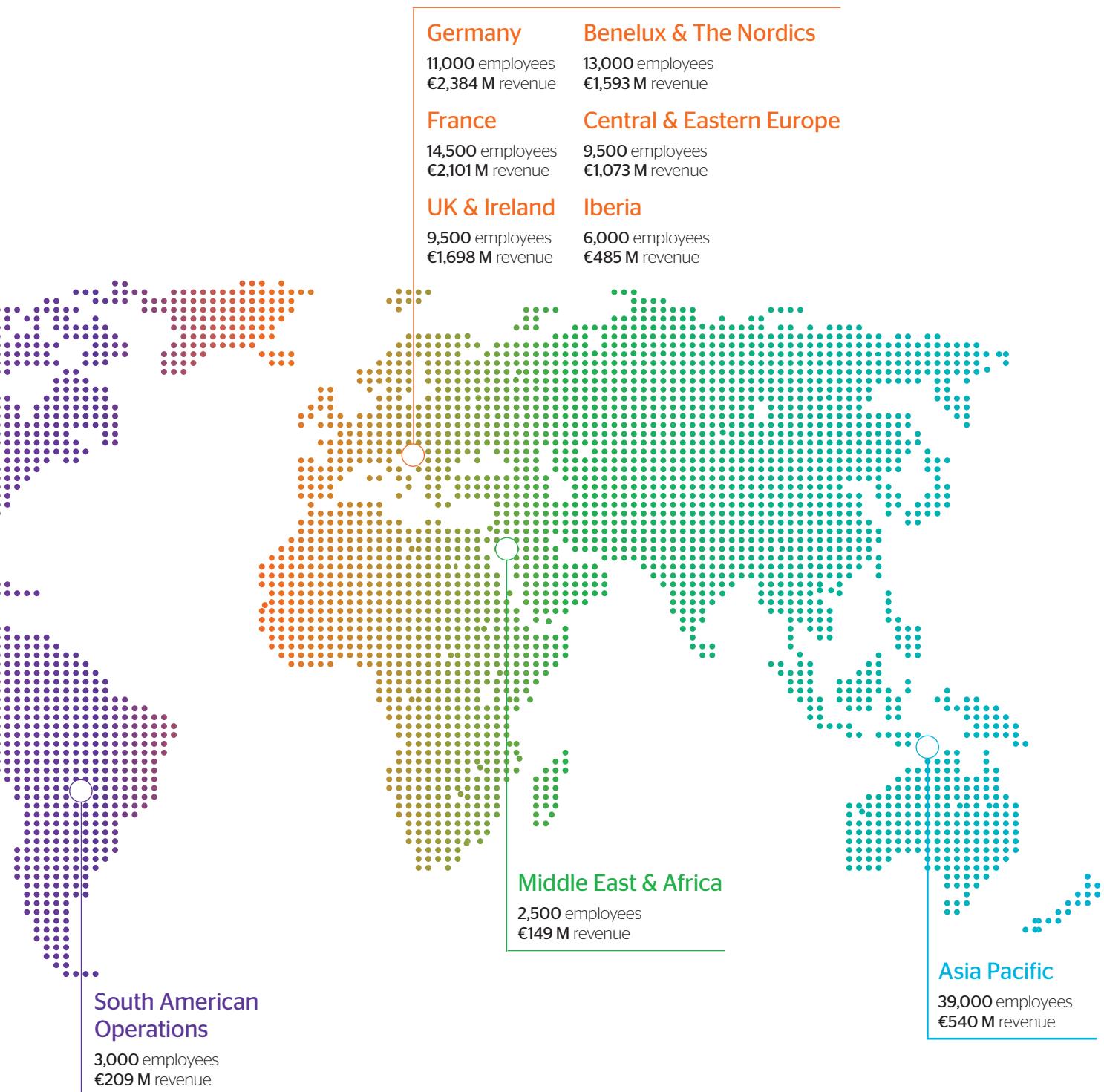
€300 million
annual investment in R&D

c.30%
female employees

5,000
active patents

140
nationalities

* excluding €62 million of acquisition and upfront financing costs related to Syntel and SIX Payment Services acquisitions.

120,000 employees working in **73** countries

Germany
11,000 employees
€2,384 M revenue

France
14,500 employees
€2,101 M revenue

UK & Ireland
9,500 employees
€1,698 M revenue

Benelux & The Nordics
13,000 employees
€1,593 M revenue

Central & Eastern Europe
9,500 employees
€1,073 M revenue

Iberia
6,000 employees
€485 M revenue

Middle East & Africa
2,500 employees
€149 M revenue

South American Operations
3,000 employees
€209 M revenue

Asia Pacific
39,000 employees
€540 M revenue

Figures include Worldline in each geographies

Governance

[GRI 102-15] [GRI 102-26] [GRI 102-28] [GRI 103-2 Economic performance] [GRI 103-2 Market presence]
[GRI 103-2 Indirect economic impacts] [GRI 103-2 Procurement practices] [GRI 103-2 Energy] [GRI 103-2 Emissions]
[GRI 103-2 Employment] [GRI 103-2 Training and education] [GRI 103-2 Diversity and equal opportunity]
[GRI 103-2 Anti-corruption] [GRI 103-2 Socio-economic compliance] [GRI 103-2 Customer privacy]

Board of Directors

The Board of Directors determines the strategy and trends of the Company's activity and oversees their implementation.

Thierry Breton
Atos Chairman & Chief Executive Officer
Worldline* Chairman

Nicolas Bazire
Chairman of the Nomination and Remuneration Committee

General Manager of Groupe Arnault SE

Valérie Bernis
Chairman of the CSR Committee

Independant Director and
Vice-President of Engie Foundation

Roland Busch
Member of the Audit Committee

Member of the Management Board
of Siemens AG

Jean Fleming
Director representing the employee shareholders and Member of the Nomination and Remuneration Committee

People Development Director (Atos, UK)

Marie-Christine Lebert
Director representing the employees and Vice-Chairman of the CSR Committee

Project Leader, Worldline*

Bertrand Meunier
Independent Director and Member of the Nomination and Remuneration Committee and Audit Committee

Managing Partner of CVC Capital
Partners Ltd

Colette Neuville
Independent Director

Chairman & Founder of ADAM

Aminata Niane
*Lead Independent Director***

International Consultant

Lynn Paine
Independent Director and Member of the Audit Committee and CSR Committee

John G. McLean Professor of Business
Administration, Harvard Business
School, Senior Associate Dean for
International Development

Pasquale Pistorio***
*Lead Independent Director**** and Member of the Nomination and Remuneration Committee*

Chairman of the Pistorio foundation

Vernon Sankey
Independent Director, Chairman of the Audit Committee and Member of the CSR Committee

Officer in companies

*   Listed company (Worldline was controlled by Atos SE as at December 31, 2018)
**   As from December 17, 2018
***   Pasquale Pistorio resigned from his office as member of the Board of Directors with effect as of January 1, 2019. Information
       concerning Mr Pistorio is presented as of January 1, 2019.
****   Until December 17, 2018

Activities of the Board of Directors and of the Board's committees in 2018

Board of Directors

In 2018, the Board of Directors controlled and audited the integrity of the financial statements as well as reviewed and approved all the financial information. The Board approved the strategic operations with the acquisition of Syntel and SIX Payment Services. The Board of Directors encouraged the promotion of long-term value creation by preparing a new three-year plan and by considering the social and environmental aspects of the activities of the Atos Group. In 2018, a new committee was created: The Corporate Social Responsibility Committee.

Total Board members: 12
Male-Female ratio: 6 women / 6 men
Employee representation on Board: 2
Average age of Directors: 64 years

80% Independent Directors

84.44% Average attendance

15 Meetings in 2018

International dimension: 50% French; 50% other

The Audit Committee

The Audit Committee prepares and facilitates the work of the Board of Directors in its analysis of the accuracy of the company's corporate and consolidated accounts. In 2018, the Audit Committee reviewed key accounting and finance documents, including the statements related to off-balance sheet, before their presentation to the Board; the Committee also reviewed the main accounting items and methods.

Independent Director Chairman
4 Members

75% Independent Directors

6 Meetings in 2018

87.5% Average attendance

The Nomination and Remuneration Committee
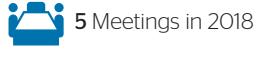
The Nomination and Remuneration Committee prepares and facilitates nominations for appointments to the Board of Directors as well as managers holding a corporate mandate for the company. In addition to examining Board members' potential conflicts of interest, the Committee formulates proposals in relation to senior management compensation and makes recommendations for the company's profit-sharing policy. In 2018, the Committee formulated proposals regarding the setting up of a employee stock ownership program (Share 2018).

Independent Director Chairman
3 Members

100% Independent Directors

5 Meetings in 2018

93.3% Average attendance

The Corporate Social Responsibility Committee

This Committee was created in December 2018 in order to strengthen the awareness of the risks relating to social and environmental responsibility. The Committee will review Atos' social and environmental responsibility strategy and related initiatives together with its social and environmental responsibility commitments in light of the challenges, risks and opportunities specific to Atos' business and objectives, in areas such as well-being at work, diversity and environment.

Independent Director Chairman
4 Members

2018 Created

75% Independent Directors

Group General Management Committee

Atos' General Management Committee develops and executes the Group strategy and ensures value is delivered to clients, shareholders, partners and employees.

This Committee, which is led by Thierry Breton, Chairman and Chief Executive Officer, is in charge of the global coordination of the Group's management.

Thierry Breton
Atos Chairman and Chief Executive Officer,
Worldline Chairman

Elie Girard
Deputy Chief Executive Officer,
Chief Financial Officer

Pierre Barnabé
Senior Executive Vice-President
Head of Big Data & Cybersecurity

Eric Grall
Senior Executive Vice-President
Global Operations and RACE Program,
Head of Infrastructure & Data Management

Adrian Gregory
Senior Executive Vice-President,
Chief Executive Officer
United Kingdom & Ireland

Philippe Mareine
Senior Executive Vice-President
Head of Group Human Resources, CSR,
Chief Digital & Transformation Officer

Sean Narayanan
Senior Executive Vice-President
Head of Business & Platform Solutions

Robert Vassoyan
Senior Executive Vice-President,
Chief Commercial Officer

Executive Committee

The Executive Committee develops and executes the Group strategy, with the objective of ensuring that value is delivered to clients, shareholders and employees. The Committee works to improve interaction and cooperation across the Group.

The Atos Executive Committee is composed of:

Thierry Breton
Atos Chairman and Chief Executive Officer
Worldline Chairman

Global divisions

Eric Grall
Global operations and RACE program and
Head of Infrastructure & Data Management

Patrick Adiba
Head of Unified Communication & Collaboration,
CEO Olympics & Major Events

Sean Narayanan
Head of Business & Platform Solutions

Rakesh Khanna
CEO, Atos Syntel

Pierre Barnabé
Head of Big Data & Cybersecurity

Worldline

Gilles Grapinet
Worldline Chief Executive Officer

Marc-Henri Desportes
Worldline Deputy Chief Executive Officer

Global Business Units

Simon Walsh
Head of North America Operations

Ursula Morgenstern
Head of Germany

Jean-Marie Simon
Head of France

Adrian Gregory
Head of United Kingdom & Ireland

Peter 't Jong
Head of Benelux & The Nordics

Giuseppe Di Franco
Head of Central & Eastern Europe

Iván Lozano
Head of Iberia

Herbert Leung
Head of Asia-Pacific

Francis Meston
Head of Middle East & Africa

Sales & Markets

Robert Vassoyan
Chief Commercial Officer

Kari Kupila
Head of Siemens Account

Group functions

Elie Girard
Deputy Chief Executive Officer
Chief Financial Officer

Sophie Proust
Chief Technology Officer

Philippe Mareine
Head of Human Resources, Logistics,
Housing and Corporate Social Responsibility,
Head of Siemens Global Alliance and Chief Digital &
Transformation Officer

Marc Meyer
Head of Executive & Talent Management,
Communications

Alexandre Menais
General Secretary, Head of Mergers & Acquisitions,
Corporate Development, Legal, Compliance &
Contract Management

Gilles Arditti
Head of Investor Relations & Financial
Communications & Responsible for Internal Audit

The Group Risk Management Committee

The Group Risk Management Committee meets on a monthly basis and reviews the most significant and sensitive contracts. This involves monitoring monthly financial, delivery, technology, customer, legal and supplier key performance indicators. The Committee is chaired by the Group Chief Financial Officer and led by the Senior Vice-President for Bid Control and Business Risk Management. Permanent members of the Committee include the Senior Executive Vice-President Operations, Executive Vice-Presidents in charge of the Global Divisions and several other representatives from the Global Functions, including Finance and Legal.

The Group Ethics Committee

The Group Ethics Committee supported by the Group Executive Committee is tasked to strategize on the role of ethics generally, and particularly within Atos' operations. Composed of independent and highly respected external professionals, members of the Ethics Committee provide guidance on potential ethical issues raised by Atos organization or activities. The Committee is sponsored by the Group Chief Executive Officer and supported by the Group Chief Compliance Officer, the Group General Secretary.

The Group Corporate Responsibility and Sustainability Program

The Group Corporate Responsibility and Sustainability Program is supervised by the Head of Human Resources who is a member of the Group Executive Committee and who reports directly to the Chairman & CEO.

The Group Executive Committee is briefed on a regular basis about the latest achievements and planned objectives both at global and regional levels on the environmental and social initiatives of the Group.

On a day-to-day basis, the Committee is led by a program director and composed of a team which includes ten Group Business Unit heads of corporate responsibility, as well as representatives of all support functions. Weekly and monthly workshops are organized to design, implement and monitor actions and progress.

Digital transformation at a tipping point

For companies and public organizations alike, the digital agenda has reached a turning point.

Digital technologies have brought levels of transformation and value that were once thought unimaginable. In many ways we have moved to an era of "digital by default" where those services that can go digital have done, even though the associated opportunities and disruptions can be as challenging as they are exciting.

Keeping up with this ever-changing digital world is not always easy. Having adapted their strategies towards e.g. migrating to the Cloud, businesses are now faced with the opportunities and challenges posed by the adoption of maturing technologies such as artificial intelligence (AI), Internet of Things (IoT) and automation.

As the digital and physical worlds converge and become ever more interconnected, we will see new and far-reaching economic, social and ethical implications.

Technology is evolving so fast that in many areas regulators are struggling to keep pace, with the result that some deeply embedded social values could be threatened. Security, safety and privacy risks are proliferating at an individual and an enterprise level. From online platforms and social media to cryptocurrencies and the gig economy, digital business processes and models may actually bring as many dilemmas as they do opportunities.

In this new world, an assumption of "digital by default" no longer cuts it. The digital "art of the possible" has to be tempered with considerations of the "art of the permissible" in terms of what society, and we as good corporate citizens see as being true to the values we all hold dear. More than ever, companies need to address major questions of fairness, morality and ethics if they want their business models to be genuinely sustainable and acceptable to business partners, customers and employees.

Only by appropriately addressing these concerns can a company take full advantage of the possibilities of AI, robotics, automation and other breakthrough technologies. Successful business strategies must master a whole new paradigm of responsibility that extends far beyond the scope of traditional environmental, societal and well-being considerations – one that embraces a completely new perspective on Corporate Digital Responsibility. But it's not all just about technology - more than 40% of business leaders see their greatest digital transformational challenge as one of culture and skills*.

By being at the forefront of sustainable digital transformation Atos is uniquely positioned to help clients identify and master their challenges and opportunities. At a time when sustainability and responsibility are more critical than ever before to the long-term success of any organization, Atos is committed to helping its clients surf the next digital wave, so they make the right choices and investments to ensure their future well-being and growth.

* Source: Gartner IT Symposium 2018

Resolving digital dilemmas

As organizations work out their digital business strategies, new tensions and dilemmas are arising between the "art of the possible" and the "art of the permissible".

In our groundbreaking report, Journey 2022 - Resolving Digital Dilemmas, published in 2018, we identify these complications as Digital Dilemmas. Many of these dilemmas go to the very heart of what it means for humans to interact with an increasingly connected digital world.

We group the sources of Digital Dilemmas into three interlinked dimensions of tension:

Insights – how do we share and leverage data analytics? Questions of trust and truth become critical.

Inertia – how do we react to personal and societal misgivings about the implications of technology? What is the business response when the real world is unwilling or unable to change at the pace of digital innovation?
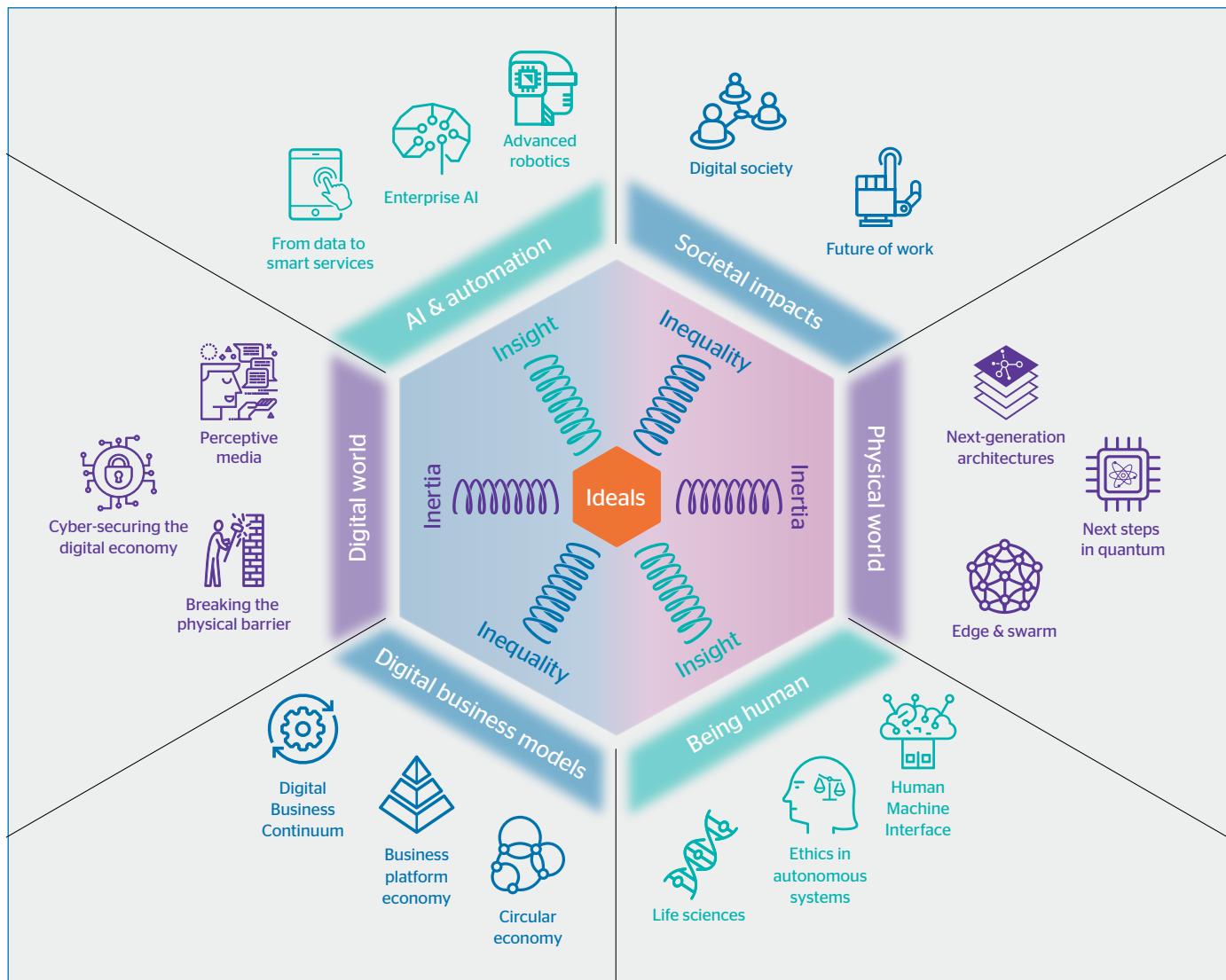
Inequalities – what happens when digital business models do not bring mutually beneficial outcomes for all stakeholders?

Maintaining balance in this system are **Ideals**. These reflect the individual and corporate values, beliefs and ethical standards that help define the boundaries of acceptability and trust for technology and business models.

A company's Ideals will shape its digital future. The approach that businesses take to resolving their identified dilemmas will influence the very DNA of their enterprise.

There is no "one size fits all" solution to Digital Dilemmas – identification and contextualization of the underlying tensions provide an opportunity to devise responses that create an appropriate balance between what is possible and what is permissible, delivering the very best business outcomes for all.

Resolving digital dilemmas

AI & automation

- From data to smart services
- Enterprise AI
- Advanced robotics

Digital world

- Perceptive media
- Cyber-securing the digital economy
- Breaking the physical barrier

Societal impacts

- Digital society
- Future of work

Physical world

- Next-generation architectures
- Next steps in quantum
- Edge & swarm

Digital business models

- Digital Business Continuum
- Business platform economy
- Circular economy

Being human

- Human Machine Interface
- Ethics in autonomous systems
- Life sciences

Central hexagon: Insight, Inequality, Inertia, Inertia, Insight, Inequality — Ideals

AI and automation vs. being human

What does it mean to be human in an increasingly automated and data-driven world? Robotics, AI and automation offer tremendous opportunities for efficiency and improvement, but they need to be embraced in ways that respect the culture, experience and expertise of the workforce. It is clear that AI and automation may lead to serious social and economic inequalities; such challenges cannot be ignored. Adopting a human-centric approach to the future of work can help turn perceived threats into opportunities, allowing businesses to optimize their digital potential.

Digital vs. physical

As the boundaries between the digital and physical world become increasingly blurred, we must rethink the ways that we perceive and interact with evolving and emerging technologies. Should we allow digital technologies to interface directly with our human brains? Is it acceptable to give robots, through for example their role in self-driving cars, the power of life and death? To what extent should our physical lives be influenced by technology?

Digital business models vs. societal impacts

The speed and scale of the impact that digital technologies have on businesses and society necessitate a new level of corporate responsibility. Companies need to consider both the long and short-term implications of enterprise strategies. They must carefully consider the interplay of tensions with the real world, individuals and society. If businesses get it wrong, they could be perceived to be invasive, exploitative or misleading. In order to be value-creating and achieve successful business outcomes, organizations need to apply new technologies innovatively, while at the same time respecting values such as trust, openness and fairness in relation to all stakeholders.

Advance 2021: reinforcing our global profile in digital services

Atos is embarking on its new three-year strategic plan, Advance 2021, which is strongly focused on clients' needs and aspirations, and will see innovation, technology and the creation of long-term sustainable value drive the company forward towards further growth and greater profitability.

The success of the new strategy is closely linked to our continued commitment to training our people in digital skills, attracting the best talent and applying strong values and best practices in Corporate Social Responsibility.

In order to reinforce our focus as a global pure play digital leader we will continue to develop invaluable partnerships with global technology leaders and apply deep industry expertise so that we develop ever closer relationships with our clients and deliver enhanced services to them through automation.

IoT and edge computing: new levers of growth for Atos Infrastructure & Data Management business

By 2021, Atos expects that the majority of its customers will have migrated to the Atos Cloud and Hybrid Cloud offering. Over the next three years, Atos will re-position its Infrastructure & Data Management business to be ready to meet customers' anticipated needs in the post-Cloud era for Internet of Things and edge computing which are set to be new levers of growth, in areas such as smart data management, ecosystems of infrastructures, digital workplace, automation, artificial intelligence and machine learning.

Leveraging Atos Syntel's digital offerings as part of our Business & Platform Solutions

Following the acquisition of Syntel in 2018, bringing to Atos its highly satisfied customers and expert high-value, sector-specific digital services, Atos aims to double the revenue over the next three years of its Business & Platform Solutions in Digital (AI, Analytics, IOT, Automation, Customer Experience, Mobility, Cloud). Business & Platform Solutions targets are to further leverage on the skills and competences of its technology and services platforms worldwide.

Big data & cybersecurity for digital efficiency and trust

By providing high-end computing for big data algorithms, cybersecurity and mission-critical technology, Atos Big Data & Cybersecurity business will lead the consolidation of trusted intelligent platforms with its cybersecurity products and services for the new machine age. Our "Cybersecurity everywhere" approach will form the basis of our digital value proposition for industry expertise and solutions, smart data platforms and services and for ecosystems of multiple infrastructures.

Focus on industry verticals to deliver the next wave of digital transformation

Atos will support our customers' transition to new business models as they prepare for the next wave of digital disruption in the form of smart data. We will do this by increasing our focus on industry verticals and solutions, so that we deepen our customer expertise and intimacy. We will utilize and adapt all Atos' services and capabilities from Infrastructure & Data Management, Business & Platform Solutions, Big Data & Cybersecurity and Atos' partners.

This new approach will entail:

- A stronger focus on the following key vertical markets; Manufacturing, Financial Services, Health, Public Sector, Retail & Logistics, Energy & Utilities and Technology, Media & Telecoms;
- Centers of excellence built on vertical competencies, for example Life & Pensions in Edinburgh, or Manufacturing Innovation in Austria;
- 200+ additional sales resources and industry-specific experts and consultants;
- More empowered senior client executives, assessed and developed to match the industry top quartile;
- Dedicated client delivery executives representing all divisions;
- Dedicated cyber specialists;
- New global distribution agreements and industry specific partnerships for Atos' technologies and products.

RACE: a powerful combination of digital productivity levers and agile collaboration

With RACE, a new productivity, excellence & efficiency program launched to sustain the company's value creation and operating margin target, Atos is introducing tangible operational improvement for clients by fully taking advantage of automation in all productivity levers.

Atos is also generating significant improvements with continuous integration of digital technology and automation into traditional areas like procurement, contract management, selling, general & administration and workforce management.

Maintain excellence in People skills and CSR

To power its ambition, Atos is aiming to drive customer experience through best-in-class employee digital experience.

Our People Strategy 2021 will benefit from five major human resources programs:

- *My future:* to combine Atos' strengths around **Campus Management, Performance Management 2.0** and expert and talent programs and create a unique end-to-end value proposition for our employees;
- *Be digital:* to equip all our employees with certified digital skills by 2021;
- *MyExperience:* through the "We are Atos" engagement program, to leverage on the successful Wellbeing@work initiative putting specific emphasis on social value, diversity and inclusion. As far as gender diversity is concerned, Atos' objective is to double the percentage of women in top management over the next 3 years while decreasing the gender compensation gap by 3% per year;
- *Value Sharing:* to further engage - besides the already existing incentive plans for managers - all employees in the company's success;
- *Entrepreneurship:* to explore new ways of collaboration with Atos, further leveraging on our ecosystem of startups and contingent workers.

IT industry consolidation to expand our customer base and technological capabilities

To date, Atos has made acquisitions in order first of all to achieve scale and then to gain the right skills and resources. Now more than ever Atos' Digital Transformation Factory will offer fast to value, agile and scalable solutions tailored to the specific market sectors it serves. Our M&A strategy for the next years will focus on specific verticals to acquire new clients, deepening our expertise and technological capabilities, and on cybersecurity where the Group intends to play a major role in the consolidation of this sector. The acquisitions will be carried out with the same financial discipline as in previous years.

Strongly support Worldline's European leadership in payments
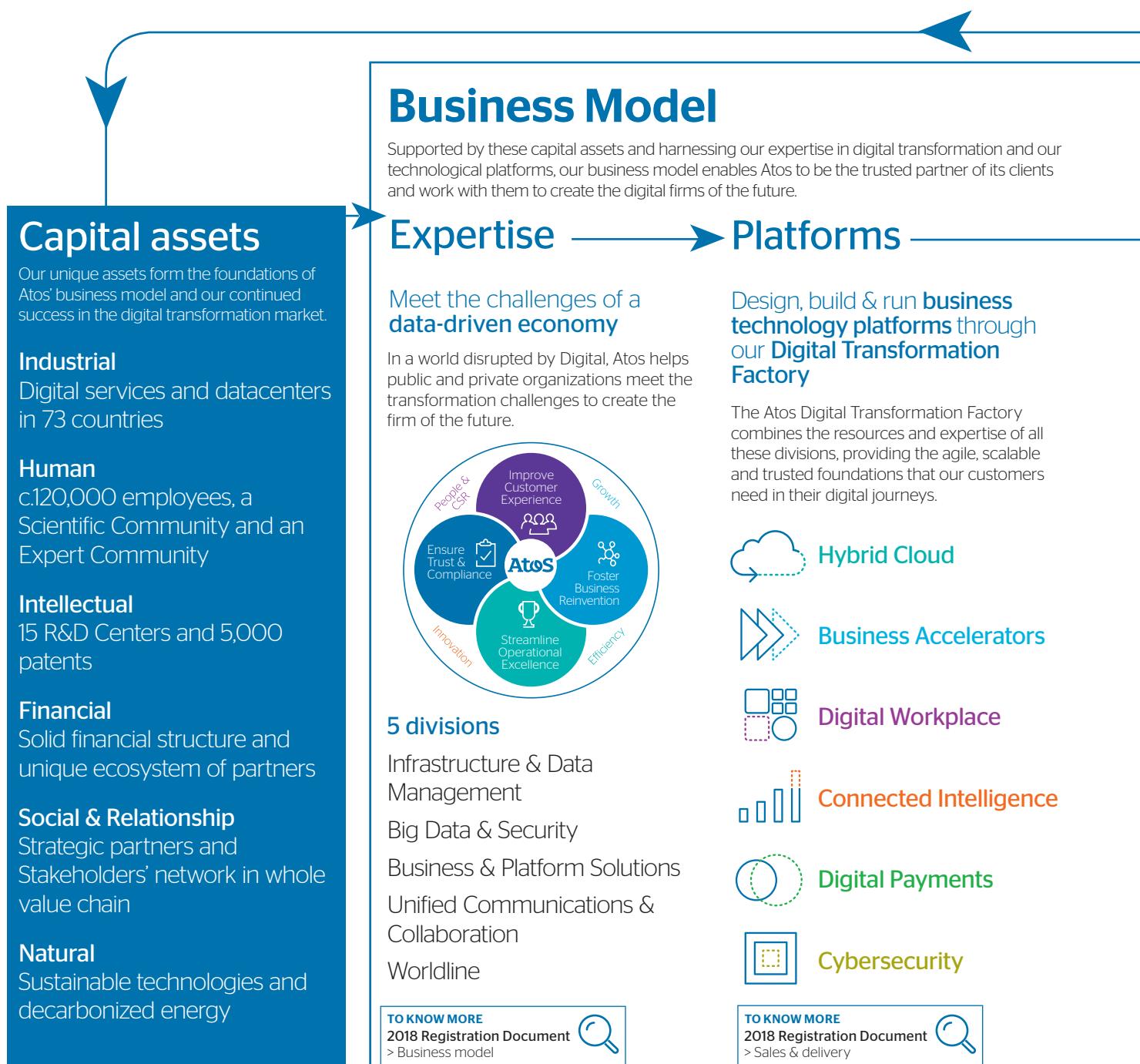
Following Worldline's acquisition of SIX Payment Services in 2018, Worldline is the undisputed European leader in payments. For the next three years, Worldline intends to fully leverage its pan-European competitive leadership to keep a strong commercial focus on new large outsourcing deals and bank alliances and to ensure the fastest possible delivery of equensWorldline and SIX Payment Services synergy plans. With its strengthened equity profile and enhanced ability to pursue consolidation opportunities, Worldline will more than ever maintain a strong focus on the next wave of European payment consolidation.
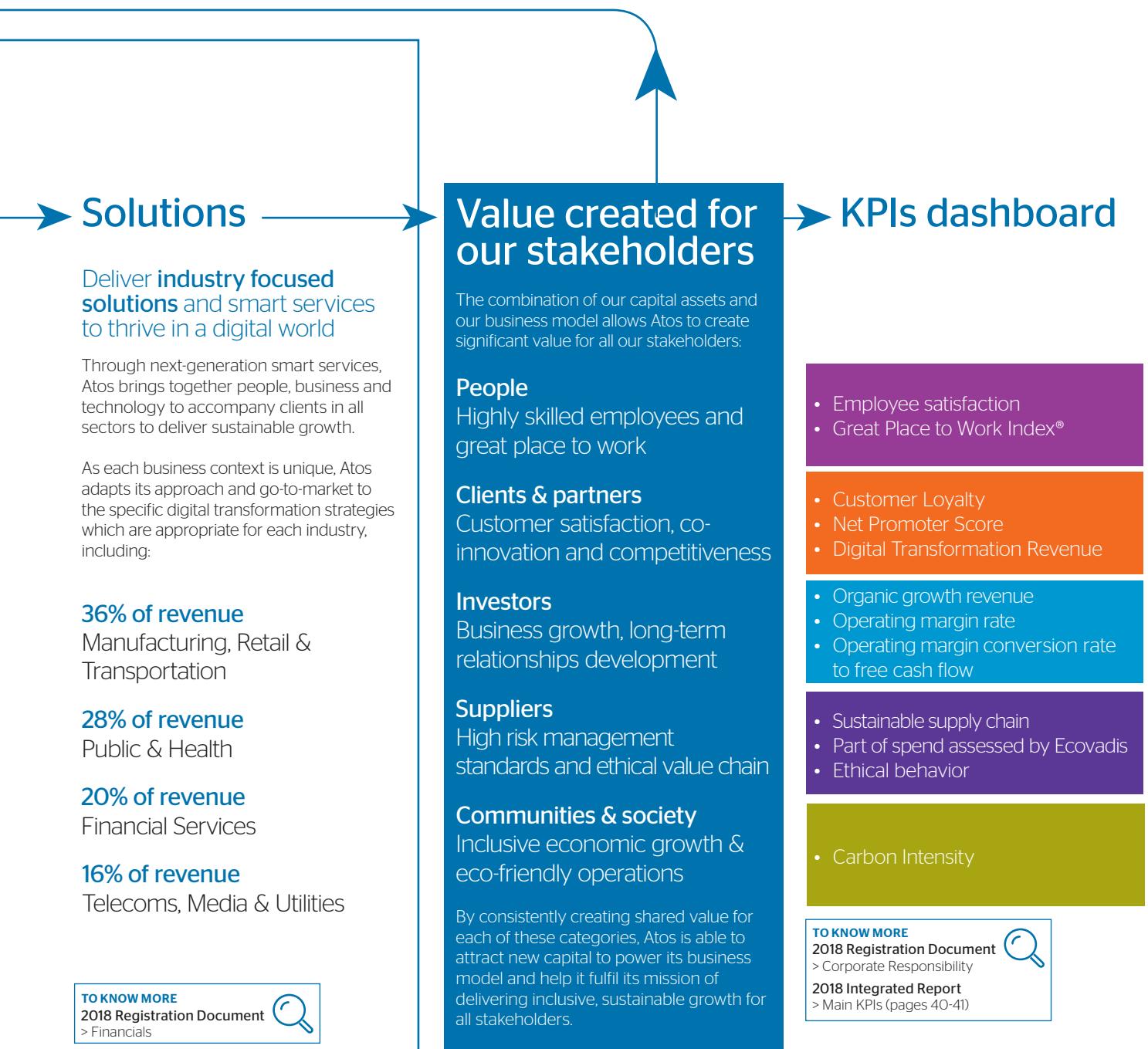
Creating value for our stakeholders

The mission of Atos is to be the trusted partner of its clients on their journeys of sustainable digital transformation. To accomplish this mission, we rely on our powerful assets and resources and a solid business model which leverages our distinctive platforms and industrial solutions. We are focused on the continuous generation of shared, sustainable and inclusive value for all our stakeholders: people, clients and partners, investors, suppliers, community and society.

Capital assets

Our unique assets form the foundations of Atos' business model and our continued success in the digital transformation market.

Industrial
Digital services and datacenters in 73 countries

Human
c.120,000 employees, a Scientific Community and an Expert Community

Intellectual
15 R&D Centers and 5,000 patents

Financial
Solid financial structure and unique ecosystem of partners

Social & Relationship
Strategic partners and Stakeholders' network in whole value chain

Natural
Sustainable technologies and decarbonized energy

Business Model

Supported by these capital assets and harnessing our expertise in digital transformation and our technological platforms, our business model enables Atos to be the trusted partner of its clients and work with them to create the digital firms of the future.

Expertise

Meet the challenges of a data-driven economy

In a world disrupted by Digital, Atos helps public and private organizations meet the transformation challenges to create the firm of the future.

5 divisions

Infrastructure & Data Management

Big Data & Security

Business & Platform Solutions

Unified Communications & Collaboration

Worldline

TO KNOW MORE
2018 Registration Document
> Business model

Platforms

Design, build & run **business technology platforms** through our **Digital Transformation Factory**

The Atos Digital Transformation Factory combines the resources and expertise of all these divisions, providing the agile, scalable and trusted foundations that our customers need in their digital journeys.

- Hybrid Cloud
- Business Accelerators
- Digital Workplace
- Connected Intelligence
- Digital Payments
- Cybersecurity

TO KNOW MORE
2018 Registration Document
> Sales & delivery

Solutions

Deliver **industry focused solutions** and smart services to thrive in a digital world

Through next-generation smart services, Atos brings together people, business and technology to accompany clients in all sectors to deliver sustainable growth.

As each business context is unique, Atos adapts its approach and go-to-market to the specific digital transformation strategies which are appropriate for each industry, including:

36% of revenue
Manufacturing, Retail & Transportation

28% of revenue
Public & Health

20% of revenue
Financial Services

16% of revenue
Telecoms, Media & Utilities

TO KNOW MORE
2018 Registration Document
> Financials

Value created for our stakeholders

The combination of our capital assets and our business model allows Atos to create significant value for all our stakeholders:

People
Highly skilled employees and great place to work

Clients & partners
Customer satisfaction, co-innovation and competitiveness

Investors
Business growth, long-term relationships development

Suppliers
High risk management standards and ethical value chain

Communities & society
Inclusive economic growth & eco-friendly operations

By consistently creating shared value for each of these categories, Atos is able to attract new capital to power its business model and help it fulfil its mission of delivering inclusive, sustainable growth for all stakeholders.

KPIs dashboard

- Employee satisfaction
- Great Place to Work Index®

- Customer Loyalty
- Net Promoter Score
- Digital Transformation Revenue

- Organic growth revenue
- Operating margin rate
- Operating margin conversion rate to free cash flow

- Sustainable supply chain
- Part of spend assessed by Ecovadis
- Ethical behavior

- Carbon Intensity

TO KNOW MORE
2018 Registration Document
> Corporate Responsibility

2018 Integrated Report
> Main KPIs (pages 40-41)

# Dynamic growth and strategic acquisitions

2018 was a positive year for Atos with revenue growing and an operational profitability above 10 percent. Atos' digital transformation businesses led the way with strong growth, and two transformative acquisitions bolstered its leadership position.

The Group's performance in 2018 positioned Atos as a global leader in digital transformation, with the Atos Digital Transformation Factory representing 30% of total revenue, up from 23% in the previous year.
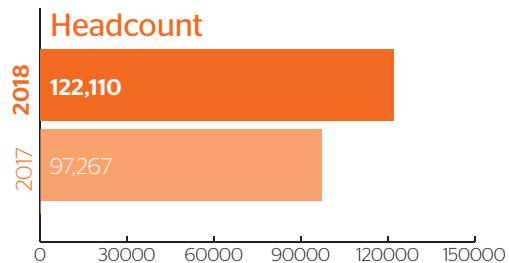
Financial highlights included the acceleration of revenues in our Business & Platform Solutions division, powered by major digital transformation projects. We recorded double-digit growth in Big Data & Cybersecurity as customers around the world stepped up investments

in their cyber defenses and data capabilities. Our Infrastructure & Data Management business saw a strong performance in particular from Orchestrated Hybrid Cloud, with growth of circa 35%.

Atos strengthened its digital services global profile and capabilities with the acquisition of Syntel and enhanced Worldline's position as the undisputed payment leader in Europe through the acquisition of SIX Payment Services.
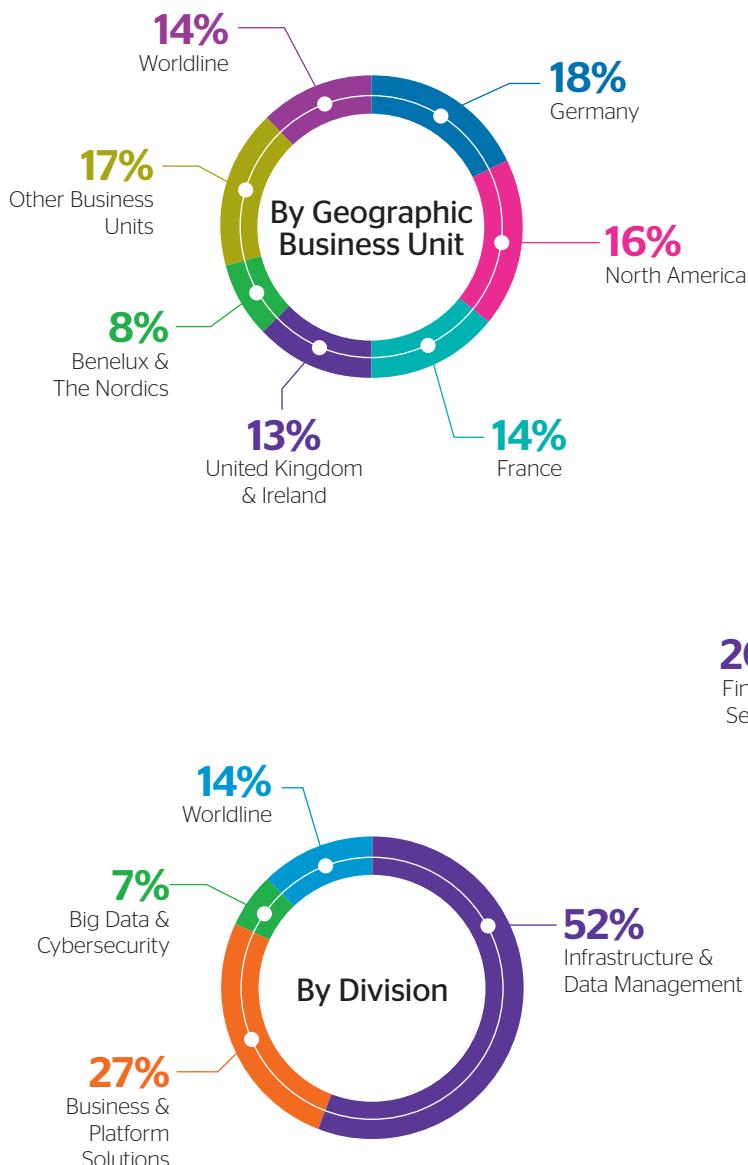
Revenue

|	
2018	€12,258 million
2017	€12,114 million [1]

[1] at constant scope and exchange rates

Operating margin

2018	€1,260 million 10.3% of revenue
2017	€1,292 million 10.8% of revenue [2]

[2] restated for IFRS 15

Free Cash Flow

2018	€720 million [3]
2017	€714 million

[3] excluding €62 million of acquisition and upfront financing costs related to Syntel and SIX Payment Services acquisitions.

Headcount

2018	122,110
2017	97,267

Breakdown of revenue in 2018
2018 statutory figures

By Geographic Business Unit

- 14% Worldline
- 17% Other Business Units
- 8% Benelux & The Nordics
- 13% United Kingdom & Ireland
- 14% France
- 16% North America
- 18% Germany

*The Group closed the financial year 2018, with organic growth revenue at **1.2%** and an operating margin of **10.3%**. We completed two important acquisitions which will support the Group's future growth.*

At a time of increasing global economic uncertainty, Atos will go forward with a new and ambitious 3-year plan "Advance 2021" that will continue to create value for our customers, our employees, our shareholders and all our stakeholders.

Elie Girard
Deputy Chief Executive Officer and
Chief Financial Officer, Atos

By Market

- 16% Telcoms, Media & Utilities
- 20% Financial Services
- 28% Public & Health
- 36% Manufacturing, Retail & Transportation

By Division

- 14% Worldline
- 7% Big Data & Cybersecurity
- 27% Business & Platform Solutions
- 52% Infrastructure & Data Management
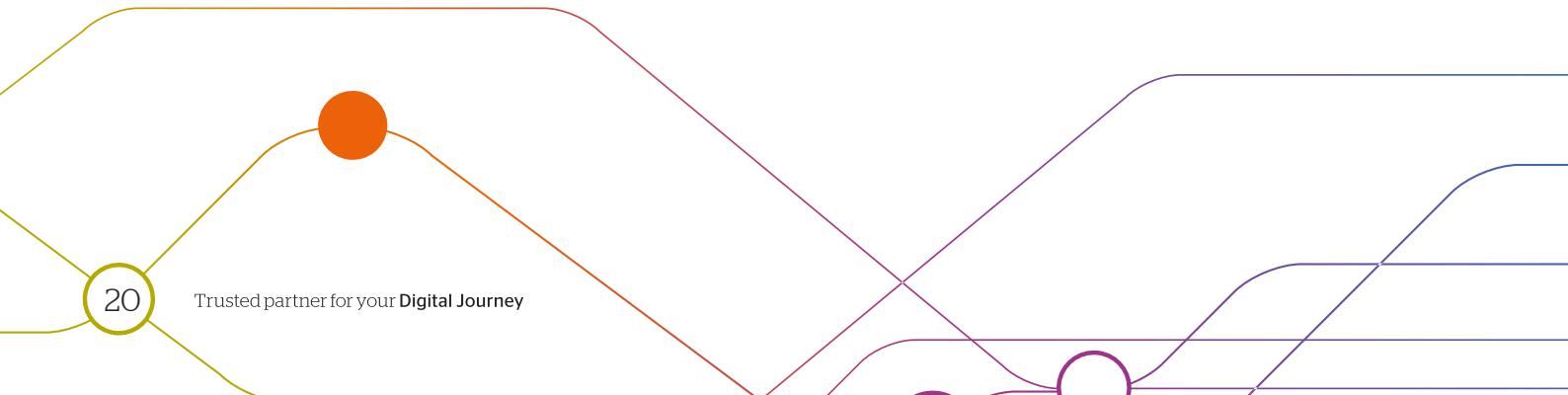
TO KNOW MORE
2018 Registration Document
> Financials

Measuring our integrated performance progress

Atos recognizes that our financial success is intrinsically linked to our progress in corporate responsibility and sustainability. We aim to create sustainable, long-term value for all stakeholders, including our customers, shareholders, employees and society in general. That is why we regularly monitor our financial and extra-financial performance to ensure we are on track to meet our main objectives and challenges.

| KPI | **Finance** | | An operating margin |
	Organic growth revenue	Operating margin rate	conversion rate to free cash flow
Advance 2021	**+3** to **+4%** CAGR over the 2019-2021 period	circa **13%** of revenue in 2021	**€1.2** to **1.3bn** in 2021
Advance 2021*	**+2** to **+3%** CAGR over the 2019-2021 period	**11%** to **11.5%** of revenue in 2021	**€0.8** to **0.9bn** in 2021
2018 Values	**+1.2%** organically in 2018	**10.3%** of revenue in 2018	**57.1%** in 2018 [1]
2017 Values	**+2.3%** organically in 2017	**10.2%** of revenue in 2017	**56.5%** in 2017 [2]
2016 Values	**+1.8%** organically in 2016	**9.4%** of revenue in 2016	**52.5%** in 2016

*   Advance 2021 in Digital Services (Atos excluding Worldline)

People

KPI	Great Place To Work Trust Index®	
Advance 2021	Reflecting employees' satisfaction to **top 10%** industry benchmark	
2018 Values	**57%** in 2018	
2017 Values	**54%** in 2017	
2016 Values	**54%** in 2016	

Business & Innovation

KPI	Net Promoter Score	Digital Transformation Factory Revenue
Advance 2021	**50% +** by 2021[3]	
2018 Values	**48%** in 2018 [3]	**30%** of total revenue in 2018
2017 Values	**48%** in 2017[4]	**23%** of total revenue in 2017
2016 Values	**48%** in 2016[4]	**13%** of total revenue in 2016

Ethics & Governance

KPI	Code of Ethics	Suppliers
Advance 2021	**100%** of employees trained on the Code of Ethics	**70%** of total spend assessed by supplier sustainability rating agency EcoVadis by 2021
2018 Values	**92%** in 2018	**55%** of total spend
2017 Values	**91%** in 2017	**54%** of total spend
2016 Values	**86%** in 2016	**49%** of total spend

Environment

KPI	Global footprint	
Advance 2021	Reduction by **7%** to **20%** CO_2 emissions per revenue unit (tCO_2 per €million) by 2021 2016 baseline [5]	
2018 Values	**18.2 tCO_2** per Million € in 2018	
2017 Values	**19.28 tCO_2** per Million € in 2017	
2016 Values	**22.14 tCO_2** per Million € in 2016	

[1] excluding €62 million of acquisition and upfront financing costs related to Syntel and SIX Payment Services acquisitions
[2] exluding pension one-off
[3] NPS for all clients
[4] NPS for top clients
[5] at constant scope

A year of accelerated growth and innovation

Atos acquires Siemens Convergence Creators
Atos completes the acquisition of Siemens Convergence Creators, a provider of innovative solutions in communication networks and enterprise cybersecurity.

Olympic Games in the Cloud
At the PyeongChang 2018 Olympic and Paralympic Winter Games, Atos makes Olympic history by delivering critical IT systems 100% over the Cloud.

Closer research ties with Siemens
Atos and Siemens reinforce their strategic cooperation and increase their joint innovation and investment program (digital twin, additive manufacturing and blockchain).

GDPR leader
Atos is named a leader in General Data Protection Regulation services by global research firm, NelsonHall.

| JANUARY | FEBRUARY | MARCH | APRIL | MAY | JUNE |

Satellite data services for European Space Agency
The European Space Agency selects Atos for new services based on satellite data to deliver and operate Copernicus Data and Information Access Services.

Atos joins global cybersecurity initiative
Atos becomes a member of the Charter of Trust coalition which focuses on protecting critical infrastructure, with three goals to protect data, prevent harm from data and build a secure environment for the digital world.

Google Cloud partner
Atos and Google Cloud form a global partnership to deliver secure Hybrid Cloud, machine learning and collaboration solutions to enterprise customers.

New nuclear spin architecture for quantum computing
Atos and the CEA, a French energy authority, launch a quantum computing industrial research chair with the support of the ARN, the French National Research Agency.

Pioneering artificial intelligence software
At the Atos Tech Days in Paris, Atos launches the most comprehensive artificial intelligence (AI) software suite available on the market to simplify and accelerate the adoption of AI.

Atos IoT brings extra fizz to Coca-Cola HBC
Atos becomes the official Internet of Things partner for the Coca-Cola Hellenic Bottling Company.

6-year contract to protect EU IT systems
Airbus and Atos awarded comprehensive cybersecurity contract to protect key EU institutions.

Atos acquires Syntel – a major acquisition
Atos reinforces its digital leadership by completing the acquisition of US-based Syntel, strengthening Atos' digital solutions portfolio and business worldwide and significantly accelerating Atos' development in North America.

Building supercomputers for India
Atos signs a major contract to support the Indian government in its National Supercomputing Mission.

Super-efficient supercomputer
Atos launches the new BullSequana XH2000, a hybrid, ultra-energy efficient supercomputer designed for AI-augmented simulation.

| JULY | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER | DECEMBER |

Atos scientific research award
Atos and GENCI select five revolutionary projects in numerical simulation, artificial intelligence and quantum computing as winners of the Atos Joseph Fourier Awards 2018.

Columbia AI project wins Atos award
Columbia University wins the 2018 Atos IT Challenge with their artificial intelligence project 'Behind the Meter'.

Top ranking from DJSI
Atos ranked as the most sustainable company in the digital sector by the Dow Jones Sustainability Indices (DJSI World and Europe).

Keeping NATO IT secure
Atos signs cybersecurity industry partnership with NATO.

New AI lab in London with Google Cloud
Atos launches artificial intelligence lab to boost collaboration and cross-enterprise opportunities.

New quantum computing lab in Paris
Atos starts building a global R&D Lab in the Paris region to drive innovation in quantum computing.

European leadership in quantum
European Commission selects Atos for two major R&D projects to develop quantum technologies for its Quantum Flagship.

Recognized as trailblazer in global IoT services
Atos is named a leader in Global IoT (Internet of Things) services by analyst firm Forrester.

TO KNOW MORE
2018 Registration Document
> Group overview

Hybrid Cloud

To succeed in an era of rapid digital change, companies are looking for ways to develop and deploy differentiating digital services rapidly, securely and cost-effectively.

With its Hybrid Cloud offering, Atos enables the transition of customers' existing IT assets into the Cloud to create the foundations for digital business. It leverages public and private cloud technologies as well as automation and orchestration, helping them create new services and transform existing application portfolios, delivering innovation, flexibility and agility along the way.

Cloud solutions also reduce customers' energy consumption, resulting in lower carbon emissions. This is enabled by the smart and energy-optimized datacenters of the main cloud service providers with whom Atos is partnering, by low-consumption servers and storage designed by Atos, and by the automated mobilization and decommissioning of resources provided by cloud computing service orchestration.

> CASE STUDY

Powering Philips' transformation into a healthcare leader

Atos is playing a crucial role in supporting the transformation of Philips from a lighting and electronics company into a leading healthcare provider.

Using digital technologies, Philips is transforming the experiences of consumers, patients, providers and caregivers across the well-being continuum – from healthy living and prevention to diagnosis, treatment and home care.

Atos' implementation of the Cloud is at the heart of the evolution of Philips' IT infrastructure and its corporate transformation. The company's Hybrid Cloud environment is helping shorten the time-to-market for Philips' products and services and support innovation across the organization, all in complete security.

Atos is leveraging the resources and flexibility of the Hybrid Cloud to support Philips as it reinvents its business, helping Philips develop the digital solutions that will protect health and increase the quality of life for people around the world, today and tomorrow.

Business Accelerators

To take the lead in the digital age, many enterprises and organizations are identifying the need to move beyond the legacy systems that have over time become a barrier to achieving the simplicity and agility they now need to succeed.

Business Accelerators enable real-time organization in Cloud environments, accelerating innovation, generating operational excellence and optimizing IT costs. These accelerators leverage private, shared and public cloud platform environments to make possible the fast and agile creation of new services, speed up business processes, and facilitate a real-time, digital organization that maximizes the performance of the company.

Business Accelerators are based on SAP(R)'s approach of Intelligent Enterprise as well as other mainstream business process solutions. This offering helps create overall economic value by digitalizing and simplifying business processes, bringing positive impacts to customers and their workforces.

> CASE STUDY

A new level of excellence for Centrient Pharmaceuticals

To support the vision for the future of Centrient Pharmaceuticals, a leading manufacturer of beta-lactam antibiotics, next generation statins and anti-fungals, Atos has implemented a cutting-edge and highly flexible SAP environment on Microsoft Azure public cloud.

Atos has provided Centrient with a flexible solution that leverages our strong relationship with Microsoft – the Orchestrated Hybrid Cloud for SAP on Azure. We are enabling full-stack and secure SAP managed cloud services in order to deliver the automation and flexibility Centrient is looking for.

As a first step, Atos rapidly deployed an SAP Business Warehouse environment for Centrient. Atos is now closely working with Centrient to further consolidate the SAP landscape to Azure including migrating to S/4HANA.

Together with swiftly implementing this new IT landscape, Atos is also managing the SAP systems on the Cloud for Centrient. The deployment of this cloud-based model means that Centrient now has a digital core that provides the business with visibility on information derived from fully integrated processes in the SAP infrastructure and adheres to safety and compliance throughout the entire product lifecycle.

Connected Intelligence

Atos applies Connected Intelligence to transform data into actionable insights and business outcomes.

Atos Codex, our unique portfolio of business-driven, advanced analytics, artificial intelligence and Internet of Things solutions brings insights to generate new revenue opportunities, deliver engaging customer experiences and improve efficiency while guaranteeing data security and trust.

With deep vertical and functional knowledge, Codex solutions and services help corporations to unlock the value of their data. Organizations can offer new services to customers and citizens in business interactions as well as in public services such as healthcare and homeland security.

> CASE STUDY

AXA connected fleet deal

Leading insurance provider AXA has chosen Atos to deliver its Pay-How-You-Drive (PHYD) car insurance scheme, along with an advanced fleet management solution.

Harnessing the technology provided by our Codex Connected Vehicle Platform, together with Continental's telematics unit, Atos has created for AXA a trusted intermediate platform that stores information collected by vehicle telematics, and then enriches it with environmental and contextual information.

The fleet owner has access to an advanced fleet management solution which allows them to control their fleet operations based on a rich set of data (including details for example of location, trip start and end, distance covered and fuel consumed).

With all this data easily accessible to it, AXA can compute the PHYD score that will determine the insurance premium tariff, taking into account factors such as a driver's journey data, combined with external geographical data (e.g. weather, road type and conditions, and speed limits), along with data on the driver's acceleration and braking patterns. All of this combines to give a good idea about the driver's behavior, allowing AXA to compute a driver score based on all of the data collected.

The scheme rewards drivers whose accelerating and braking is in line with good practice, promoting safer and more economical driving habits.

Digital Workplace

For organizations to be fully effective and profitable, business information needs to reach the right person and the right team at the right time.

Digital Workplace enhances communications, increases collaboration and raises productivity, in turn facilitating business reinvention and operational excellence.

In particular, it enables organizations to increase the engagement of their workforce, stimulating collaboration and enhanced communications with employees, creating user-focused efficient workplaces. The solutions delivered by Atos Digital Workplace provide an end-to-end digital platform that better connects people, resulting in more productive workforces and improved customer satisfaction.

Digital support for Johnson & Johnson

To help provide its employees and partners with the very best user experience, the world's largest and most broadly-based healthcare company, Johnson & Johnson, has been working closely with Atos to enhance key technical services for its workplace.

Following the development of a successful relationship, Johnson & Johnson continues to review its contract with Atos. During 2018, across more than 600 sites in 78 countries worldwide, Atos delivered a technical support and identity access management service to 217,000 authorized users.

Atos' expertise in Digital Workplace Services provides Johnson & Johnson with important enhancements to its remote support capabilities, improving the user experience and minimizing the mean time to resolve an incident. One example is the change from an English-only online chat via service desks to a real-time machine-translated chat service in 24 languages, which improved adoption and reduced costs significantly. Chat now accounts for over 50% of Johnson & Johnson's contacts.

Atos is also further transforming in partnership with Johnson & Johnson the Interactive Voice Response (IVR) system, moving away from a traditional approach to a cloud-based contact center solution.

Cybersecurity

Atos is the leading European force in digital cybersecurity. With a portfolio of cutting-edge services and products, Atos manages the whole security process for its clients, all the way from consulting to operations. Leveraging its own technologies and a wide partner ecosystem, Atos works as a trusted partner that helps organizations address their concerns and carry out their business functions in full security.

As security moves into the artificial intelligence era, Cybersecurity sets up end-to-end prescriptive solutions to identify and block threats before they have any substantial impact. With analysts estimating that 60% of enterprises will be victims of major cybersecurity breaches by 2020, companies need to review their strategy on a regular basis to always be prepared to face the new threats that are appearing at a rapid scale. To ensure protection of their data, whether on premises or in the cloud, companies need to rely on a trusted partner. Atos with its expertise is able to protect its customers and make trust a cornerstone of the relationship with its customers.

Thanks to its 5,000 security experts, and a 24x7 worldwide network of Security Operations Centers (SOC) managing 125 million security events every hour, Atos' global capabilities provide wide-reaching protection for systems, data, employees and end-customers.

As a global player in cybersecurity, Atos is contributing to the development of trust in the digital economy, by ensuring compliance, security and personal data protection.


> CASE STUDY
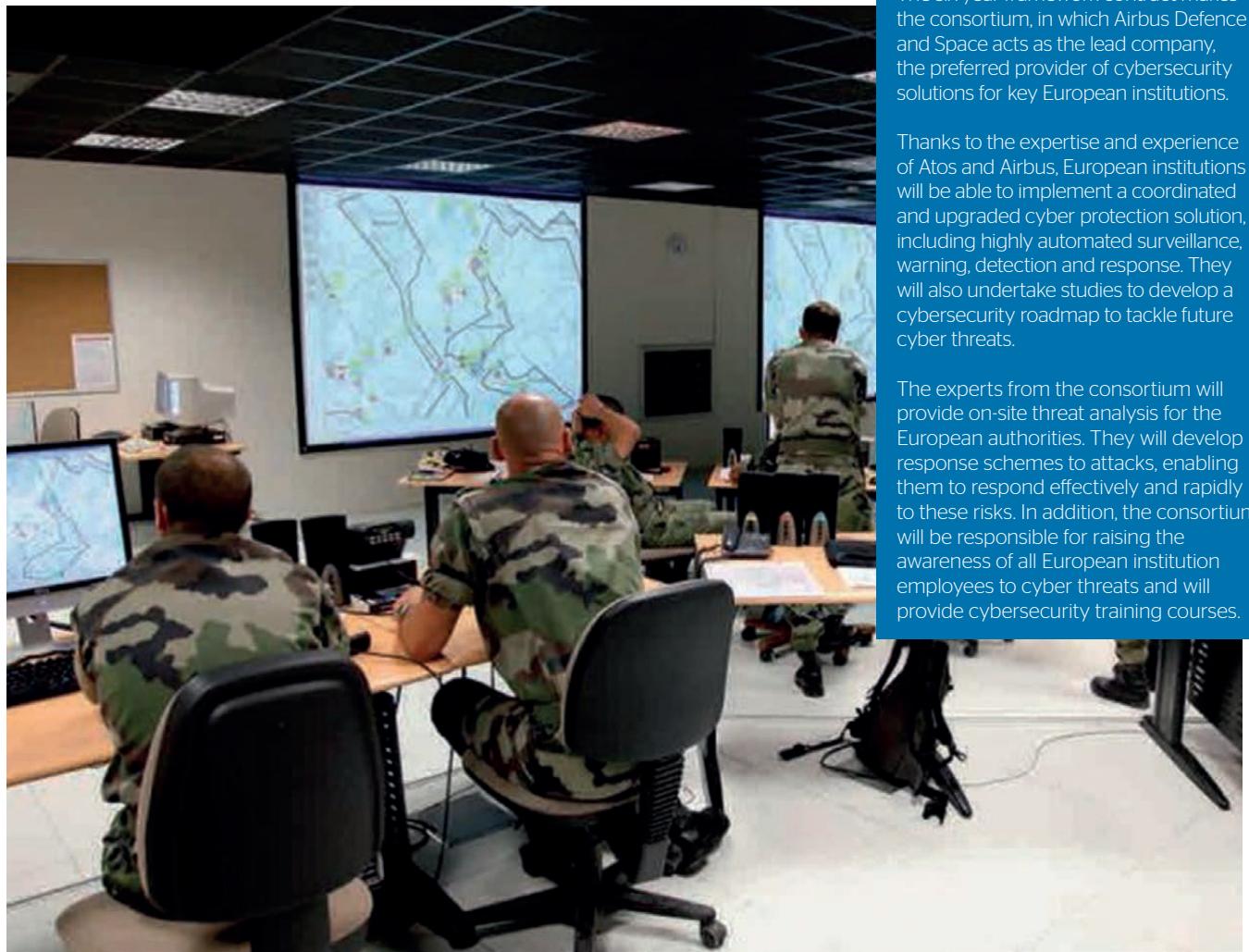
Protecting Europe from cyber threats

In 2018, the European Union selected Airbus Defence and Space, in partnership with Atos, to provide cybersecurity expertise, products, services and solutions that will protect the IT systems of 17 European institutions, services and agencies.

The six-year framework contract makes the consortium, in which Airbus Defence and Space acts as the lead company, the preferred provider of cybersecurity solutions for key European institutions.

Thanks to the expertise and experience of Atos and Airbus, European institutions will be able to implement a coordinated and upgraded cyber protection solution, including highly automated surveillance, warning, detection and response. They will also undertake studies to develop a cybersecurity roadmap to tackle future cyber threats.

The experts from the consortium will provide on-site threat analysis for the European authorities. They will develop response schemes to attacks, enabling them to respond effectively and rapidly to these risks. In addition, the consortium will be responsible for raising the awareness of all European institution employees to cyber threats and will provide cybersecurity training courses.
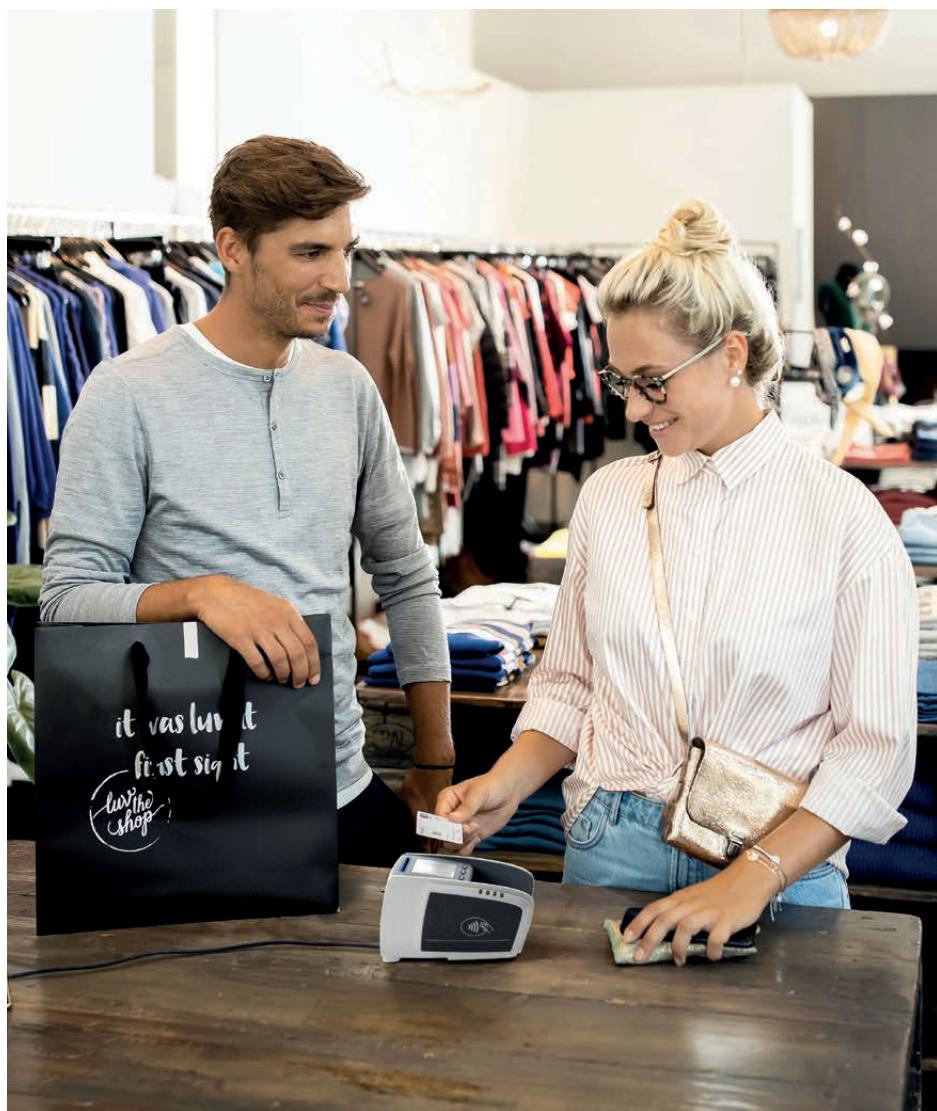
Payments and transactions services

Worldline is the European leader in the payments and transactional services industry, with a global reach.

Applying an innovative, pioneering approach, Worldline operates across the entire payments value chain, delivering next-generation, omnichannel, end-to-end solutions for Merchant Services, Financial Services and Mobility & e-Transactional Services that provide seamless transactions to financial institutions, retailers, governments, telecoms operators and utility companies.

Following Worldline's acquisition of SIX Payment Services in 2018, it is now the only company in the market capable of delivering a truly continental European non-bank acquiring platform for its merchant customers and has reinforced its leading position in providing financial services in Europe.

With a continuing vocation to lead the consolidation of the European payment market, Worldline has a presence in more than 30 countries and estimated pro forma annual revenue of more than €2.3 billion.

> CASE STUDY

Payment services that benefit society

In 2018, Worldline implemented its open payment solution for public transport in Dijon, France. Travelers on the city network operated by Keolis France can now pay their fare by simply tapping their contactless payment card on a validation terminal when they board a vehicle. Thanks to this system, developed by Worldline's Mobility & e-Transactional Services global business line, passengers no longer need to queue to buy a disposable paper ticket. There has been rapid take up by the public of this convenient way to use public transport, and the system is set to be widely adopted by other cities in France and other countries.

Worldline's two other global business lines make important contributions to the UN Sustainable Development Goals. Merchant Services delivers major economic benefits by making payment processes easier, reducing the costs of transactions and enhancing customer relationships. Worldline's "pin on glass" payment devices for vending machines also pay special attention to meeting the needs of people with visual impairments.

Worldline's Financial Services business line, which is highly focused on reducing fraud and protecting data privacy, plays an important part in enhancing governance, delivering trust and ensuring compliance with new regulations, including data privacy in Europe.

Atos Syntel

Following the acquisition of Syntel in 2018, Atos Syntel has become the newest brand in the Group, operating within the Business & Platform Solutions division.

A leading global provider of integrated information technology and knowledge process services headquartered in Michigan, Syntel offers its customers high value-added digital services in verticals such as banking and financial services, healthcare, retail and insurance.

Syntel brings to Atos a powerful suite of digital and proprietary solutions in areas such as Cloud, social media, mobile, analytics, IoT, robotization and automation.

The acquisition of Syntel expands Atos' capabilities to provide end-to-end services to US customers. The transaction will generate compelling synergies both at revenue and cost levels. It has also added more than 23,000 employees to Atos.

Atos Syntel is committed to being a responsible corporate citizen. In India, Atos Syntel has created new opportunities for many bright, underprivileged children and helps children across the country develop life skills and become responsible and productive members of society.

Walking the talk

In 2018, Atos launched its own Digital Transformation Program in order to enhance client experience, improve employee satisfaction and increase our company's competitiveness.

Based on interviews with experts and senior leaders, input from colleagues in the scientific community, suggestions from clients, as well as insights from partners, analysts and vendors, Atos defined group-wide priorities and initiated a series of key programs for digital transformation.

As part of this program, Atos is currently rolling out a Mobile Digital Workplace which allows employees in many regions to access the most relevant services from their mobile device anywhere, anytime while helping to keep corporate information secure.

Atos has also unveiled a new mobile app, Atos Evolve, which provides employees with a simple way of finding their next role at the company, making it easy to search for open job positions and submit an application. With competition for talent rising, this app is designed to support internal mobility at Atos and enhance opportunities for career development.

A top performer

Atos' internal Digital Transformation Program is already beginning to improve the efficiency and effectiveness of our organization. Leading French business newspaper *Les Echos* ranked Atos in the top 10 in its 2018 eCAC40 ranking which assesses the level of digitalization at the largest French companies listed on the CAC40 Euronext Paris index.

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Corporate Responsibility and Sustainability Challenges

Trusted partner for your **Digital Journey**
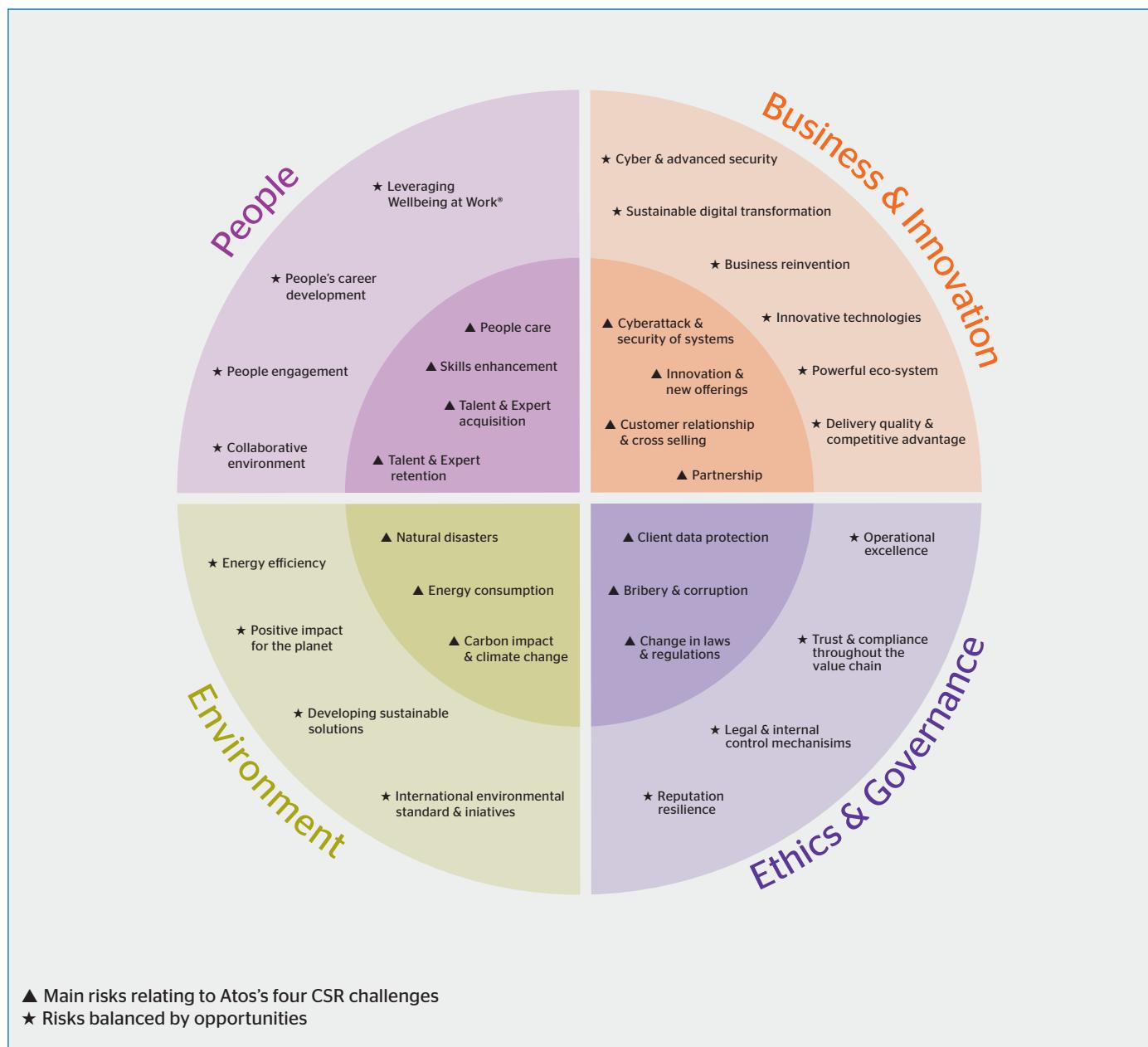
Balancing risks and opportunities

Risk assessment and management form an integral part of the Atos Group's operational and strategic management. The risks Atos faces are both financial and extra-financial.

In 2018 Atos carried out a comprehensive assessment of the risks related to the four main areas identified as challenges under the Group's Corporate Responsibility and Sustainability program: People, Business & Innovation, Ethics & Governance and Environment. The magnitude of these risks varies in terms of impact on Atos business or results and/or likelihood of occurring.

The chart below represents the combination of the identified risks that could adversely affect our goals to create value and potential opportunities that are open to us and to our clients to balance those risks.

People
★ Leveraging Wellbeing at Work®
★ People's career development
★ People engagement
★ Collaborative environment
▲ People care
▲ Skills enhancement
▲ Talent & Expert acquisition
▲ Talent & Expert retention

Business & Innovation
★ Cyber & advanced security
★ Sustainable digital transformation
★ Business reinvention
★ Innovative technologies
★ Powerful eco-system
★ Delivery quality & competitive advantage
▲ Cyberattack & security of systems
▲ Innovation & new offerings
▲ Customer relationship & cross selling
▲ Partnership

Environment
★ Energy efficiency
★ Positive impact for the planet
★ Developing sustainable solutions
★ International environmental standard & iniatives
▲ Natural disasters
▲ Energy consumption
▲ Carbon impact & climate change

Ethics & Governance
▲ Client data protection
▲ Bribery & corruption
▲ Change in laws & regulations
★ Operational excellence
★ Trust & compliance throughout the value chain
★ Legal & internal control mechanisims
★ Reputation resilience

▲ **Main risks relating to Atos's four CSR challenges**
★ **Risks balanced by opportunities**

Our four priority challenges

People

Risks description

▲ **Talent and expert acquisition**
Atos' success as a leader in the IT & digital services sector depends on our ability to attract key qualified staff who can apply their digital skills for the benefit of customers. This is becoming a substantial challenge considering the current highly competitive labor market for digital skills.

▲ **Talent and expert retention**
Retaining Talent and expert is our priority. Atos develops leadership and forms talented and stable teams that are dedicated to meeting clients' needs which is important for achieving customer satisfaction, gaining new customers and enhancing the company's reputation.

▲ **Skills enhancement**
Success in this fast-evolving sector depends on the company's ability to continuously up/reskill its existing employees so that they can provide the highest quality services, making use of the latest developments in technology.

▲ **People care**
In order to attract and retain the best talents it is essential to fulfil our employees' expectations for well-being at work, personal development and for the workplace to promote a fair and attractive company culture.

Action/Mitigation

By addressing this challenge, Atos is seizing the opportunity to be a responsible employer through:

★ **its people engagement**
★ **people career development**
★ **collaborative environment**
★ **and leveraging on Wellbeing at Work.**

In 2018, we continued our focus on employability to further develop strategic and tactical workforce management and to offer better career prospects supported by competency development through the programs of the Atos University as well as competitive reward structures for all employees. Atos focuses actively on key people (top performers, talents, experts) through global programs in place from early career to senior executive level and with worldwide leading institutions to offer them the best management and leadership development opportunities throughout their careers. Through our Wellbeing@work program we create a collaborative environment which is underpinned by development (including Individual Development Plans) and career mobility plans such as Internal First, plus initiatives to close the gender gap and encourage inclusiveness.

Business & Innovation

Risks description

▲ **Cyberattacks and security of systems**
The visibility of Atos and its clients may attract hackers, organized criminals or state-sponsored organizations to conduct attacks on systems that could compromise the security of data. The growing complexity of technical infrastructures which may be affected by security breaches (including the use of mobile technologies and cloud-based services) together with the increasing sophistication of cybercrime contribute to intensifying this risk. IT system breakdowns or disruptions could also be highly critical both for Atos' internal operations and our customers' needs.

▲ **Innovation and new offerings**
Atos' success is linked to our capacity to invest in technological innovation and new digital offerings to enable the digital transformation of our clients. Although we strive to ensure that our intellectual property is protected, others, including our competitors, may develop similar technology.

▲ **Customer relationship and cross-selling**
The IT & digital services and solutions that Atos provides to customers are critical for the performance of their commercial activities and often play a key role in the development of their businesses. Any inadequate implementation of sensitive IT systems or any deficiency in the performance of services may result in considerable prejudicial consequences for clients and may result in penalty claims or litigation. Effective management of client relationships should include client-centricity and cross-selling to provide a comprehensive response to clients' needs.

▲ **Partnerships**
The ability to develop partnerships and create a unique ecosystem of technological partners is vital to ensure the design and delivery of innovative and high-quality products and services. Third parties may represent risks as they expose Atos to liabilities: business, compliance, ethical and reputation risks.

Action/Mitigation

Managing the material risks affecting business and innovation is a spur for Atos to pursue operational excellence and entrepreneurship across the organization. It is an opportunity to:

★ **reinvent business**
★ **with high delivery quality & competitive advantage**
★ **in a powerful ecosystem**
★ **to offer innovative technologies**
★ **cyber & advanced security**
★ **sustainable digital transformation.**

Atos is certified ISO 27001. The impact of security incidents, including data breaches, is minimized through the implementation of a Computer Security Incident Response Team to manage all security events and security incidents worldwide. In addition to a Crisis Management Policy, Atos has established a Cyber Emergency Policy to ensure a consistent methodology is applied in addressing any declared cyber emergency event.

Our Scientific Community of 150 members anticipates future trends, and a network of more than 2,000 recognized experts around the world supports innovation and new offerings. The R&D investment committee oversees the Atos R&D roadmap globally and a specific risk assessment process (named 'RAPID') approves and follows R&D investments.

Atos safeguards innovation and new offerings through a dedicated Intellectual Property (IP) Factory which manages IP assets.

Atos partners are closely monitored based on the need for skills or resources justification, compliance with competition rules, proportionate remuneration, quality, cost, delivery, innovation, ethics and sustainability requirements.

Ethics & Governance

Risks description

▲ Changes in laws and regulations

As a worldwide employer and as a provider of IT products and services, Atos is subject to an array of stringent national and international laws and regulations. It is essential therefore to maintain a strong compliance culture to ensure operational excellence and to avert reputational damage.

▲ Bribery, corruption and fraud

Atos operates in 73 countries, some of which have weak anti-corruption laws which could expose the company to reputational and legal risks.

▲ Client data protection

Since controlling and processing data is a core business activity of Atos, it is essential that client data is protected. Atos complies with the numerous laws and regulations which protect personal data and the privacy of individuals in the digital world. Recent regulatory changes in the European Union (General Data Protection Regulation) and growing societal awareness of the way data is handled make protection of client data an important priority for Atos.

Action/Mitigation

Atos works to ensure that business across the value chain is done in a fair, ethical and responsible manner. This is an opportunity for:

★ operational excellence
★ trust & compliance throughout the value chain
★ legal & internal control mechanisms
★ reputation resilience.

These are continuously reviewed to ensure adherence to national and international laws and regulations, as well as relevance and usefulness in guiding the behaviors of our key stakeholders and our employees through mandatory training (Atos' Code of Ethics).

Client data protection is managed across the organization and led by a dedicated data protection organization at global level, cascaded within the geographies. A data procetction policy and controls have been rolled out and this is also covered by the information security management system certified ISO 27001 standard.

Environment

Risks description

▲ Carbon impact and climate change

As part of the world's efforts to tackle climate change, Atos progressively reduces its own energy consumption and carbon footprint. We apply the scenario analysis recommended by the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) to assess the resilience of our activities, considering different climate-related scenarios, including a 2°C scenario and a business as usual scenario at 4°C.

▲ Natural disasters

Extreme natural events look set to increase in frequency in the years ahead and pose a threat not just to employee safety but also to the continuity and security of IT systems. In line with the TCFD approach, Atos considers upstream preparation for the resilience of its activities, as well as resistance capacity during an event and the recovery capacity after an event.

▲ Energy consumption

Reducing carbon emissions and energy consumption are priorities for Atos, and the company's reputation depends on its ability to deliver reductions in these areas, for itself and its customers.

Action/Mitigation

Atos views its environmental challenges as global opportunities to create:

★ positive impact for the planet
★ develop sustainable solutions (such as smart energy, green datacenters, compensated hosting services)
★ enhanced international environmental standard & initiatives
★ energy efficiency gains.

We address environmentally-related risks through the Environmental Program action plans, the Environmental Management System, the Enterprise Risk Management Process, the Book of Internal Control and Legal Risk Mapping along with the policies that frame our activities. ISO 14001 certification of our major sites involves legal monitoring and constant information on potential changes.

In 2018, we investigated a number of dimensions relating to our three main climate change-related risks and related opportunities in order to better assess the risks of climatic events and the responses that can be made.

The Atos Safety and Emergency Response Tool (SERT) is activated in areas where an event has occurred that could place Atos employees' safety at risk. In 2018 SERT was activated in Indonesia, the Philippines, USA, Mexico, Guatemala, Greece, Canada and France. Our extensive strategies to ensure business continuity include the provision of services from our different locations and we run twin datacenters with full duplication capacity (synchronous data and IT infrastructure replication).

Materiality & challenges

[GRI 102-15] [GRI 102-42] [GRI 102-43] [GRI 102-44] [GRI 102-46] [GRI 102-47] [GRI 103-1 Economic performance]
[GRI 103-1 Market presence] [GRI 103-1 Indirect economic impacts] [GRI 103-1 Procurement practices] [GRI 103-1 Energy]
[GRI 103-1 Emissions] [GRI 103-1 Employment] [GRI 103-1 Training and education] [GRI 103-1 Diversity and equal opportunity]
[GRI 103-1 Anti-corruption] [GRI 103-1 Socio-economic compliance]
[GRI 103-1 Product and service labeling] [GRI 103-1 Customer privacy]

Our materiality matrix for integrated reporting

Atos bases its approach to corporate responsibility on a materiality analysis which considers its business activities and the expectations of its stakeholders. This analysis enables us to combine financial and non-financial considerations and to prioritize our actions. It allows Atos to focus on those issues that are truly critical in order to achieve the organization's goals, secure its business model and manage its impact on society.
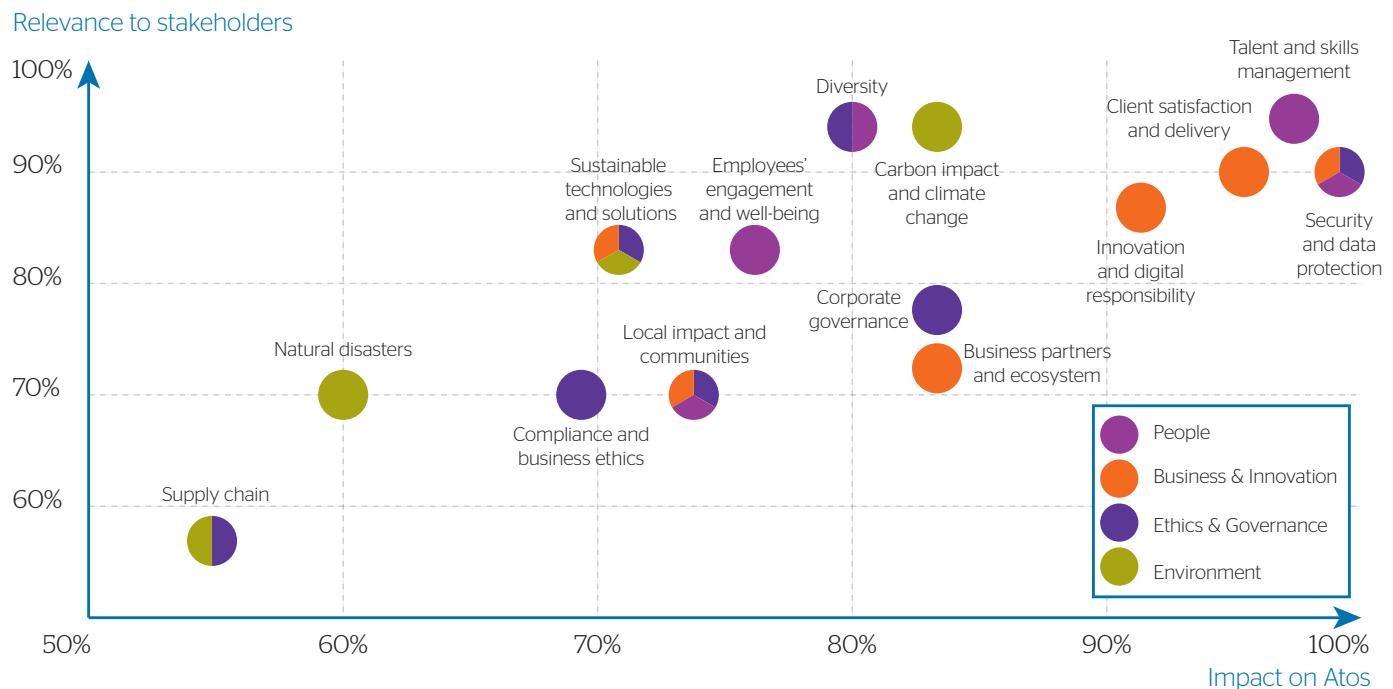
We perform regular materiality assessments in order to identify the principal challenges that key stakeholders consider as essential for Atos. Thanks to frequent communication with external stakeholders, we identify their key requirements and design ways to address them. We also collaborate with IT sector partners to promote innovation and contribute to global thinking on sector-specific challenges.

Internally, Atos holds annual interviews with Executive Committee members and Business Unit managers to discuss our materiality and corporate responsibility strategy. We also apply international independent standards and regulations such as the Global Reporting Initiative, the framework principles of the International Integrated Reporting Council (IIRC), the AA1000 standard and the French extra-financial reporting standards in order to help managers and Corporate Responsibility teams prioritize their challenges. Finally, we carry out a benchmarking exercise against other companies in the IT sector which enables us to identify best practices in the industry for sustainability strategies and reporting.

As a result of this analysis with internal and external stakeholders, four focus areas have been selected and prioritized: People, Business & Innovation, Ethics & Governance and Environment. For each of these areas, Atos has a structured area of intervention involving the development of internal policies and strategies, the monitoring of targets and the management of performance.

The following Materiality Matrix summarizes Atos' Corporate Responsibility challenges related to each key stakeholder group.

Atos materiality matrix

People

Being a responsible employer

Atos has the responsibility and ambition to constantly support a diverse, talented and motivated workforce, and to provide employees with relevant skills for digital transformation.

The material issues for Atos in relation to its employees are:

Talents and skills management: Atos has developed an employee management approach that spans the critical steps of the employee lifecycle: recruitment system, performance management, learning and development, mobility and succession planning, all orchestrated by talent workforce planning. One of our main objectives is to ensure that all our employees receive an annual performance and career development review, resulting in an Individual Development Plan.

Diversity: Atos has deployed a global diversity program that aims to share in our operations around the world best practices in areas such as gender equity, disability, cultural diversity, seniority and other critical diversity issues. It is Atos' responsibility to employ a workforce which reflects the full diversity of today's society.

Employee engagement and well-being: We believe that the overall performance of our company reflects the commitment of every single employee. We are focused on developing a committed, motivated and engaged community of employees, based from a growing number of Atos campuses. Our Wellbeing@Work program aims to ensure that all our employees operate in a best-in-class working environment.

Business & Innovation

Generating value for clients through sustainable and innovative solutions

Leveraging a global ecosystem of partners, Atos creates innovative and sustainable solutions to deliver value for clients, while ensuring the highest levels of security and data protection and promoting a culture of digital responsibility.

The material issues for Atos in relation to its customers are:

Client satisfaction and delivery: Atos is committed to ensuring a high level of customer satisfaction and improving scores every year.

Security and data protection: Atos has developed a comprehensive data protection approach that relies on its Group Data Protection Policy, the principle of privacy by design in its technologies and the continuous development of employee skills. The overall objective is to reduce the number of incidents and to avoid any breaches of customer privacy and losses of customer data.

Innovation and digital responsibility: Atos is continually strengthening its portfolio of offerings to better meet the sustainability challenges of its clients. Innovation is encouraged via the development of relationships with industrial analysts, partners, start-ups and academics. To accelerate open innovation with clients, Atos sets yearly objectives for innovation workshops, and involves members of the Scientific Committee at these client events.

Business partners and ecosystem: Atos forges long-term partnerships with leading IT industry players while increasingly involving start-ups in solution design and delivery.

Sustainable technologies and solutions: Atos is committed to developing solutions that are not only eco-designed and energy-efficient, but that also contribute directly or indirectly to attaining the 17 Sustainable Development Goals. Our approach is to encourage the use of digital in all sectors and to estimate the impact of our solutions from a sustainability perspective.

Ethics & Governance

Being an ethical and fair player within Atos' sphere of influence

As a global company, Atos is expected to have strong corporate governance and ethical standards shared along the whole value chain.

The material issues for Atos in relation to its supply chain and local communities are:

Corporate governance: Atos has established robust and diverse corporate governance standards and bodies. In 2018 the Board of Directors was composed of 50% of women, exceeding the threshold of the Copé-Zimmerman law in France. Furthermore, six nationalities were represented on the Board.

Compliance and business ethics: At Atos, high ethical standards, supported by group-wide strategy, policy and training procedures, underpin the delivery of our business technology solutions. Atos' objective is to always be compliant and to act as a fair player in business.

Supply chain: Atos has developed a permanent dialogue with its suppliers to enforce strong and fair relationships and to ensure the respect of its values and rules. Working together in these conditions is a prerequisite for building trust and long-term relationships.

Local impact and communities: Atos contributes to developing local economies with its products and services. With the delivery of innovative and sustainable technology solutions that help reduce the digital divide, Atos is enhancing its social impact in the community. Atos also supports a number of volunteer programs and corporate citizenship actions.

Environment

Supporting the transition to a low-carbon economy

To support our clients in the necessary transition to a low-carbon economy Atos improves the efficiency and resilience of its operations and mitigates the risks arising from natural disasters.

The material issues for Atos in relation to the environment are:

Carbon impact and climate change: Since 2008, Atos has reduced its carbon emissions by 50% both in intensity and in absolute terms. Our carbon targets to contribute to limiting the rise of climate change to 2°c have been approved by the Science-Based Target Institute and the CDP ranks Atos as one of the best-in-class for its action to combat climate change.

Atos runs a global Environmental Program which designs, promotes and consolidates specific initiatives addressing environmental challenges such as carbon intensity, energy efficiency, low-carbon and renewable energy and the impact of travel.

Natural disasters: In a warming climate, resilience to extreme natural events is becoming more and more material. Atos uses dedicated tools and processes to monitor the specific risks related to natural disasters in order to assess employees' safety and ensure business continuity.

The power of dialogue

Atos invests extensively in innovation to anticipate new trends and develop the sustainable IT solutions that fulfil the expectations of our clients and of all our stakeholders, including our employees, business partners and suppliers, local communities and society in general.

Stakeholder dialogue plays a critical role in our innovation investments enabling Atos to create opportunities to design services and solutions with high growth potential. Indeed, our ongoing discussions with our stakeholders are essential for our business operations and our corporate responsibility process which includes our yearly materiality assessment process.

Clients are at the center of our ecosystem of stakeholders. Dialogue and co-innovation with customers are the main engines of value creation at Atos, reinforcing the trust of our clients, ensuring the relevance and success of our business and enhancing our reputation in the market.

At all levels of the company we work very closely with stakeholders, including national authorities, international organizations, employee representatives, analysts and other members of the investment community, industry associations and local communities.

Discussing our sustainability agenda

Since 2011, Atos has organized an annual Global Stakeholders' meeting to review and discuss strategic topics on the company's sustainability agenda and support the materiality assessment.

At the annual meeting in March 2018, issues discussed included the role of Atos in securing responsible digital services, as well as the ethical and security aspects of technologies such as artificial intelligence and robotics.

Hubert Tardieu, Head of the Atos Scientific Community, spoke about the digital choices that need to be made for a sustainable future. Nicolas Kozakiewicz, Head of R&D and Innovation at Worldline, analyzed the revolutionary potential of blockchain.

Feedback from stakeholders about these and other questions play an important part in integrating CSR concerns into Atos' strategic development.

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Clients and partners

Expectations:
Atos' clients expect to benefit from the right digital tools and expertise to meet their own challenges. In order to adapt and develop in a constantly evolving marketplace, their expectation for innovation is steadily increasing. They also rightly request a very high level of data protection.

Challenges:
Customer satisfaction, Client trust, Anticipation of future clients' needs, Innovation.

Value created by Atos:
Innovative services and solutions to anticipate and meet clients' needs. Strong business growth and co-innovation opportunities offered via Atos' wide-ranging ecosystem of partners, including leaders and startups, that are closely supported by Atos Labs and Business Technology Innovation Centers (BTICs).

SDGs addressed:

Investors and Analysts

Expectations:
Atos' investors expect profitability and efficiency. They need to be informed about our strategy and our corporate responsibility achievements and objectives. Above all they request clarity and transparency in how we allocate and manage our resources.

Challenges:
Integrated thinking, Transparency, Credibility.
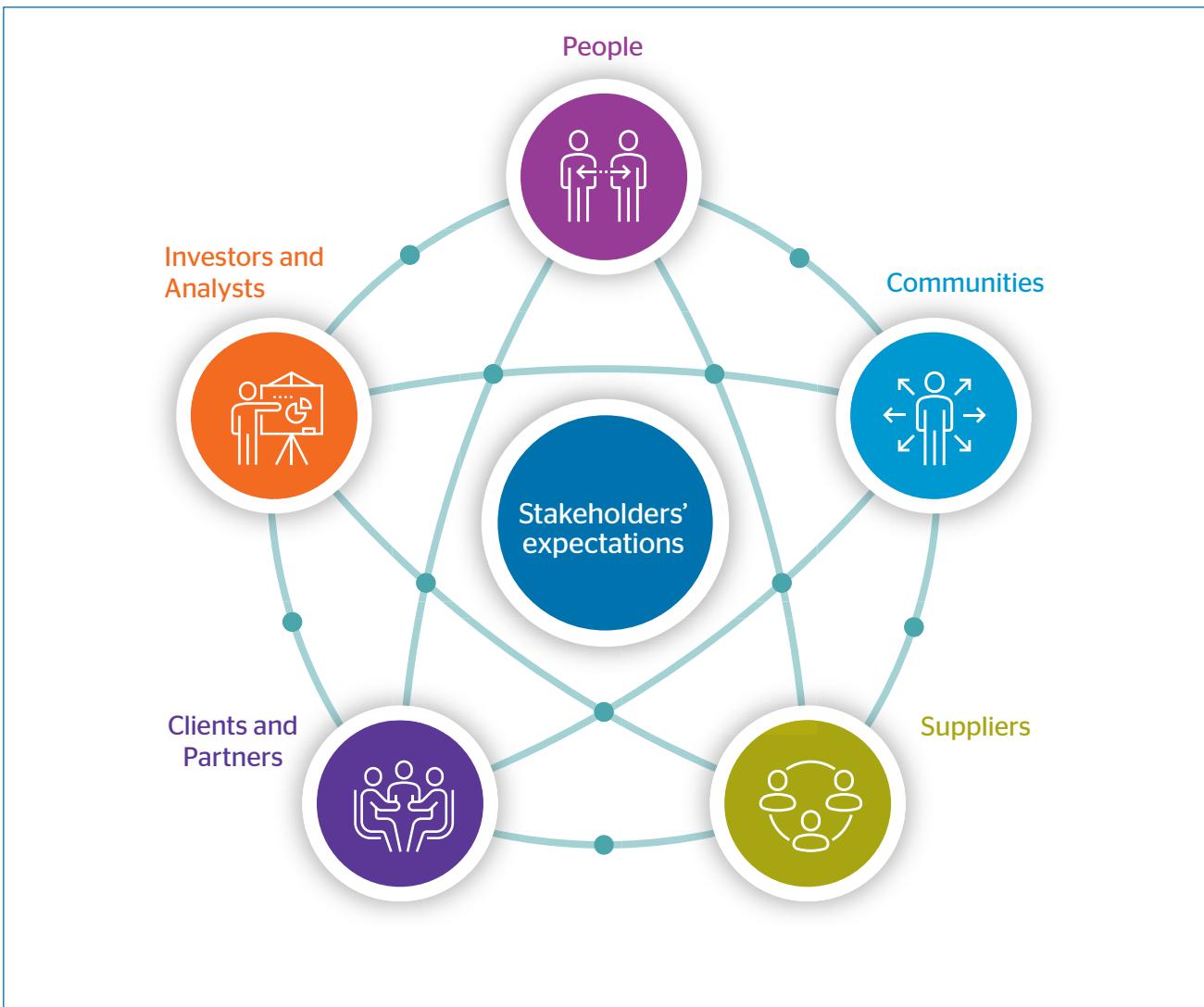
Value created by Atos:
We disclose sustainability KPIs and integrate financial and non-financial factors to provide high value information and generate significant long-term value to investors and shareholders through continuous business and profit growth.

SDGs addressed:

People

Investors and Analysts

Communities

Stakeholders' expectations

Clients and Partners

Suppliers

People

Expectations:
Atos' employees want to work in the best possible environment and to have the opportunity to evolve and grow within the company. They expect genuine recognition for their work. The protection of their personal data is also key for Atos' employees.

Challenges:
Employee commitment, engagement and satisfaction, Brand appeal, Talent retention, Wellbeing@Work.

Value created by Atos:
Atos is a responsible employer, promoting collaborative working, diversity and well-being at work. With dedicated programs, the Group offers tremendous opportunities to fast track career growth with a special attention to the millennial generation.

SDGs addressed:

Suppliers

Expectations:
Atos' suppliers want to benefit from access to new markets, revenue growth and fair margins. They expect long-term relationships based on the observance of contracts and on trust, fairness and shared ethical values.

Challenges:
Ethics and responsibility in the value chain, Collaboration, Knowledge sharing, Efficiency.

Value created by Atos:
Our governance framework uses ethics and compliance to drive organizational processes and business thereby securing a sustainable supply chain. Atos was the first ICT company to obtain approval for its Binding Corporate Rules (BCR) by European data protection authorities, placing data protection as a key component in our business culture.

SDGs addressed:

Communities and Society

Expectations:
Society and local communities are interested in the socio-economic impacts of Atos' operations, including issues such as job creation. These stakeholders are also interested in the use of new technologies and smart solutions which enable progress with a minimal environmental footprint. Public bodies deliver administrative authorizations and determine the regulatory context in which Atos does business.

Challenges:
Savings, Performance, License to operate.

Value created by Atos:
As recognized leaders in sustainability in the IT sector we minimize and offset environmental impacts, generate sustainable profits to support innovation, make a positive and long-term impact on local economies, support social progress and power digital inclusion.

SDGs addressed:

Main key performance indicators

[GRI 102-28] [GRI 102-43] [GRI 102-44] [GRI 202-2] [GRI 205-2] [GRI 302-3] [GRI 305-4] [GRI 305-5] [GRI 401-1] [GRI 404-2] [GRI 404-3] [GRI 405-1] [GRI 418-1] [GRI 419-1] [A2] [A3] [A7] [A10] [A12] [A14] [A16] [A17] [A20]

Main Key Performance Indicators

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos' corporate responsibility performance in 2018 linked to its four challenges. The complete set of KPIs is contained in the Registration Document.

1 • BEING A RESPONSIBLE EMPLOYER

CHALLENGE 1	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being a responsible employer	Talent and skills management	Average hours of training that employees have undertaken during the year	404-1	✓	37.90	36.27	41.98	91%	–
		Percentage of employees with an Individual Development Plan	404-3	✓	85%	80%	62%	81%	–
		Number of digital certifications obtained per year	404-2	✓	40,316	35,263	not disclosed	100%	–
	Diversity	Percentage of females within Atos	405-1	✓	29.42%	29.17%	27.07%	100%	–
		Percentage of women identified in talents pool	405-1	✓	27.88%	27.43%	27%	78%	–
	Employees' engagement and well-being	Atos Trust Index® informed by Great Place to Work (GPTW)	A2	✓	57%	54%	54%	60%	–
		Absentee Rate (%)	A16	✓	2.38%	2.33%	2.53%	62%	–

2 • GENERATING VALUE FOR CLIENTS THROUGH SUSTAINABLE AND INNOVATIVE SOLUTIONS

CHALLENGE 2	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Generating value for clients through sustainable and innovative solutions	Client satisfaction and delivery capability	Net Promoter Score for all clients	102-43 102-44	✓	48%	not disclosed	not disclosed	–	62%
	Innovation and digital responsibility	Innovation workshops delivered with customers	A10	✓	297	290	290	–	100%
	Security and data protection	Percentage of coverage of ISO 27001 certifications	A3	✓	100%	100%	100%	–	100%
		Total number of material complaints regarding breaches of customer privacy and losses of customer data giving rise to legal proceedings with an amount claim of at least 300k€	418-1	✓	0	0	0	–	100%
	Business partners and ecosystem	Digital transformation factory revenue (M Eur)	A12	✓	3,642	2,958	1,500	–	100%
	Sustainable technologies and solutions	Total revenue of "sustainability offering" (M Eur)	A7	✓	3,257	2,755	1,670	–	100%
		Offsetting of all datacenters GHG emissions (%)	305-5	✓	100%	100%	100%	100%	100%
	Corporate Governance	Percentage of females within the board of directors	405-1	✓	50%	50%	45%	–	–
		Attendance rate at Board meetings	102-28	✓	84%	91%	not disclosed	–	100%

3 • BEING AN ETHICAL AND FAIR PLAYER WITHIN ATOS' SPHERE OF INFLUENCE

CHALLENGE 3	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being an ethical and fair player within Atos' sphere of incluence	Compliance and business ethics	Percentage of employees who successfully completed the 'Code of Ethics' e-learning	205-2	✓	92%	91%	86%	90%	–
		Number of significant fines (higher than 100k EUR)	419-1	✓	0	0	1	–	100%
	Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	A17	✓	57%	52%	41%	–	99.99%
		Total percentage of spend assessed by EcoVadis	A17	✓	55%	54%	49%	–	99.99%
	Local impact and communities	Total number of employees recruited	202-2	✓	13,510	12,596	16,005	100%	–
		Percentage of graduates recruited	401-1	✓	45.67%	37.97%	not disclosed	90%	–

4 • MANAGING THE CORPORATE ENVIRONMENTAL FOOTPRINT

CHALLENGE 4	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI STD	REVIEWED BY DELOITTE	2018	2017	2016	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Supporting the transition to a low-carbon economy	Carbon impact and climate change	Energy intensity by revenue (GJ per Million Eur)	302-3	✓	222.07	227.35	243.41	–	97%
		Energy intensity by employee (GJ per employee)	302-3	✓	28.11	29.68	32.18	85%	–
		GHG emissions by revenue (tCO_2 per Million Eur)	305-4	✓	18.22	19.28	22.14	–	97%
		GHG emissions by employee (tCO_2 per employee)	305-4	✓	2.30	2.51	2.90	89%	–
		ISO 14001 certified sites (Offices plus datacenters)	A14	✓	119	134	124	–	100%
	Natural disaster	Percentage of the strategic datacenters that have synchronous data replication capacities	A20	✓	100%	100%	not disclosed	–	100%

2018 FOOTNOTES:

404-1: excludes Germany and Corporate Germany, parts of Worldline and Unify

404-3_A_c2 and 404-3_A_c3: excludes Germany and Corporate Germany, Austria and WL Austria, IMAKUMO, First Data Baltics, Greece, Digital River, ENGAGE ESM and employees with GCM 0 and other exclusions.

A2: This indicator is based on the Great Place to Work® survey. In 2018, unlike 2017, school trainees (interns) are included into the total value of these indicators.

102-43, 102-44: data published in 2017 was related to top clients that responded to strategic surveys whereas data published for 2018 relates to all clients that responded to the customer satisfaction survey.

A10: See the methodological note "Detailed information related to A10" in "D.7 Scope of the report" of the 2018 Registration Document

418-1: the threshold to report the complaints is now 300K€

205-2: the e-learning excludes Germany

All environmental KPIs exclude ImaKumo, Belarus, Worldline USA, Worldline Brazil, Bosnia and Herzegovina, Indonesia, Algeria and Tunisia.

302-1, 302-3, 305-1, 305-2, 305-3, 305-4 for offices include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Croatia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates, United Kingdom, Uruguay, USA, Worldline Argentina, Worldline Austria, Worldline Belgium, Worldline Chile, Worldline Czech Republic,

Worldline Estonia, Worldline Finland, Worldline France, Worldline Germany, Worldline Iberia, Worldline India, Worldline Italy, Worldline Latvia, Worldline Lithuania, Worldline Malaysia, Worldline Netherland, Worldline Poland, Worldline Singapore, Worldline Sweden, and Worldline UK.

302-1, 302-3, 305-1, 305-2, 305-3, 305-4 for datacenters include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, Ireland, Italy, Malaysia, Morocco, Netherlands, Philippines, Poland, Romania, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay, USA, Worldline Belgium, Worldline France, Worldline Germany, Worldline Iberia, Worldline India, Worldline Italy, Worldline Latvia, Worldline Lithuania, Worldline Netherlands and Worldline UK.

302-3 the Energy Intensity includes the offices and datacenters scope of countries. The employees included in that language scope of countries are 95,817. The revenue applicable for that scope of countries is 1,213,051 million of Euros.

305-4: GHG = Greenhouse Gas

305-4: tCO_2 = Tons of Carbon Dioxide equivalent

305-4 the Greenhouse Gas emissions Intensity includes the offices, datacenters and travel scope of countries. The employees included in that scope of countries are 96,618. The revenue applicable for that scope of countries is 1,219,453 million of Euros.

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Disclosure on Management Approach
[GRI 103-2 Employment] [GRI 103-2 Training and education] [GRI 103-2 Diversity and equal opportunity]
[GRI 103-2 Economic performance] [GRI 103-2 Socio-economic compliance] [GRI 404-1] [GRI 404-2] [GRI 404-3]
[GRI 405-1] [A2] [A16]

Building a culture of excellence

In an industry as fast-moving and dynamic as the IT services sector, Atos makes it a priority that all our employees have the skills they need to be true drivers of digital transformation.

In 2018, building the digital skills of our colleagues was a high priority focus in Atos and 40,000 new digital certifications were delivered.

The official opening of the Atos University in Bangaluru in India was also an historic event for us. With technology moving into the core business processes of our customers, Atos is ready to conceive and deliver a whole new level of training to our employees.

Meeting the expectations of the next generations of digital talents so that they can make plans for a long future at Atos is critical for our long term standing with regards to our clients. 2018 was a year where our Graduate Discovery Journey was piloted; this brand-new program for graduates joining Atos will be rolled out across the Group in 2019. Giving career perspectives to Atos staff has become a tangible reality thanks to the success of our Internal First initiative; in 2018 some 80% of vacant positions or new opportunities were filled internally, a significant increase from the 60% achieved in 2017.

Ensuring a smooth transition and integration for the 23,000 employees who joined us from Syntel in 2018 was also a key priority. We plan to capitalize on and combine Syntel's sophisticated knowledge acquisition program and its state-of-the-art campuses to enhance our value proposition in terms of career development.

The technological transformation of Atos remains another permanent focus. The internal digital workplace experience of our colleagues is a major factor for employee satisfaction and retention; Atos plans to make sure that they have access to the very best technologies in the market. Beyond this, Atos is proactively exploring the potential of data analytics and artificial intelligence to enhance the experience of our people.

Atos remains committed to helping employees gain a stake in the company and to share in the value they help to create. Our 2018 employee shareholding plan is our largest ever, open to more than 95% of our colleagues around the world.

In 2018, steps were taken to increase the diversity of our workplace, with a focus on gender diversity as a priority with Key Performance Indicators such as moving towards parity in recruitment and equal remuneration for men and women. Our new 3-year plan, Advance 2021, sets a target of 25% of women in our top management.

Also within our diversity drive, we implemented in 2018 an ambitious Accessibility Program across Atos, appointing a Head of Accessibility and Digital Inclusion and publishing a new internal accessibility policy establishing new criteria for accessible IT at work.

The successful transformation of the Atos workplace in recent years would not have been possible without our long-running initiative, Wellbeing@work. In 2019, we will launch a new program, "We are Atos", that will focus on key issues such as diversity, skills and social value. Our ambition remains for Atos to be truly best-in-class when it comes to the employee experience.

3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages
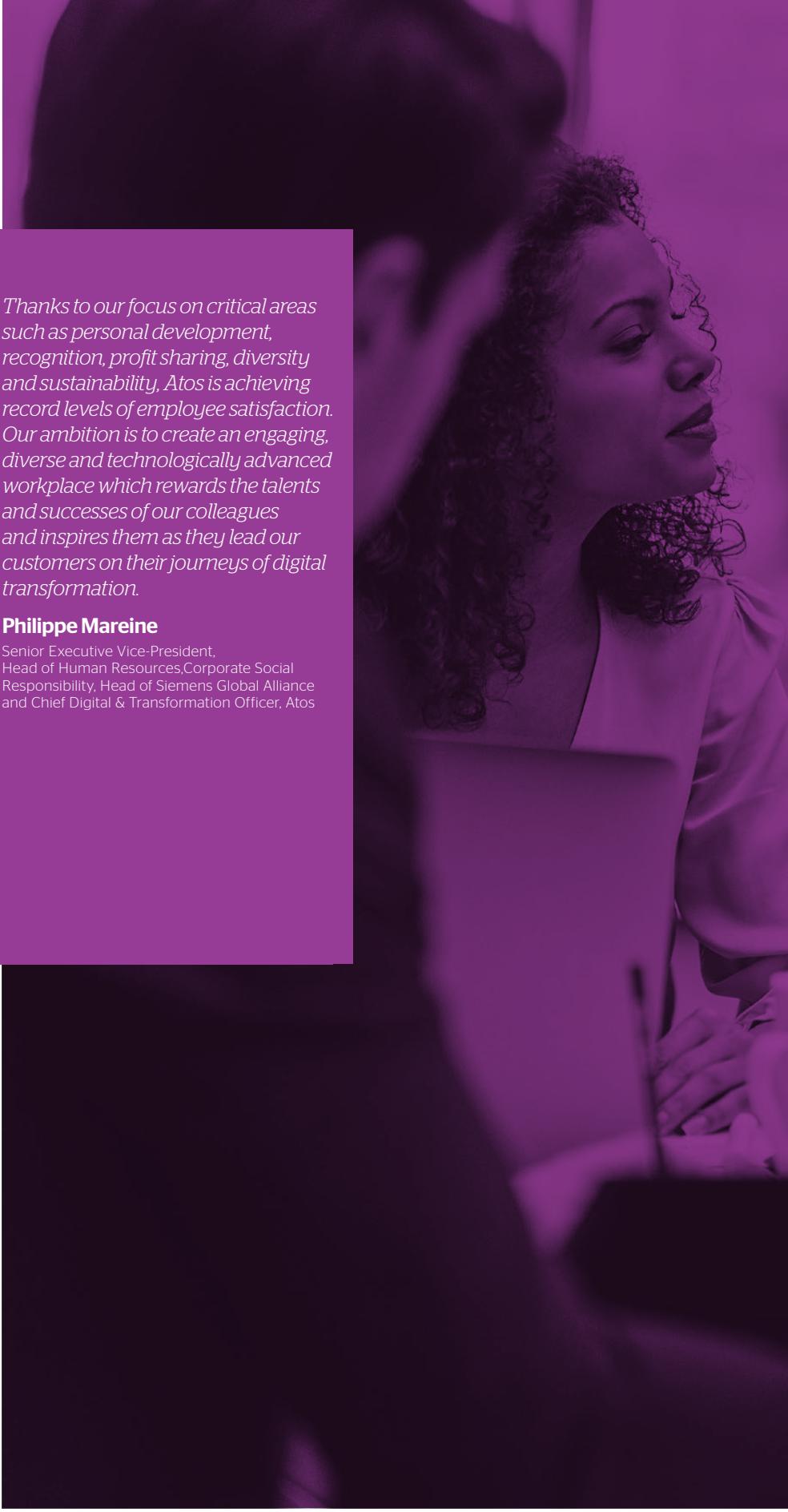
4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

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   Being a responsible employer

Thanks to our focus on critical areas such as personal development, recognition, profit sharing, diversity and sustainability, Atos is achieving record levels of employee satisfaction. Our ambition is to create an engaging, diverse and technologically advanced workplace which rewards the talents and successes of our colleagues and inspires them as they lead our customers on their journeys of digital transformation.

Philippe Mareine
Senior Executive Vice-President,
Head of Human Resources,Corporate Social
Responsibility, Head of Siemens Global Alliance
and Chief Digital & Transformation Officer, Atos

Key achievements in 2018

+3 points
Great Place to Work®
satisfaction score increases
to 57%

66%
participation in
Great Place to Work®
survey

40,316
digital certifications

8,800
Atos people trained at the
Atos University in 2018

80%
vacant positions filled
through Internal First

2,000+
membership of the
Expert Community

Maintaining a diverse, talented and agile workforce

Winning the race for digital talent

To fully meet the aspirations of digital graduates from leading universities, Atos has developed a three-year tier-one graduate program providing incoming talents with a structured career path and exciting opportunities for professional development.

The Graduate Discovery Journey aims at transforming raw talent into best-in-class, all-round digital professionals. Participants enjoy varied operational experience early in their careers on projects across all areas of the company, including a minimum of 18 months' experience abroad. They may also be given a once-in-a-lifetime opportunity to contribute to the Olympic Games.

Every member of the program, trialed in 2018 with 80 high-potential graduates, is assigned an executive sponsor and a mentor from senior management to provide personalized support during their journey of empowerment.

The curriculum encompasses training covering technical and digital skills, so-called soft skills and emotional intelligence. The pilot program included a five-day course in India focused on experiential learning.

Following positive feedback from the trial, the program will now be expanded and rolled out across Atos.

As well as gaining practical experience in different divisions, the Graduate Discovery Journey has helped grow my leadership capabilities. I felt empowered from day one at Atos.

Holly Mattinson
Atos in the UK & Ireland

How data analytics helps HR

As digitalization gathers momentum in the world of human resources (HR), data analytics is playing an increasing role at Atos in supporting the management of our people.

Within the Global HR function at Atos, teams have used data analytics, relying on statistical methods and analysis through programming software, to help improve the performance of retention or reskilling programs for instance.

In the UK and Ireland, the HR team used data analytics to transform its management of absenteeism, enabling a shift from reporting on the number of days lost to generating valuable insights on where the real issues lay. As a result, the HR team was able to implement tailored initiatives, for example in relation to mental health.

As well as using data analytics in areas such as graduate retention and resource optimization, the UK HR team is using it to quantify any gender pay gap and to identify any causes.

As an Atos intern I had the opportunity to work on a number of interesting subjects within my chosen field of big data, including a Worldline project about online fraud detection and a database audit in the financial services sector in Ivory coast. I was constantly able to develop my skills in IT technologies and languages. I was also lucky enough to work with senior big data engineers from across Atos. It was a very enriching experience.

Abdoulaye Niang
Atos in Senegal

Benchmarked against the best

Atos' ambition is to be recognized as the best employer in the IT and digital services sector and to provide the best digital experience for its employees. It aims to increase its score in the Great Place to Work® Trust Index©, a leading indicator of employee satisfaction, to the top 10% industry benchmark.

2018 saw the highest participation to date by employees across Atos in this global survey which is managed by the Great Place to Work® Institute and which is structured around five dimensions: Credibility, Respect, Fairness, Pride and Camaraderie. Around 60,000 employees – 66% of the workforce – provided feedback on workplace experience and expectations and gave suggestions for how to help build a great working environment together.

Atos' average Trust Index score improved by three points from 2017, reaching an all-time high of 57%. This performance reflects greater management engagement to improve the workplace culture, with 70% of participants agreeing that "management trusts people to do a good job", and that "they are given a lot of responsibility".

Other elements leading to the higher score include Atos' priorities to recognize and reward its people, as evidenced by a 6% increase in participants expressing pride in working for the company.

Promoting internal talent

With its Internal First program, which prioritizes existing staff when filling new positions, and with dedicated career paths across the organization, Atos aims to support its employees to develop challenging, stimulating and rewarding professional lives. In 2018, Atos launched an Internal First smartphone app through which employees can view current job opportunities that match their career and skills profile.

I think it is important not to stay in your own comfort zone for too long and instead to look for new challenges regularly. After joining Atos in 2011, I worked in different HR management roles in the Central and Eastern European region, mainly for Business & Platform Solutions (B&PS). At the beginning of 2018, I decided it was time for a general change in my career. Through the Internal First initiative and the 'hands-up' program, I was selected for the role of Global Head of Recruitment & Mobility for Worldline.

Julia Von Poswik
Global Head of Recruitment & Mobility, Worldline

By working simultaneously on many areas that needed our attention, we were able to demonstrate to our employees our genuine commitment to making Atos Argentina a great place to work. We communicated regularly about Atos benefits and how to access them, and our CEO and the HR team met with employees over breakfast on a number of occasions to listen to their needs and to better understand what they expect of Atos. We integrated many of these expectations into our plan for 2018, which included work plans, training and workplace improvements. Employees were also given opportunities to engage in a range of work and social activities including the Buenos Aires Youth Olympic Games and a family day. Our recruitment team worked closely with our Operations so that we could fill vacancies through our Internal First policy and fulfil employees' aspirations for mobility and placements.

Karen Gorosito
HR Director, Atos in Argentina

Skilling up for the digital future

Training for excellence

At all levels within Atos, attracting, developing and retaining talented employees and managers is a strategic priority. The Atos Excellence Program (AEP) is dedicated to growing the company's skills base by offering both local and global training initiatives in a warm and collegiate atmosphere.

In 2018, more than 200 high-potential employees in France participated in year-long leadership training programs as part of AEP Talents. Each learning program includes training delivered by the Ecole Polytechnique, a highly ranked training institution.

Students focus on a wide series of topics ranging from public speaking and communication to risk management, value creation, innovation and creativity.

Meanwhile, worldwide some 500 people at manager-level participated in a training program delivered in partnership with the EMLyon Business School. The course is designed to encourage a common managerial culture and to help Atos managers develop their entrepreneurial skills, communicate Atos' strategic plans and lead the transformation of the company.

The Atos Excellence Program helped participants understand how to continuously improve our soft skills and adapt our management style to the evolution of the workforce and the increasing need for expertise in interpersonal skills, coaching, emotional intelligence and agility. It was also a fantastic opportunity for networking with colleagues from my division and other divisions.

Caroline Houdent
Head of Customer Operations, Atos in France

A culture of learning

In line with Atos' mission to be the partner of choice for its customers' journeys of transformation, investment in digital skills and capabilities forms a cornerstone of the company's plans for sustainable growth.

In 2018, Atos certified more than 14,000 people for the high-value digital skills necessary to deliver Atos Digital Transformation Factory offerings. The cutting-edge skills and abilities of these employees support Atos' continued leadership in the competitive market for digital transformation services.

My journey began when we followed Amazon Web Services (AWS) Partner training electives as part of our required training from Atos. That's when the lights went on, and I saw what an opportunity this could be. After I had completed my AWS Solution Architect certification, I realized that to fully understand the Cloud it would be good to have certifications in all three of the major public cloud providers. That's when my quest for learning started in earnest. My knowledge of a wide range of solutions relating to public cloud and on-premises architectures has helped me immensely in my career. I am more confident in talking to customers about the latest trends which I believe are here to stay. I cannot recommend enough for anyone in technology to fully embrace this type of learning.

Willem Van Der Gryp
SAP Solution Architect, Atos in North America

Atos University boosts our skills capacity

Since the inauguration of the Atos University in Bengaluru, India, in early 2018, Atos has provided training to more than 8,800 colleagues.

In less than a year, the Atos University has proved itself to be an asset of high strategic value to Atos. The institution gives Atos significant capacities to deliver in-house training across a wide range of disciplines and has helped to embed a culture of continuous education across the organization.

As well as increasing the technical skills of employees by running well-attended courses in Java, Python, Azure and .Net, the learning programs provided by Atos University extend well beyond training in digital certifications.

Employees who pass through the institution receive education in key business areas such as leadership, project management, contract management, finance, procurement, sales, and service delivery management.

Supporting the LGBTI community

In 2018, Atos committed to following new standards of conduct published by the United Nations Human Rights Office which are designed to support the business community in tackling discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people.

The standards build on the UN Guiding Principles on Business and Human Rights and reflect the input of hundreds of companies across sectors. By endorsing the standards, Atos aims to play its part in accelerating the pace of change and eliminating discrimination.

Leading the way in the UK

Leading UK business newspaper, the *Financial Times*, listed Atos' Julia Atwater at number 21 in its 50 LGBT+ Future Leaders ranking. Julia is the co-chair of AtosPride, a network which spans 29 countries, bringing together and supporting lesbian, gay, bisexual and transgender employees in the workplace. She plays a key role in advising how to ensure diversity and inclusion can be integral to Atos' strategy, working closely with HR, sales, bid and delivery teams.

Setting up AtosPride and being part of the LGBT+ and Allies community at Atos has changed my life. The impact of being able to be myself at work is immeasurable. We know that people perform best when they can be themselves. The recognition I have received (shortlisted for the NatWest British LGBT Awards Top 10 LGBT+ Corporate Rising Stars 2018) confirms that the work I'm doing is necessary, but more importantly it has also encouraged many colleagues to come forward, share their stories and be role models for others in the LGBT+ community.

Julia Atwater
Head of Communications, B&PS and Co-Chair of Atos Pride, Atos in the UK & Ireland

ICT systems accessible to all

Atos is determined to position accessibility as a fundamental and integral aspect of all its ICT systems and related services.

In 2018, the company published a new wide-ranging Group accessibility and digital inclusion policy. The policy commits Atos to provide ICT systems that not only comply with relevant accessibility standards and enable the company to attract and retain talent from the widest possible pool, but also enhance efficiency and act as a trusted resource to facilitate access for millions of customers worldwide.

Neil Milliken, Head of Accessibility & Digital Inclusion at Atos and author of the new policy, was listed at number nine in the Shaw Trust's Disability Power 100 in 2018. The annual publication lists the 100 most influential disabled people in the UK; more than 700 nominations were received for the 100 places.

It is my firmly held belief that disability inclusion is a key factor in creating sustainable business. At Atos, we have a strong focus on creating equitable and inclusive digital experiences in the workplace and beyond. We are developing the skills base of the organization to be better able to support accessibility and we plan to train over 10,000 people in accessibility fundamentals by 2021. Our ambition is to make Atos a recognized global leader for accessibility, and for our inclusivity initiatives to be a key reason as to why customers choose Atos as a partner.

Neil Milliken
Head of Accessibility & Digital Inclusion, Atos

Embracing diversity

To mark the UN International Day for Persons with Disabilities on 3 December, four employees from across Atos shared experiences about what it is like to live and work with an impairment.

As part of the #PurpleLightUp initiative, employees based in the UK, Brazil and the Netherlands contributed inspiring narratives to a company blog, raising awareness across Atos of the challenges and achievements of people with an impairment.

A leader in diversity

The Brandon Hall Group recognized Atos' North America Operations (NAO) diversity program with an Excellence in Workforce Management award in 2018.

This acknowledgement by international analysts highlights Atos' best-in-class diversity and inclusion programs. As part of its diversity program, Atos NAO has implemented several initiatives to showcase the importance of diversity and inclusion to the Atos culture. These aim to increase awareness and focus on four diversity pillars: Gender, Generations, Culture and Accessibility.

Atos' new program competed against entries from global companies with mature programs in place. The award entries were evaluated by a panel of independent senior industry experts and Brandon Hall Group analysts and executives.

Business & Innovation

Disclosure on Management Approach
[GRI 103-2 Economic performance] [GRI 103-2 Customer privacy] [GRI 103-2 Diversity and equal opportunity]
[GRI 103-2 Emissions] [GRI 102-43] [GRI 102-44] [A3] [A7] [A10] [A12]

Responsible innovations for a digital world

As our clients confront the challenges of new digital dilemmas, customer satisfaction through innovative and sustainable solutions has become a major driver of Atos' strategy for growth and value creation.

Our clients rely on Atos to assist them in successfully navigating a world of unprecedented risks and dramatic opportunities. It is our job to help them transform their organizations while at the same time protect their data and promote a culture of digital responsibility.

Because Atos' clients look to us to provide them with the digital tools and expertise that they need to meet their challenges, their expectations for innovation are increasing continuously. To exceed these expectations, we are developing strong relationships with major technology companies, startups, research institutes and universities.

In 2018, we formed a global partnership with Google Cloud which has significantly strengthened our capacity to meet the digital transformation needs of our customers and help them adopt solutions based on artificial intelligence.

This major agreement has enhanced Atos' powerful ecosystem of partners, which includes technology leaders such as Dell Technologies, Microsoft, SAP and of course Siemens, our largest shareholder. By working together with these players and with innovative startups, Atos is able to draw on unparalleled expertise and insights to help our clients achieve successful and sustainable digital transformation.

Atos remains dedicated to co-innovation with our key customers. In 2018 we increased the number of innovation workshops we held with major clients. At these events, which covered topics ranging from FinTech to blockchain to quantum computing, leading business technologists from our Scientific Community helped our customers plan for upcoming digital disruptions and challenges. In 2018, we also rolled out a dedicated global Client Innovation Team in charge of carrying out client innovation activities such as StratHacks.

Data protection is an absolute priority for our customers. As a recognized global leader in delivering secure data privacy services Atos further strengthened our relevant policies across the Group in 2018 to ensure the prevention of any breaches or loss of data privacy.

Our cutting-edge solutions and technologies are playing an important part in helping our customers rise to the challenges of sustainability. We are convinced that digital solutions are enablers of sustainable development and we cross-match all the offerings of our Digital Transformation Factory against the United Nations Sustainable Development Goals.

Whether by supplying government organizations and universities with supercomputers that can simulate climate systems and disease patterns or by facilitating the use of detailed satellite data to create products and services to address some of society's great challenges, or by simply improving the energy efficiency and security of data processing, innovations from Atos are already helping our customers shape a digital economy that is more responsible, inclusive and sustainable.

8 DECENT WORK AND ECONOMIC GROWTH — Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Ensure sustainable consumption and production patterns

16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Promote peaceful and inclusive societies for sustainable development

TO KNOW MORE
2018 Registration Document
> Corporate Responsibility/ Generating value with co-innovation and sustainable business solutions

Companies and organizations look to Atos to help shape their digital transformation journeys, secure their longevity and deliver a culture of corporate digital responsibility. Technologies developed and implemented by Atos are now enabling companies and organizations of all sizes and in all sectors to respond to some of the major challenges linked to sustainability, from climate and environmental issues to questions of governance, trust and social inclusion.

Robert Vassoyan
Senior Executive Vice-President, Group Chief
Commercial Officer, Atos

Key achievements in 2018

48%
Net Promoter
Score for all clients

30%
Share of Digital
Transformation Factory
revenue

297
Customer Innovation
Workshops

€300 million
Annual Research &
Development investment

5,000
patents

15
R&D centers

Our innovation culture, built on trust

Shining a light towards 2022

In 2018, Atos released a landmark report into the future of technology in business: Journey 2022.

Compiled by experts from the Atos Scientific Community, the publication represents Atos' vision of the challenges faced by organizations from all sectors as they adapt to new technologies and to new social and environmental pressures.

According to *Journey 2022*, waves of disruptive change and the accompanying divergent choices they often bring can lead to new challenges and disruptions for organizations.

Atos describes these challenges as Digital Dilemmas. The digital and physical worlds are becoming increasingly interconnected and sometimes entangled. Businesses need to understand how to balance the increasing tensions between physical and digital worlds if they are to successfully complete their journeys of digital transformation. Those businesses that take appropriate action to resolve these dilemmas will flourish on the path to 2022.

Above all, organizations will need to evolve towards a paradigm based on workforce flexibility, collaborative partner ecosystems, skills automation and sustainable resource consumption.

These perspectives are embodied within what Atos' Journey 2022 refers to as the new concept of Corporate Digital Responsibility.

Spearheading quantum computing in Europe

In recognition of its expertise in the emerging field of quantum computing, Atos has been selected to participate in two projects of the European Union's €1bn 10-year research initiative, the Quantum Technologies Flagship.

The initiative aims to support the development of a competitive quantum industry in Europe, making the results of quantum research available as commercial applications and disruptive technologies.

Atos is contributing its expertise in two key research areas: quantum computing and quantum simulations.

The PASQuanS project will develop next generation quantum simulation platforms that will be pushed far beyond the reaches of classical computation.

The AQTION project will realize a scalable European quantum computer that is based on the manipulation of single-charged atoms. Atos will bring to the project its powerful programming platform, the Atos Quantum Learning Machine, and will work on finding new industrial quantum applications. The project supports Atos' commitment to developing a true 50-qubit quantum accelerator.

AI unleashed
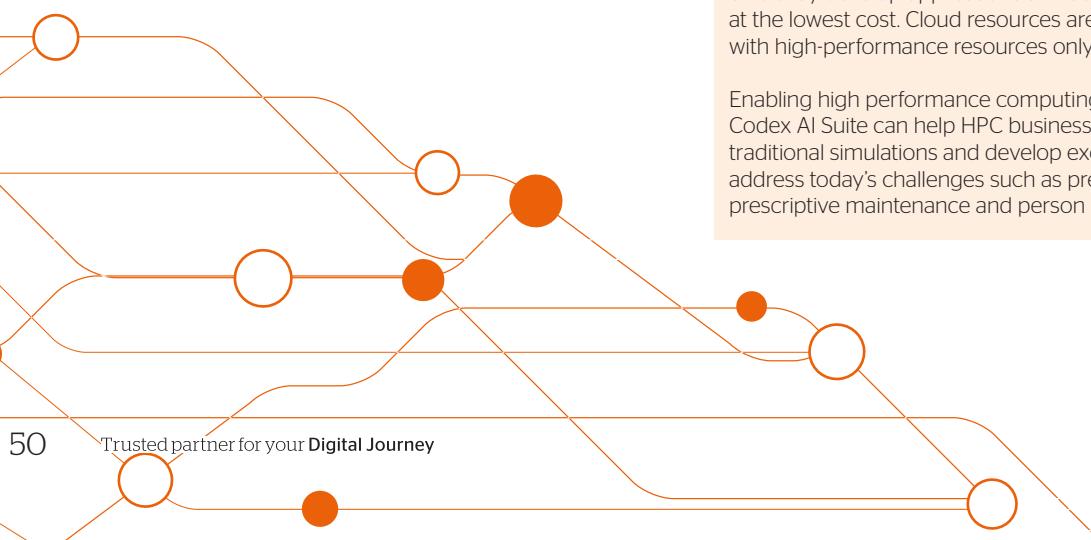
With the launch of Atos Codex AI Suite, the most comprehensive artificial intelligence (AI) software suite available on the market, data scientists now have an easy-to-use, efficient and cost-effective solution to rapidly build and deploy AI applications, extract value from data and develop new opportunities for their businesses and for society.

As the latest innovation to be offered as part of the Atos Codex portfolio, Codex AI Suite supports the development of a new generation of AI applications in areas such as personal medicine, homeland security and smart cities.

Using the solution, applications can be deployed and relocated in multiple complementary environments including public clouds, on-premises infrastructure and edge computing, enabling the fast allocation of hardware and software resources.

In this secure, shared environment, data scientists are able to efficiently develop applications and achieve optimal performance at the lowest cost. Cloud resources are used wherever possible with high-performance resources only deployed when necessary.

Enabling high performance computing (HPC) and AI convergence, Codex AI Suite can help HPC businesses overcome the limits of traditional simulations and develop exciting new applications to address today's challenges such as precision medicine, advanced prescriptive maintenance and person recognition.

Innovation ecosystem dedicated to clients

Client satisfaction is one of the strongest indicators that our innovations are creating value for customers. Atos takes a client-centric approach to innovation, which engages all our partners, along with a rich variety of external third parties from startups to universities and trade associations.

This forms a collaborative and open ecosystem which helps us to accelerate the evolution of our insights and the development of new services.

To help us bring clients, partners, and other leaders together to innovate effectively, Atos invests in Business Technology Innovation Centers around the world. We also organize popular StratHacks (Strategy Hackathons) which help our clients at executive management level explore their future business options enabled by new and emerging technologies.

The AI Lab is born

In London, in 2018, Atos unveiled its first artificial intelligence (AI) lab, developed as a result of our partnership with Google Cloud.

At the lab, Atos works alongside private and public sector organizations to unlock cross-enterprise opportunities. The new lab is available to businesses and organizations across Europe, supporting them as they utilize AI technologies and define and design use cases relevant to their needs. The Atos AI Lab is also helping build an ecosystem of highly-skilled AI specialists in London and across Europe.

Top-level clearance for Auxylium

Auxylium, the tactical LTE (long term evolution standard) communication solution developed by Atos for the French Armed Forces, has received the official 'Defense Restricted' certification by the French Army.

Auxylium is the first 4G LTE tactical device used in operational missions to receive this level of security certification, which recognizes Auxylium as officially capable of transmitting sensitive information.

Used daily by soldiers engaged in the French military's anti-terrorist operations (Opération Sentinelle), Auxylium provides encrypted communications, enabling information to be shared smoothly and operational control to run effectively.

The solution is based on an Android smartphone and a remote Helium 4G radio module patented and co-developed by the French Defense Procurement Agency.

Auxylium's resilience and its high-speed capabilities while on the move, combined with the high level of security confirmed by its 'Defense Restricted' certification, have positioned the service as a leading solution for internal and civil security.

Opening new horizons with technology

Digital eyes in the sky

Since June 2018, the scientific, research and corporate community worldwide has been able to access and combine satellite data in an unprecedented way. Its use and combination with information from multiple sources creates services that address some of society's greatest challenges.

Atos is the leader of a consortium that manages the new Earth Observation Platform, officially named Mundi Web Services, on behalf of the European Commission and the European Space Agency. The satellite data platform went live in June 2018.

Mundi Web Services give organizations and companies unlimited and free access to real-time data from a network of Sentinel satellites, enabling customers to combine this information with their own data and tools and to develop innovative products and services.

The robust and flexible platform handles vast volumes of data in different formats. It provides access to sophisticated processing tools, resources and infrastructure.

Supported by the analytics and cognitive capabilities of Atos Codex, Mundi Web Services will help transform raw satellite data into valuable insights so that organizations can deliver services which respond to some of the greatest challenges we face today, such as climate change and resource scarcity. For example, the platform can help governments and cities better manage and anticipate urban development, support scientists as they assess climate change and help farmers improve the management of their crops and yields.

Tackling disease with quantum computing

Atos is working together with international life science company Bayer and RWTH Aachen University in Germany to evaluate the use of quantum computing to research and analyze patterns in human diseases.

Computing and life science experts from these institutions are using the Atos Quantum Learning Machine, the world's highest-performing quantum simulator, to analyze anonymized real-world patient data and to research the behavior of diseases.

Quantum computing will be able to identify correlations between comorbidities (which are additional diseases or disorders that occur at the same time as the primary disease or disorder) and any relevant patterns in patient data.

The Atos Quantum Learning Machine is capable of simulating up to 41 qubits (quantum bits) and combines an ultra-compact system with a universal and standardized quantum programming language, AQASM (Atos Quantum Assembly Language).

The project with Bayer in Aachen, which will also include a complementary approach using high performance computing, aims to assess the potential of quantum computing in the field of medical data analysis.

Fostering sustainable land development

Mundi Web Services are expected to serve clients across a broad range of sectors and markets, including manufacturing, insurance, utilities, agriculture, forestry, urban development and emergency services.

French startup geomatics management platform provider Geosigweb is already using the capabilities of Mundi Web Services to help local communities in France manage land resources.

Based on cross-referencing satellite data from the Mundi platform with local geographic information system data, Geosigweb supplies clients with regular reports which analyze trends in land use and resource consumption across all of France and provides forecasts for the future. The startup credits Atos with the outstanding technical qualities necessary to process satellite images which map the entire country and address its clients' needs.

to learn more:

The birth of digital twin

In 2018, Atos joined forces with software specialists Bentley Systems to develop a complete solution to create and operate so-called 'digital twins' on behalf of industry and infrastructure asset owners.

A digital twin is a virtual replica of a physical system, product, production system or service, which evolves through constant feedback, simulation and learning from its physical counterpart. Enterprises can use digital twins to predict asset performance, avoid failures and increase productivity as well as to support operational training and decision making.

The application of digital twin technology also creates the potential for a new generation of adaptive products which are able to respond to a range of contextualized data insights.

Atos' global experience and expertise in digital transformation, combined with Bentley's portfolio, will enable businesses to take advantage of digital twins as a cloud-based service.

The groundbreaking partnership was initiated through the Atos and Siemens Global Strategic Alliance.

Leading the way in GDPR

Recognition of Atos' global leadership in delivering secure data privacy services to its clients continued in 2018 with global analyst firm Nelson Hall identifying Atos as a leader in its latest vendor evaluation & assessment tool for GDPR (the EU's General Data Protection Regulation) services.

Nelson Hall cites Atos' key strengths as strong encryption, identity & access management and incident response services, and its partnerships and significant investment in upcoming security technologies and regulations. The research firm says that Atos is well positioned to help clients become very compliant with GDPR.

Atos GDPR services are based on its data protection solutions, global consulting capabilities, secure payment technologies (such as tokenization) and its robust network of global and local Security Operations Centers for continuous monitoring and security measure enforcement to mitigate data privacy risks. Atos is also developing an end-to-end offer in order to manage the data in accordance with GDPR regulations.

Atos Quantum Learning Machine opens new research horizons

The Argonne National Laboratory is the latest US national laboratory to deploy the Atos Quantum Learning Machine, which allows engineers, researchers and scientists to focus on their applications and algorithms without having to wait for actual quantum machines to become available.

Argonne National Laboratory is a US Department of Energy Office of Science national laboratory and is a world leader in scientific research into high-energy physics, materials science, biology and advanced computer science, including quantum computing. Computation, modeling, and simulation are key components of its research efforts, helping to solve some of society's most complex problems.

Argonne scientists intend to use the Atos Quantum Learning Machine to explore the impact of quantum computing in critical areas such as quantum chemistry and quantum materials.

Bringing Industry 4.0 to Russian transport

Atos is enabling one of Russia's largest transport manufacturers to enter the age of Industry 4.0, thanks to its delivery of a pilot on-premises project for the world-leading IoT (Internet of Things) platform from Siemens, MindSphere.

Atos is providing on-site, secured, and powerful IoT solutions based on MindSphere to 2050 LLC, a company which is a service integrator for Transmashholding, the largest rolling stock manufacturer in Russia.
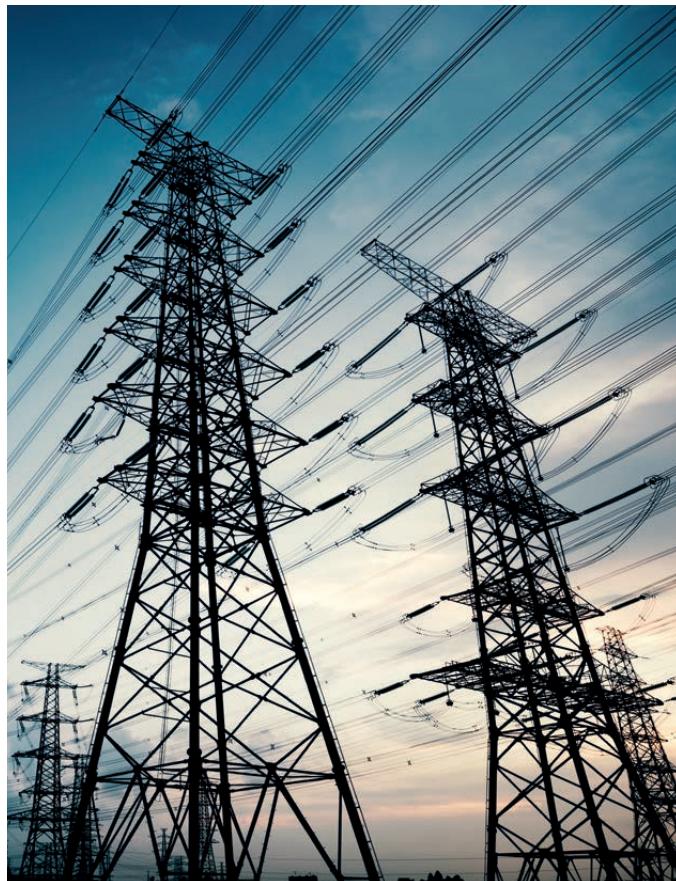
Atos, in cooperation with 2050-Integrator LLC, is ensuring highly secure end-to-end operational implementation and deployment of the on-premises solution to Transmashholding.

Atos experts are delivering the IT and IoT infrastructure, alongside developing the MindSphere and IoT use cases around equipment monitoring, tracking assets and data processing.

Atos will manage all aspects of cloud infrastructure and delivery, scaling up the service as business needs change, while all the time ensuring performance, security and clarity of reporting.

Atos is the Siemens partner for on-premises with its Codex Private IoT Platform powered by MindSphere. Every client who wants to use MindSphere is able to also deploy their data on a private cloud solution.

Solution-driven customer partnerships

Bringing CX into focus for Aegon

As customer experience (CX) moves to the heart of the financial services sector, Atos has helped financial services provider Aegon transform its customer journeys, upskill its staff and achieve market-leading customer satisfaction scores.

From day one of the project to migrate Aegon's operations and IT to deliver continuous service improvements, Atos worked closely with Aegon to establish a dynamic and collaborative partnership and build a culture of transformation.

Among the key solutions achieved was the establishment of an onsite cutting-edge CX Lab to test new service enhancements. Atos also introduced powerful technologies such as robotic process automation (RPA) to drive operational improvements and add new functionalities.

As a result of the innovative and forward-looking partnership with Atos, Aegon is now benefiting from high net promoter scores and customer satisfaction levels well above the industry average.

Atos' employee engagement initiatives, including a unique training CX Academy, have played a role in enhancing employee skills and opened up new opportunities for Aegon employee training and career development.

Atos and Aegon have created a mutual benefit fund to invest in joint development activities and to share objectives and successes within an inclusive environment. In 2018 Atos was entrusted with additional digital transformation work beyond the original contract – a clear vote of confidence in Atos' approach.

Sustainability in transport and energy

Atos is playing a major role in two European Union research projects which are exploring ways of making energy use more intelligent and sustainable working with public and private partners.

In the ELVITEN project, Atos is working to improve the experience of using light electrified vehicles for urban transport. Together with its research partners, Atos is developing an online platform for booking vehicles, using charging points, fleet monitoring and other services which can help cities in this area. This is an ongoing project that will last until 2020.

Atos is also a member of the eDREAM project which is researching the application of blockchain and big data technologies to the management of electric grids. This project has started in 2018 and will last until 2020.

These technologies could help traditional grids evolve into smart grids, integrating decentralized and community-driven energy networks and even virtual power plants, all while ensuring the reliability and security of power supply. Atos is playing a key role in eDREAM's pilot project as both system integrator and service provider.

Partnering the power industry

Atos is working closely with Enel, one of the world's leading energy companies, to prepare for a new era of digitally enabled services.

In Europe and in Latin America, Atos is providing critical support to Enel's Infrastructure & Networks division as it upgrades its core processes mainly around Billing and Credit to support front office, back office and other services for energy traders, producers and consumers.

As part of the contract signed in 2018, Atos will build out new projects, significantly enhance SAP for Enel's services, and will manage Application Maintenance services including user-support incidents, corrective maintenance and test services. In 2018 Atos and Enel also both joined the Charter of Trust, a major global cybersecurity initiative to secure data and protect critical infrastructure in the energy sector and elsewhere.

As the global energy industry experiences unprecedented disruption, Atos has the expertise and experience to help power companies manage fast-changing risks and take advantage of the opportunities presented by digitalization.

From prairie to plate

Atos company Worldline has developed the world's first end-to-end digital traceability platform based on blockchain, in partnership with certification services company Bureau Veritas.

First tested in the food sector, the Origin solution enables all parties in a value chain, from the producer to the distributor to the end-user, to easily access verified information on the ingredients in a product. For example, a consumer in a supermarket could use a QR code to verify if a food item is organic.

The project makes use of some of blockchain's most promising characteristics, including transparency, traceability, integrity and data security.
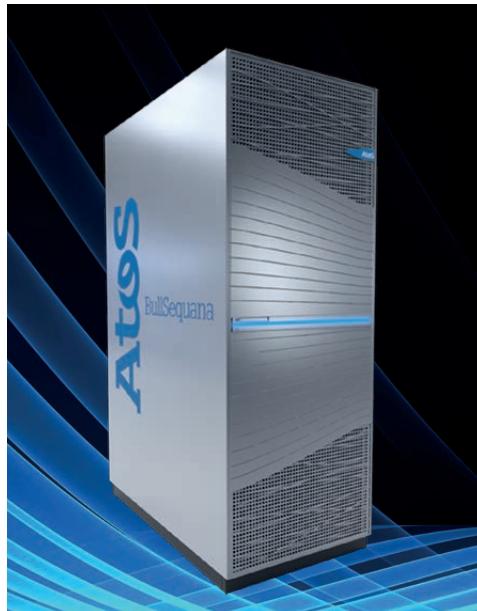
Major players in the food industry have participated in several international pilot projects for Origin, including a tuna producer in South East Asia, a major French retailer and a French starch producer.

Each supplier in the production process records relevant data using blockchain. This information is made available for retailers and customers, increasing trust all along the value chain and helping society in general to make more informed choices.

The Origin solution is based on a private blockchain, which requires minimal energy consumption.

In the future, Worldline believes that the concept could also be deployed in other sectors, such as healthcare, pharmaceuticals, government services and logistics.

Supercomputing in Africa

Atos is a key player in encouraging the rapid development of the digital economy in Africa.

Following our delivery in 2017 of our high performance computing infrastructure to create the National Digital Simulation Center for the Ivory Coast's Ministry of Higher Education and Scientific Research, in 2018 Atos worked to establish the National Digital Simulation Center (CNCS) in Senegal, in partnership with the Ministry of Research and Innovation.

The CNCS will be accompanied by its own ecosystem and a specific program of support services including training and maintenance. Designed by Atos, it will be used for high-level scientific research by Senegalese universities and research institutions. The infrastructure will include a BullSequana supercomputer with a processing power of 537.6 teraflops.

The computing infrastructure and the ability to engage in digital simulation will establish Senegal as a major player within this field in Africa. In addition to giving researchers access to immense capacities, it will lower the costs of computing and have only a minimal environmental footprint.
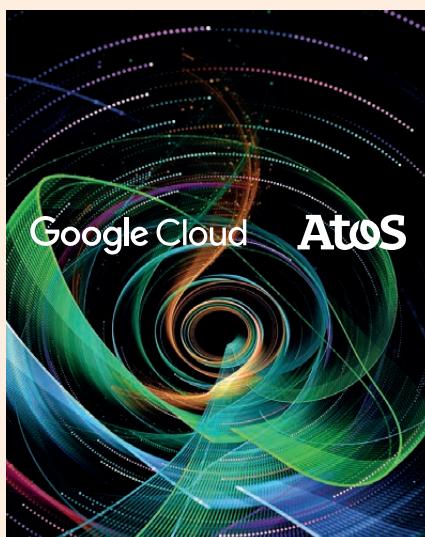
Joining forces with Google Cloud

To provide the most in-depth and extensive support to our clients, Atos has built one of the world's broadest innovation ecosystems for digital transformation through our well-managed partnerships with best-in-class technology providers and close links with other innovative partners.

In 2018, Atos established an important global alliance with Google Cloud in order to accelerate the digital transformation of enterprise customers.

The strategic partnership is helping Atos bring to enterprises new, secure business solutions in advanced technology areas such as hybrid cloud, data analytics, machine learning and Digital Workplace. Enterprises now have a fast and frictionless way to use Google Cloud technologies alongside their existing assets and processes, while at the same time leveraging data to create new insights and value for their own customers.

As part of the agreement, Atos is establishing three R&D centers and customer innovation labs in France, the UK and the US focused on business transformation projects for clients. Atos will leverage training from machine learning experts in Google Cloud's Advanced Solutions Labs to bring the latest advancements to customers.

Ethics & Governance

Disclosure on Management Approach
[GRI 102-17] [GRI 102-9] [GRI 102-10] [GRI 103-2 Customer privacy] [GRI 103-2 Socio-economic compliance]
[GRI 103-2 Anti-corruption] [GRI 103-2 Procurement practices] [GRI 419-1] [GRI 205-1] [GRI 205-2]
[GRI 103-2 Economic performance] [GRI 103-2 Market presence] [GRI 103-2 Indirect economic impacts] [A17]

Working for the common good across our sphere of influence

Atos must comply with local and international regulations and ensure that business partners in its supply chain follow best practices in corporate social responsibility (CSR).

Compliance is a priority at all levels and in all areas of the organization, from ensuring data protection in our IT products and services to avoiding the risk of conflicts of interest in the supply chain or managing export controls in our sales activities.

In 2018, we strengthened our compliance program in order to train senior executives and sales personnel to identify the risks of corruption and to encourage the reporting of corrupt practices using Atos' global alert system. At Atos, top management is closely involved in awareness training for ethics and compliance and we ensure that local operations are fully empowered to implement our compliance program. Training, processes and new tools are fundamental elements of the program.

As Atos grows organically and by acquisition, so do our compliance actions. For example, following the acquisition of Syntel in 2018, we launched extensive anti-corruption training for Atos Syntel employees.

New regulatory developments also require continuous enhancements to our compliance mechanisms. For example, we prepared for the EU's General Data Protection Regulation (GDPR), which came into force in May 2018, with a dedicated and wide-ranging GDPR program.

Acting fairly and ethically is also critical in our supply chain. With a total procurement spend of approximately €6 billion, we aspire to have a supply chain that is ethical, agile and competitive, with its carbon emissions offset.

We continue to conduct regular quality audits of our main suppliers and we use the services of EcoVadis, a specialist consultancy, to monitor our suppliers' performance in fields such as labor, fair business, the environment and sustainable procurement. We aim to cover 70% of our total spend with companies that EcoVadis audits, which represents c. 250 vendors.

As our manufacturing footprint expands, our most material challenge is to reduce the risks of non-compliant behavior in this supply chain. In 2018, we combined our procurement and supply chain teams into one organization, helping ensure that our selection of suppliers and their respective supply chains comply with our rigorous standards.

For example, we allocated more resources to export controls to ensure compliance with international legislation in this area, including the licensing procedures required for products that are subject to dual-use trade controls.

Finally, digital technologies are providing us with greater insights into the businesses of our vendors and a much clearer view of their risk profiles than ever before. As the digital revolution accelerates, our supply chain is increasingly becoming a critical source of innovation for Atos.
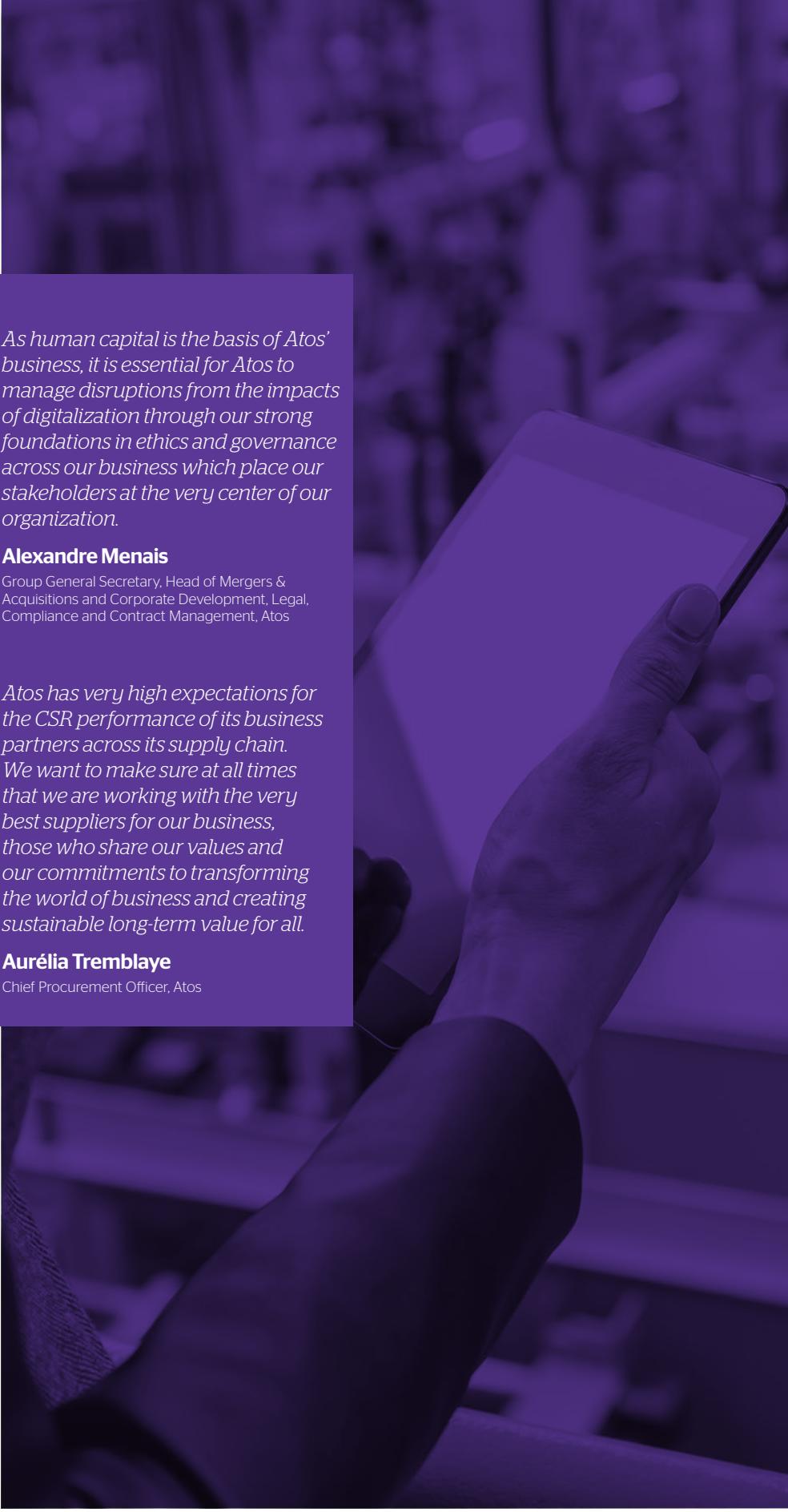
5 GENDER EQUALITY Achieve gender equality and empower all women and girls

16 PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peaceful and inclusive societies for sustainable development

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Ethical & Governance excellence in
Atos' sphere of influence

As human capital is the basis of Atos' business, it is essential for Atos to manage disruptions from the impacts of digitalization through our strong foundations in ethics and governance across our business which place our stakeholders at the very center of our organization.

Alexandre Menais
Group General Secretary, Head of Mergers & Acquisitions and Corporate Development, Legal, Compliance and Contract Management, Atos

Atos has very high expectations for the CSR performance of its business partners across its supply chain. We want to make sure at all times that we are working with the very best suppliers for our business, those who share our values and our commitments to transforming the world of business and creating sustainable long-term value for all.

Aurélia Tremblaye
Chief Procurement Officer, Atos

Key achievements in 2018

92%
of employees completed e-learning on the Atos Code of Ethics

57%
of strategic suppliers assessed by EcoVadis

78/100
EcoVadis score for Atos

13,510
Number of employees recruited

46%
new employees who are graduates

An ethical approach in business

Atos is committed to the principle that business should be conducted both profitably and responsibly. In that respect, Atos complies with applicable laws in different countries and ensures its employees as well as business partners carry out business in an ethical way.

Setting the pace in data protection

In May 2018, the General Data Protection Regulation (GDPR) entered into force in the European Union with a major impact on the IT services market.
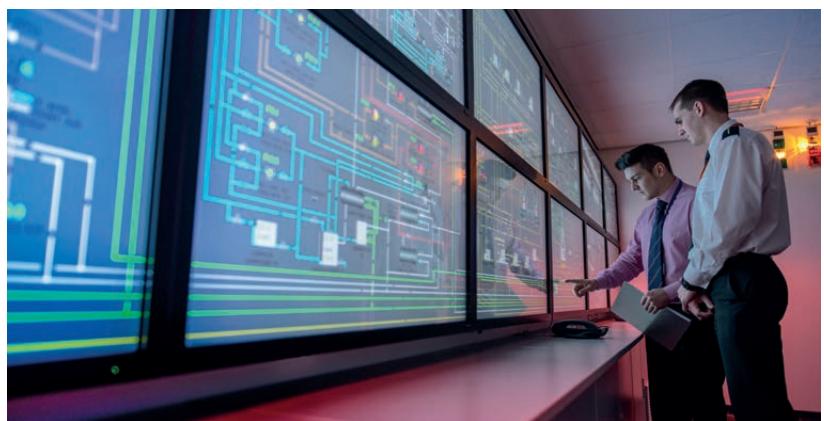
Atos has for many years positioned itself as a pioneer in the protection of personal data. In 2013 it was one of the first companies to implement Binding Corporate Rules (BCR) for the transfer of data.

In anticipation of the entry into force of the GDPR, Atos set up a dedicated GDPR program, fully supported by senior management both at global and local levels. The program is designed to ensure full compliance with the new regulation, based on adapting existing policies and procedures, training and commitments.

Atos thoroughly reviewed its organizational measures, updating all affected policies, in particular its Group Data Protection Policy and its Group Personal Data Breach Policy, as well as its security policies.

We also implemented a series of processes and tools to assess the risks and enhance the management of data privacy monitoring, documentation and Data Protection Impact Assessment.

To support this new approach, we have maintained a strong community focused on data protection topics. As a global leader in data protection, we continue to allocate considerable efforts to this area.

Tools to fight corruption

Atos has strengthened its efforts to raise awareness of the risks of corruption, making widespread use of the United Nations' Anti-Corruption Training Tool.

It is now mandatory to participate in the UN's e-learning module on corruption, including at the top levels of Atos management.

This widely-used learning tool is a joint product of the UN Global Compact and the UN Office on Drugs and Crime. It comprises six interactive learning modules to further participants' understanding of corruption. The modules cover topics including gifts and invitations, received or given; facilitation payments; intermediaries and lobbyists; social investments; and insider trading.

During 2018 management and employees who are most exposed to corruption risks were obliged to complete the e-learning tool.

Ethics in the supply chain

In order to ensure ethical and responsible behavior in its supply chain, Atos closely monitors the performance of its suppliers.

Atos uses the services of specialist consultancy EcoVadis to perform corporate social responsibility audits of its main suppliers. EcoVadis assesses companies' approaches to the environment, labor practices, fair business practices and sustainable procurement.

In 2018, suppliers who completed these audits scored an average of 55. Some of Atos' key vendors scored over 70. Atos itself was awarded a score of 78.

Suppliers with insufficient scores (below 40/100) are encouraged to implement corrective action plans and are re-evaluated after 12 months. In 2018, less than 19% of audited vendors had low scores, often as a result of a misunderstanding of the EcoVadis assessment process.

Atos' objective is to have all its top 250 suppliers assessed by EcoVadis on their corporate responsibility performance by the end of 2019.

Responsible approaches to manufacturing

In recent years, Atos' manufacturing footprint has expanded significantly around the world, with Atos brands such as Bull, Worldline and Unify manufacturing computer hardware, payment terminals and other equipment at third-party factories or in their own facilities.

In order to ensure responsible behavior in the manufacturing supply chain, Atos works with EcoVadis, a specialist consultancy that monitors suppliers' performance in fields such as the environment, human rights and society, ethics and responsible purchasing. Our Code of Ethics is also an integral part of all contracts with suppliers. Meanwhile, Atos' updated Suppliers Charter, now called the Business Partners Integrity Commitment Charter, focuses on integrity and requires compliance with Atos rules on Environment, human rights, labor and safety.

Atos aims to avoid the use in its products of minerals that have been sourced from zones of conflict. In 2018, Atos companies Worldline and Bull informed their main hardware suppliers of Atos' expectations in the area of conflict minerals and its strict commitment to the responsible sourcing of rare minerals.

Worldline is committed to ensuring that our payment terminals are eco-designed and have a minimum impact on the environment all along their lifecycle. In this regard, Worldline has offset 100% of the CO_2 emissions from the life-cycle of its payment terminals since 2016 and now provides 100% carbon neutral offerings; We also pay specific attention to the conflict minerals issue, especially as part of our supplier dialogue.

Sébastien Mandron
Corporate Social Responsibility Officer, Worldline

Quality control, standards and export controls

Quality control procedures such as First Article Inspection play an essential role in Atos' supervision of its manufacturing supply chain.

Atos also ensures that its products comply fully with EU directives on the restriction of hazardous substances and the registration, evaluation, authorization and restriction of chemicals.

The use of standards including quality management standard ISO 9001, OHSAS 18001 for health and safety, ISO 14001 for environmental management also helps ensure that our partners in the manufacturing supply chain are responsible, sustainable, agile and competitive.

In terms of the export of goods, a dedicated export controls unit makes certain that Atos and its partners follow all international legislation governing export controls, including the licensing procedures required for products that are subject to dual-use trade controls.

Investing in local education partnerships

Across its global operations, Atos works closely with local communities to build partnerships which create sustainable, long-term value for society.

A dynamic corporate citizen

With social responsibility at the heart of the Atos vision of corporate citizenship, we focus our contribution to social progress on three main action areas: education and knowledge equality; youth empowerment, insertion and employability; and digital inclusion.

Across these three global themes, we implement effective and impactful partnerships with local stakeholders, such as NGOs, charities and universities, to carry out initiatives that achieve lasting results for the community.

The priorities of these partnerships can be grouped into four separate categories: fundraising activities; voluntary programs with employees; the development of innovative IT solutions for society; and the sharing of our expertise in IT and consulting to help social stakeholders.

For example, in Poland we have formed a groundbreaking partnership with a high school in Bydgoszcz to encourage students to think about the skills they will need and the careers they would like to pursue.

In Senegal, we work closely with Mariama Ba Maison d'Education, a public educational institution in Dakar, to help grow the talents of young girls.

Atos has a long-standing relationship with the Energie Jeunes organization in France, which supports the work of secondary schools in deprived areas, enhancing access to education and empowering local youth.

In the UK, Atos works with the Prince's Trust by supporting the technological education of young people, providing "job clubs" to help young people gain interview skills, and through fundraising activities by Atos graduates in the annual Million Makers challenge.

In 2018, more than 2,100 Atos employees around the world took part in community programs, donating their time, raising funds and delivering IT projects.

To help measure our social investments and assess their impact, Atos uses the widely-deployed model developed by the London Benchmarking Group (LBG) to report on social contributions. LBG is the global standard in measuring and managing corporate community investment, taking into account cash donations, staff time, management costs and in-kind contributions. In total, based on the LBG model, Atos spent €3.89 million on community investments in 2018.

Energie Jeunes © Patrice Quillet

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influence - KPI overview
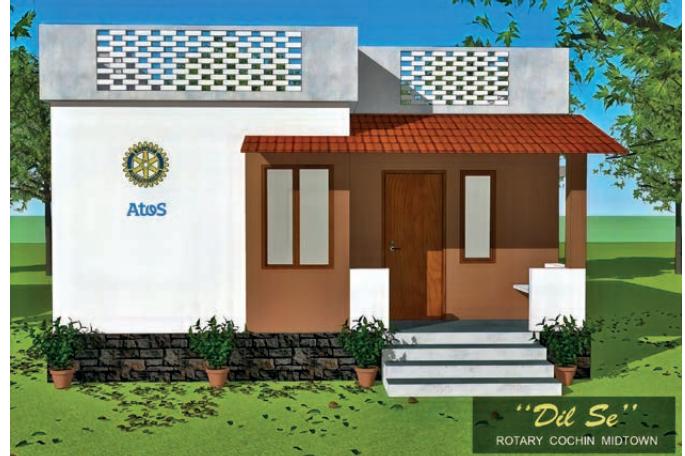
Support for STEM in Indiana, USA

In 2018, Atos was the leading sponsor for TechFest, a major annual event organized by the Northeastern Indiana Technology Coalition to help raise young people's awareness of STEM – Science, Technology, Engineering and Mathematics – and to generate interest in STEM-based careers.

More than 600 students from nearly 20 high schools across northeastern Indiana competed in seven STEM competitions and learned about the industry.

Students were given the opportunity to talk to company partners about the activities of a STEM-based business such as Atos. At a college and career expo at the same event, they were given the chance to participate in interview training and in discussions about colleges and STEM careers. In partnership with the City of Ft. Wayne and Allen County, Atos provided both funding and volunteers for TechFest.

This event started when the City of Ft. Wayne and Allen County government became an Atos customer; now in its eighth year, the Atos-developed event has grown significantly from just 50 students to more than 600 in 2018. Planning is underway for the next events which will be held in November 2019.

Fundraising for flood victims

Employees of Atos' large operations in India quickly swung into action when floods devastated the southern Indian state of Kerala in August 2018.

In association with the Goonj Foundation, a local NGO, Atos actively gathered materials for the relief effort. in In addition, Atos donated CSR funds reaching in total a cash contribution of more than €200,000 to help the victims of the Kerala floods rebuild their homes and their lives.

Atos has joined hands with Rotary International to provide relief and rehabilitation to the affected people of Kerala. With the CSR funds donated by Atos, Rotary International will construct 26 low cost shelters for the victims of the flood.

Nasir Usman Shaikh
Head of Human Resources, Atos in India

Sharing years of skills

In 2018, 18 Atos employees who were approaching the end of their careers with the company in France, were able to share their skills with social associations across the country.

Under Atos' skills-based sponsorship program, a group of 20 selected associations, working in fields such as education, social integration, digitalization and healthcare, are able to benefit from the knowledge of Atos employees for significant periods of time.

Atos makes its highly experienced employees available at no cost to the associations. The employees are allocated to the association for the duration of their employment while remaining Atos employees with the associated rights and responsibilities. The program benefits Atos employees in their transition towards retirement, enriches their personal skills and gives them the satisfaction of participating in a valuable civic activity.

In 2019, Atos intends to expand the program and involve as many as 50 employees in these activities.

This unique experience is an open door to the society around us. I'm proud to play an important societal role. These diverse and varied associations play a strong part in social interaction and support hundreds of thousands of jobs in France. Thanks to this initiative by Atos, I feel responsible in being able to be a player and a multiplier for a social cause.

Pierre Lorioux
Atos in France

Environment

Disclosure on Management Approach
[GRI 103-2 Energy] [GRI 103-2 Emissions] [GRI 302-3] [GRI 305-4] [GRI 305-5] [A14] [A20]

Delivering green transformation

Carbon impact and climate change, as well as preparedness to ensure employee safety and business continuity in the event of natural disasters, are the most material issues for Atos in relation to the environment. Our specific challenges are in the areas of energy, travel and greenhouse gases.

As a major global player in digital transformation, we take seriously our responsibility of leading by example in the global transition to a truly low-carbon economy. We assess our overall footprint in its entirety and we work on multiple complementary dimensions.

From the datacenter services we deliver to our customers, to the IT hardware and software we develop and procure, to the way in which we manage our offices and our transport requirements, our focus is on progressively improving our operational efficiency, reducing our overall footprint and maximizing our positive contribution.

Over the past three years, thanks to consolidation, modernization and cutting-edge technologies for cooling and power consumption, Atos has improved the Power Usage Effectiveness of its datacenters to 1.74 in 2018, outperforming the global industry average of 2.0. Atos has also increased the use of low-carbon energy to 95% in its strategic datacenters and since 2018, we have offset 100% of all our datacenters' offices and business travel CO_2 emissions. Overall, to monitor our environmental progress, we collect 60 specific key performance indicators at more than 400 office locations and datacenters worldwide.

In our offices, we apply the ISO 14001 program (which also applies to our strategic datacenters), and we implement exacting environmental guidelines, new ways of working and the promotion of digital solutions such as Circuit Unify. The combination of these approaches significantly reduces our energy consumption, the need to travel and our CO_2 emissions.

The Group's carbon intensity target captures energy, travel and carbon impacts in one single overriding commitment. In line with global efforts to combat climate change, we are committed to pursuing science-based carbon emission reduction targets to help limit the global rise in temperature below 2°C. Our long-term CO_2 intensity targets have been approved by the Science-Based Target Institute and our current carbon intensity target aims to reduce by 7% to 20% our CO_2 emissions per revenue unit by 2021 compared with a 2016 baseline.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Ensure sustainable consumption and production patterns

13 CLIMATE ACTION
Take urgent action to combat climate change and its impacts

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Supporting the transition to low-carbon economy

Atos is recognized as a global IT leader when it comes to the environment. In all our operations, from our cutting-edge datacenters to the way we run our offices and manage our travel requirements, we are continually looking for new ways to reduce carbon emissions and minimize our environmental footprint.

Eric Grall
Senior Executive Vice-President,
Head of Infrastructure & Data Management

Key achievements in 2018

15%
Reduction in carbon intensity by revenue from 2016-2018

1.62
Overall Power Usage Effectiveness (PUE) of strategic datacenters

95%
energy used by Atos' strategic datacenters from decarbonized sources

87%
of main sites certified for ISO 14001

100%
of carbon emissions from its datacenters, offices and business travel are offset

Innovating for a low-carbon future

Embedding eco-design into services

Eco-design is an essential component of Atos' development of software and services. To protect the environment, combat climate change and enhance performance, our software developers focus on finding ways to minimize energy consumption and extend hardware life.

As well as minimizing the environmental footprint of a product, eco-design can also increase its operational effectiveness.

When designing Auxylium, the tactical LTE communication solution developed by Atos for the French Armed Forces, Atos worked with start-up Greenspector to reduce the system's power usage and increase its energy efficiency.

Designers on the development team chose to use green writing on a black background for on-screen messages as this consumes up to 20% less energy than black letters on a white display. They also eliminated any so-called energy bugs, which is code that consumes power without enabling any functionality, leading to the saving of one hour of battery capacity per day.

In total, this eco-design approach extended Auxylium's battery life to eight hours – double that of similar mission-critical 4G systems which are developed according to standard industry procedures.

For too long, developers have pursued a makeshift approach to creating software. With Auxylium, we were determined to integrate eco-design into the software development process from the beginning and to eliminate all energy bugs. The resulting improvements in energy efficiency have exceeded our expectations.

Christophe Fournier
Auxylium Product Owner, Atos in France

Greenspector is proud to be part of this successful project. Beyond gains, "Green by Design" only makes sense except if you maintain methodology and measurement solutions in the whole lifecycle and consequently in future versions. That is the case for the Auxylium Project in which our solution is used by the Atos team in continuous integration in the next versions.

Thierry Leboucq
Chairman, Greenspector

New standards of energy efficiency in supercomputers

As the processing power and capacity of high performance computing reach dizzying new heights, Atos is at the forefront of research efforts to minimize the energy consumption and heat output of cutting-edge supercomputing infrastructure. Thanks to innovations such as its next-generation patented Direct Liquid Cooling (DLC) solution, today's exascale supercomputers from Atos are able to combine unprecedented performance with new standards of energy efficiency.

Czech scientists choose BullSequana
Scientists at the national supercomputing center in the Czech Republic will soon be able to enjoy the benefits of the BullSequana XH2000, the state-of-the-art supercomputer from Atos which is eight times more powerful than its predecessor in the Czech facility. The BullSequana XH2000 consumes less energy than current systems. It is 100% water-cooled using Atos' patented DLC solution, which minimizes energy consumption by using warm water up to 40°C. The BullSequana will be available to the entire scientific community in the Czech Republic and will be used for the development of new materials and medicines and in the sectors of biosciences, engineering, astrophysics and other scientific disciplines.

ROMEO revs up Reims
The University of Reims Champagne-Ardenne's supercomputing center has inaugurated ROMEO, a BullSequana X1000 from Atos, which is being used by academic and industry researchers in areas of agriculture, banking and the automobile sector. The supercomputer, which brings together digital simulation and artificial intelligence (AI), is ranked in the TOP500 and Green500 amongst the most powerful and energy-efficient supercomputers in the world.

Finland on the frontline of innovation
The BullSequana XH2000 supercomputer will give researchers in Finland's CSC-IT Center for Science five times more computing capacity than previously, enabling new breakthroughs in innovation. With a combined theoretical peak performance of 11 petaflops, Finnish researchers can use the new supercomputing environment to predict climate change and its effects, explore problems around renewable energy and fusion power, utilize AI to develop new treatments, and solve other data-intensive problems.

Atos develops a sustainable supercomputing future

In July 2018, Atos began the construction of its new global high performance computing (HPC) Test Lab in Angers, France. Angers is one of the first sites certified ISO 14001 in France.

The new test center will provide Atos' HPC customers with a unique opportunity to thoroughly test their supercomputing equipment under real conditions. This will help ensure that the equipment meets stringent benchmarking criteria prior to receiving delivery on-premises.

Atos also develops and builds supercomputers at the site in Angers. Atos is Europe's leading supercomputing manufacturer. The facility is expected to rank among the Green500 list of the top 500 supercomputers in the world by energy efficiency. The list recognizes energy-efficient performance and efforts to develop sustainable supercomputing.

The test lab will also support the work of Atos and its clients as they develop 'exascale' supercomputers, amongst the most powerful in the world (capable of processing a billion billion operations per second), together with research on quantum computers.

The facility in Angers focuses on the use of artificial intelligence in four priority sectors: health, transport, environment and defense.

Setting the pace in eco-efficiency

In December 2018, Atos unveiled a next-generation datacenter in Les Clayes-sous-Bois in France that continues to set new standards for energy efficiency.

The modular datacenter has a PUE (Power Usage Effectiveness) of 1.22 (approaching the theoretical maximum of 1) and is 30% more energy efficient than the previous datacenter.

The leading-edge datacenter uses a hyper-efficient air-cooling system to minimize water and power consumption. The datacenter also uses full flash memory VMAX storage systems rather than energy-intensive spinning disks.

Compared to the previous infrastructure, the new facility which houses the datacenter uses 85% less electricity to provide power, supply batteries and cool the building.

The optimized datacenter will house the most modern servers and technologies to provide Atos' clients optimal performance, storage capacity, security, scalability and cost-efficiency, all in compliance with European data regulations.

The new 1,300m^2 datacenter is situated on Atos' existing R&D site and is the first in a series of eight modules planned to be built from 2017-2020. It represents another milestone in Atos' strategy of transforming Clayes-sous-Bois and the Yvelines region into a major global hub of technical expertise.

The greening of mobility

At enterprises the size of Atos, travel and transport can contribute considerably to energy consumption, pollution and greenhouse gas emissions. To reduce the environmental footprint of Atos' 120,000 employees' travel, initiatives are in place ranging from remote working tools (Circuit) to promoting environmentally-friendly alternatives to car transport.

In many offices, Atos now provides dedicated parking slots for carpoolers in order to encourage the use of car-sharing for commuting to work and other journeys for business. A variety of bike-to-work, bicycle leasing and other carbon-free travel options are also encouraged.

In its own car fleet, Atos is progressively accelerating the shift to electric and hybrid vehicles. Wherever possible, employees are encouraged to use buses and trains rather than cars or airplanes and air travel must be considered only if necessary. Across its global operations, Atos is realigning travel rules and policies in order to reduce travel intensity and encourage the use of remote solutions.

The car-sharing service is simple and easy to use. After signing up and entering details of my route, I was matched with an Atos colleague who lives near me and drives to work. I am a very environmentally conscious person and car-sharing is one way to minimize my footprint. It is also a pleasure to go to the office in the company of a colleague. Environmental issues mean a lot to me. In 2019, I aim to start buying food and households supplies in bulk, to avoid using too much packaging.

Anne Beaumont
Wellbeing Program Leader, Atos in France

In the HR department we think a lot about environmental issues when introducing new policies such as reducing the use of paper and ink by sending letters to employees electronically and encouraging the use of hybrid and electric cars. When replacing my car recently it was very important to me to consider the environmental impacts, so I chose a hybrid. I have found that I can build up really good relationships with colleagues all over the world even though I have never met them face-to-face – I use Circuit to talk to them instead. At a more individual level, after reading about the damage we are all doing to the environment with our disposable take-away cups, I have bought a re-usable cup made out of sustainable bamboo for my takeaway coffees.

Jane Williams
Head of Global HR Quality Security Risk and Compliance, Human Resources,
Atos in the UK & Ireland

I work closely with public sector clients who are very interested in our CSR performance. As a member of the committee for health and safety I also monitor how our buildings are performing and how our activities impact the health of our employees. CSR issues are important to me not only in the professional sphere, but also in my personal life. As much as possible, I use my bicycle to come to work in Bezons. I try to minimize the usage of my car and do sport almost every day. With its flexible workplace culture and sport facilities, Atos has been supportive of my efforts to reduce my carbon footprint and to improve my health, which is also for me a sustainability matter.

Cédric Carel
Manager of Integration Platform Practice,
Atos in France

Our transition towards a low-carbon economy

After a decade of achieving significant increases in the use of decarbonized energy sources, Atos is determined to continue to reduce the carbon intensity of its operations in the future.

In 2018, 95% of electricity consumed by Atos' strategic datacenters was generated by decarbonized sources, such as nuclear power and renewable energy (57%).

Improvements to the energy efficiency of datacenters are also reducing Atos' carbon intensity.

The certification procedure for ISO 14001 and the Atos Environmental Management System in place at strategic datacenters and main office sites further help to minimize greenhouse gas emissions.

Since 2018, Atos has offset 100% of any residual CO_2 emissions from all its datacenters, offices and business travel worldwide through dedicated programs of investment in wind farms in India, managed by our partner EcoAct, enabling Atos to deliver fully compensated hosting services to our clients.

Seal of approval for our decarbonization activities

Atos believes that the transition to a low-carbon economy will catalyze the development of new technologies and operational practices. By setting ambitious targets, Atos is positioned to accelerate the decarbonization of its own operations and of the businesses of its customers.

Science-based targets for reducing emissions of greenhouse gases provide companies with a clearly defined pathway to future-proof growth. The Science Based Targets initiative – a collaboration between Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wide Fund for Nature (WWF) – considers targets to be "science-based" if they are in line with the level of decarbonization required to keep global temperature increase below 2°C.

The SBTi has officially approved Atos' carbon intensity reduction targets per margin unit for 2021-2050 as being in line with the world effort to limit the rise of climate change. Atos was recognized as a global leader within the IT sector on the 2018 CDP Climate Performance Leadership Index and was, for the sixth consecutive year running, positioned in the 'leadership band' and awarded an 'A-' grade worldwide (among the top 6% in 2018).

Preparing our business for climate impacts

To address many scientists' concerns that accelerating climate change may increase the frequency and severity of impact of natural disasters, Atos is implementing a series of measures to enhance the sustainability of its datacenters and to respond to climate change.

As a major global IT & digital services provider, Atos runs more than 100 datacenters, designed to meet extremely high building and safety standards. Atos' strategic datacenters positioned in major markets are twin datacenters and their services to customers can continue in the event of a major natural disaster, fire or civil disturbance. To reduce risks, each twin datacenter can be up to 40km away from its partner and share instant synchronous replication capacity. A new twin datacenter is currently under development in Paris.

Business continuity and the safety of employees are major priorities. The Atos Safety and Emergency Response Tool (SERT) is ready to be activated in the event of extreme natural events or other emergencies in order to determine (within 48 hours of an incident) whether employees are safe or require assistance.

As a leading carbon neutrality advisory company, EcoAct is very proud to support Atos in the implementation of their carbon neutrality strategy, especially as they expanded the scope of their carbon offsetting in 2018 to offices worldwide, including business travel in addition to their datacenters. The investments made by Atos every year since 2014 contribute to the reduction of greenhouse gases emissions from the electricity mix in India, a key region for Atos.

Arnaud Doré
Executive Director, EcoAct France

Information for shareholders

Atos is committed to creating value for its shareholders. This section sets out a summary of key information about Atos shares and dividends.

Atos SE shares are traded on the Euronext Paris regulated market under code ISIN FR0000051732. They were first listed in Paris in 1995. Since March 2017, the company's shares have been included in the CAC 40, the main share index published by Euronext Paris.

Information on stock

Number of shares	106,886,219
Sector classification	Information Technology
Main index	CAC All Shares
Other indices	CAC 40, CAC IT, CAC IT20, Euronext 100, SBF120
Market NYSE	Euronext Paris Segment Av
Trading place	Euronext Paris (France)
Tickers	ATO (Euronext)
Code	ISIN FR0000051732
Payability	PEA/SRD Yes/Yes

The main tickers

Source	Tickers
Euronext	ATO
AFP	ATO
Bloomberg	ATO FP
Reuters	ATOS PA
Thomson	ATOS FR

Financial calendar

Annual General Meeting
April 30, 2019

First half results 2019
July 25, 2019

Third quarter 2019 revenue
October 24, 2019

Euronext: ICB sectorial classification

Industry: 9000, Technology

Supersector: 9500, Technology

Sector: 9530, Software and Computer services

Subsector: 9533, Computer Services

Free float

The free float of the Group shares excludes the stake held by the reference shareholder, Siemens Pension-Trust e.V., representing 11.7% of the share capital, which it committed to keep until September 30, 2020. Stakes owned by the employees and the management as well as treasury shares are also excluded from the free float.

On December 31, 2018	Shares	% of share capital	% of voting rights
Siemens Pension Trust e.V.[1]	12,483,153	11.7%	11.7%
Employees	1,156,732	1.1%	1.1%
Board of Directors	517,054	0.5%	0.5%
Treasury stock	54,842	0.1%	–
Free float	92,674,438	86.7%	86.7%
Total	106,886,219	100.0%	100.0%

[1] Siemens Pension trust e.V. is controlled by Siemens A.G.

Stock ownership

Principal changes in the ownership of the Company's shares in the past three years have been as follows:

	December 31, 2018		December 31, 2017		December 31, 2016	
	Shares	%	Shares	%	Shares	%
Siemens	–	–	12,483,153	11.8%	12,483,153	11.9%
Siemens Pension Trust e.V.[1]	12,483,153	11.7%	–	–	–	–
BlackRock Inc.	–	–	5,339,057[2]	5.1%	–	–
Employees	1,156,732	1.1%	1,182,158	1.1%	1,489,140	1.4%
Board of Directors	517,054	0.5%	546,630	0.5%	668,316	0.6%
Treasury Stock	54,842	0.1%	332,478	0.3%	196,435[3]	0.2%
Free float [4]	92,674,438	86.7%	85,561,883	81.1%	90,071,635	85.9%
Total	106,886,219	100.0%	105,445,349	100.0%	104,908,679	100.0%

[1] Siemens Pension Trust e.V. is controlled by Siemens A.G.
[2] On the basis of the threshold crossing statement made on December 15, 2017
[3] Including 12,120 shares effectively delivered to LTI beneficiaries on January 2, 2017
[4] Including BlackRock Inc. below 5%

Dividend policy [GRI 201-1]

During its meeting held on February 20, 2019, the Board of Directors decided to propose to the next Annual General Meeting of Shareholders a dividend in 2019 on the 2018 results of €1.70 per share with the option for a payment in Atos SE shares. During the past four fiscal periods, Atos SE paid the following dividends:

Fiscal period	Dividend paid per share (in €)
2017 (paid in 2018)	1.70
2016 (paid in 2017)	1.60
2015 (paid in 2016)	1.10
2014 (paid in 2015)	0.80

Atos' share performance in comparison with indices

European markets in general underperformed in 2018, and this was also the case for the technology sector. Atos' share price finished 2018 at €71.48, underperforming the French reference Index CAC 40 (-11%) and the S&P 500 (-6%) in the US. Atos market capitalization reached €7,640 million at the end of 2018.

Shareholder documentation

In addition to the Registration Document, which is published in English and French, Atos also makes available to its shareholders a half year report, quarterly revenue and operational review, regular press releases, regulated information and general group information, available through the Atos website at **atos.net**.

Contacts [GRI 202-53]

Institutional investors, financial analysts and individual shareholders may obtain information from:

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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 report.

GRI Standards Content Index

This report has been prepared in accordance with the GRI Standards: Comprehensive option. Atos has successfully completed the GRI Content Index Service. 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 standard disclosures.

	Page number(s)	Omission			External Assurance	EU/France Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation				
Organizational profile								
102-1	Registration Document P 05 - A.2 Business Profile Integrated Report IR - P 02 - Atos 2018 Integrated Report				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
102-2	Registration Document P 05 - A.2 Business Profile				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-3	Registration Document P 369 - I.2 Locations				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-4	Registration Document P 04 - A.1.2 By Business Unit P 85 - D.2.6 Employees, Atos main asset P 133-D.7.1.4--> Reporting scope for the indicators resulting from the materiality study				YES : Registration Document RD - P 155 - Report by one of the Statutory Auditors (...)			
102-5	Registration Document RD - P 286- G.1.1 Corporate form RD - P 291 - G.2.3 The Board of Directors: composition and organization principles				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-6	Registration Document P 04 - A.1 Revenue Profile P 30 - B.3 Market sizing and competitive landscape Integrated Report P 50-54 - Business & Innovation				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-7	Registration Document P 11 - A.5 Atos in 2018 P 85 - D.2.6 Employees, Atos main asset				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 1.1		
102-8	Registration Document P 79 - D.2.4.2 Recognition and Loyalty --> Smart working conditions P 85 - D.2.6 Employees, Atos main asset P 87 - D.2.7 Being a Responsible employer - KPI overview P 271 - F.2.6.3 Partnerships and subcontractors [# extra-financial risks – Business & innovation challenges] P 275 - F.3.6.3 Partnerships and subcontractors [extra-financial risks – Business & innovation challenges – refer to D.3.6 "Shape the future with business partners and ecosystem" for detailed programs]				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 1.2; I.a) 1.3;	6	8
102-9	Registration Document P 108 - D.4.3.1 A permanent dialogue with Atos suppliers P 109 - D.4.3.1 => Atos' spend 2018 by category Integrated Report P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter	III.c) 2		
102-10	Registration Document P 30 - B.3 Market sizing and competitive landscape P 131 - D.7.1 Scope of the report P 289 - G.2 Corporate Governance Integrated Report P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-11	Registration Document P 265 - F. Risks analysis				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-12	Registration Document P 77 - D.2.4.1 Working conditions P 77 - D.2.4.1 => General statement of respect of international labor right P 102 - D.4.2.1 Atos Ethics and Compliance Program P 131 - D.7.1.1 French legal requirements related to the Corporate Responsability reporting P 131 - D.7.1.2 Respect of the AA1000 standard				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)		1, 2, 4, 5	
102-13	Registration Document P 60 - D.1.2 Atos' stakeholders approach P 77 - D.2.4.1 Working conditions P 93 - D.3.3.2 Protecting personal data in a data driven world				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
Strategy								
102-14	Registration Document P 09 - A.3 Interview with Thierry Breton P 64 - D.1.3.2 Atos materiality matrix Integrated Report P 04 - Interview with Chairman and Chief Executive Officer P 14 - Strategy P 20 - Integrated performance dashboard P 80 - Auditor's Assurance Letters				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter	II.a) 1.1		
102-15	Registration Document P 64 - D.1.3.2 Atos materiality matrix Integrated Report P 08 - Governance P 12 - Market Trends P 33 - Risks and opportunities P 36 - Materiality & challenges P 38 - Stakeholders' dialogue				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
Ethics and integrity								
102-16	Registration Document P 103 - D.4.2.1 --> Ethics & Compliance risk management process P 103 - D.4.2.1 --> Atos Code of Ethics, Ethics & Compliance Policy and Processes P 104 - D.4.2.1 --> Atos Ethics & Compliance Awarness Strategy P 339 - G.5 Common stock evolution and performance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	III.d) 1	10	16
102-17	Registration Document P 103 - D.4.2.1 --> Ethics & Compliance Risk Management process P 103 - D.4.2.1 --> Atos Code of Ethics, Ethics & Compliance Policy and Processes P 105 - D.4.2.1 --> Atos Ethics & Compliance alert system Integrated Report P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter	III.d) 1	10	16

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Governance

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
102-18	Registration Document P 58 - D.1.1 Building an integrated thinking P 289 - G.2 Corporate Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-19	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-20	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-21	Registration Document P 58 - D.1.1 Building an integrated thinking P 60 - D.1.2.1 Mapping of stakeholders' expectations				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	III.b) 1		16
102-22	Registration Document P 289 - G.2 Corporate Governance P 291 - G.2.3 The Board of Directors: composition and organization principles				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			5, 16
102-23	Registration Document P 289 - G.2 Corporate Governance P 291 - G.2.3 The Board of Directors: composition and organization principles				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			16
102-24	Registration Document P 289 - G.2 Corporate Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			5, 16
102-25	Registration Document RD - P 102 - D.4.2.1 Atos Ethics and Compliance Program RD - P 310 - G.2.3.9 -->Conflicts of interest				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			16
102-26	Registration Document P 58 - D.1.1 Building an integrated thinking P 289 - G.2 Corporate Governance Integrated Report P 08 - Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
102-27	Registration Document P 58 - D.1.1 Building an integrated thinking P 60 - D.1.2.1 Mapping of stakeholders' expectations				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	II.a) 2		4
102-28	Registration Document P 85 - D.2.7 Being a responsible employer - KPI Overview P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 318 - G.2.5 Assessment of the works of the Board of Directors Integrated Report P 08 - Governance P 40 - Main key performance indicators				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-29	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			16
102-30	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-31	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-32	Registration Document P 58 - D.1.1 Building an integrated thinking				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-33	Registration Document P 105 - D.4.2.1 --> Atos Ethics & Compliance alert system				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-34	Registration Document P 105 - D.4.2.1 --> Atos Ethics & Compliance alert system				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-35	Registration Document P 322 - G.3.2 Executive compensation P 329 - G.3.3 Performance share plans and stock subscription or purchase option plans				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 3.1		
102-36	Registration Document P 316 - G.2.4.4 The Nomination and Remuneration Committee's activity				YES : Registration Document RD P 155 - Report by one of the Statutory Auditors (...)	I.a) 3.1		
102-37	Registration Document P 316 - G.2.4.4 The Nomination and Remuneration Committee's activity				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 3.1		16
102-38	Registration Document P 79 - D.2.4.2 --> Remuneration analysis				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 3.1		
102-39	Registration Document P 79 - D.2.4.2 --> Remuneration analysis				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.a) 3.2		

Stakeholder engagement

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact principles	UN Sustainable Development Goals
102-40	Registration Document P 60 - D.1.2.1 Mapping of stakeholders' expectations Integrated Report P 30 - Stakeholders' dialogue				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
102-41	Registration Document P 83 - D.2.5.2 --> Collective bargaining agreements P 85 - D.2.7 Being a Responsible employer - KPI overview				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)		3	8
102-42	Registration Document P 60 - D.1.2.1 Mapping of stakeholders' expectations P 62 - D.1.2.2 Stakeholders' dialogue Integrated Report P 36 - Materiality & Challenges P 38 - Stakeholders' dialogue				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
102-43	Registration Document P 62 - D.1.2.2 Stakeholders' dialogue P 89 - D.3.1 Business and Innovation extra-financial performance P 90 - D.3.2 Meeting client needs and expectations P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview P 127- D.6 Extra-Financial Performance Declaration P 136 - D.7.1.5 --> Detailed information about the Net Promoter Score (NPS) Integrated Report P 36 - Materiality & Challenges P 38 - Stakeholders' dialogue P 40 - Main key performance indicators P 48 - Busines & Innovation				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter	III.b) 1		

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Stakeholder engagement

	Page number(s)				External Assurance			
102-44	**Registration Document** P 60 - D.1.2.1 Mapping of stakeholders' expectations P 62 - D.1.2.2 Stakeholders´ dialogue P 64 - D.1.3.2 Atos materiality matrix P 89 - D.3.1 Business and Innovation extra-financial performance P 90 - D.3.2 Meeting client needs and expectations P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview P 127 - D.6 Extra-Financial Performance Declaration P 136 - D.7.1.5 --> Detailed information about the Net Promoter Score (NPS) **Integrated Report** P 36 - Materiality & Challenges P 38 - Stakeholders' dialogue P 40 - Main key performance indicators P 48 - Busines & Innovation				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			

Reporting practice

	Page number(s)				External Assurance	EU/France		
102-45	**Registration Document** P 131 - D.7.1 Scope of the report P 132 D.7.1.4 --> Topics Boundaries P 228 - Note 30				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)	Principe General 4		
102-46	**Registration Document** P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard **Integrated Report** P 02 - Atos 2018 Integrated report P 36 - Materiality & challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	Principe General 4		
102-47	**Registration Document** P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 64 - D.1.3.2 Atos materiality matrix **Integrated Report** P 02 - Atos 2018 Integrated report P 36 - Materiality & challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
102-48	**Registration Document** P 131 - D.7.1 Scope of the report				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)	Principe General 1		
102-49	**Registration Document** P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 97 - D.3.6 Shaping the future with business partners and ecosystems P 131 - D.7.1 Scope of the report				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)	Principe Generaux 1 et 2		
102-50	**Registration Document** P 131 - D.7.1 Scope of the report				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
102-51	**Registration Document** P 131 - D.7.1 Scope of the report P 321 - G.3.1 Directors' fees				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
102-52	**Registration Document** P 131 - D.7.1 Scope of the report				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
102-53	**Registration document** P 341 - G.5.6 Contacts **Integrated Report** P 82 - Publication and contributors				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
102-54	**Registration Document** P 131 - D.7.1 Scope of the report P 138 - D.7.2 Report by one of the Statutory Auditors (...) **Integrated Report** P 70 - GRI Standards Content Index				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	Principe General 3		
102-55	**Registration Document** P 131 - D.7.1 Scope of the report P 138 - D.7.2 Report by one of the Statutory Auditors (...) **Integrated Report** P 70 - GRI Standards Content Index				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	Principe General 3		
102-56	**Registration Document** P 131 - D.7.1 Scope of the report P 138 - D.7.2 Report by one of the Statutory Auditors (...) **Integrated Report** P 70 - GRI Standards Content Index				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	Principe General 3 Principe Generaux 5,6,7		

Economic Performance

	Page number(s)				External Assurance			SDG
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 -> Topics boundaries P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global reporting initiative (GRI) standards P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 42 - People P 48 - Business & Innovation P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			5, 16
103-3	**Registration Document** P 85 - D.2.7 Being a responsible employer - KPI overview P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 124 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Economic Performance

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
201-1	Registration Document P 04 - A.1 Revenue Profile P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 133 - D.7.1.5 -->Detailed information related to GRI 201-1 and GRI 203-1 KPIs P 340 - G.5.3 Dividend policy **Integrated Report** P 18 - Financial performance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter	I.a) 3.1		2, 5, 7, 8, 9
201-2	Registration Document P 116 - D.5.2.4 Main environmental opportunities and risks P 116 - D.5.2.4 => Climate change and TCFD (Task Force on climate-related Financial Disclosures) P 116 - D.5.2.4 => Natural disaster resilience P 116 - D.5.2.4 => Carbon taxes mitigation P 124 - D.5.4 Supporting the transition to a low-carbon economy - KPI overview P 272- F.2.6.10 Environmental risks [extra-Financial risks – Environment challenges] **Integrated Report** IR - P 33 - Risks and opportunities				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter	II.a) 4	7	13
201-3	Registration Document P 78- D.2.4.2 --> Coverage of the organization's defined benefit plan obligations P 85 - D.2.7 Being a Responsible employer - KPI overview				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…)			
201-4	Registration Document P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…)			

Market Presence

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	Registration Document P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 77 - D.2.4.2 Recognition and Loyalty P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	Registration Document P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global reporting initiative (GRI) standards P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-3	Registration Document P110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence –KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…)			
202-1	Registration Document P 77 - D.2.4.2 -->Minimum wage comparison P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence –KPI overview P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…)	I.a) 3.1	6	1, 5, 8
202-2	Registration Document P 79 - D.2.4.3 Promote Diversity P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 136 - D.7.1.5 =>Detailed information related to Human Resources KPIs **Integrated Report** P 40 - Main Key Performance Indicators				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter	I.a) 2.1; III.a) 1; III.a) 2	6	8

Indirect Economic Impacts

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	Registration Document P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 95 - D.3.5 Meeting sustainability challenges of clients through offerings P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 => Topics boundaries P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	Registration Document P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global reporting initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-3	Registration Document P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information P 133 - D.7.1.5 --> Detailed information related to GRI 201-1 and GRI 203-1 KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…)			
203-1	Registration Document P 95 - D.3.5 Meeting sustainability challenges of clients through offerings P 97 - D.3.6 Shaping the future with business partners and ecosystems P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 133 - D.7.1.5 => Detailed information related to GRI 201-1 and GRI 203-1 KPIs. **Integrated Report** P 60 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (…) **Integrated Report** P 80 - Auditor's Assurance Letter	III.a) 1; III.a) 2; III.b) 2		2, 5, 7, 9, 11

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Indirect Economic Impacts

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
203-2	**Registration Document** P 60 - D.1.2.1 Mapping of stakeholders' expectations P 108 - D.4.3.1 => Atos spend by country P 110 - D.4.4 A trusted partner for the benefits of the local ecosystem P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 271 - F.2.6.3 Partnerships and subcontractors [# extra-financial risks – Business & innovation challenges] P 275 - F.3.6.3 Partnerships and subcontractors **Integrated Report** P 60 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	III.a) 1; III.a) 2		1, 2, 3, 8, 10, 17

Procurement Practices

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 108 - D.4.3. Ethics in the Supply Chain P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 => Topics boundaries P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global reporting initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			1
103-3	**Registration Document** P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
204-1	**Registration Document** P 109 - D.4.3.1 --> Atos' spend 2018 by category P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	III.a) 1; III.a) 2		12

Anti-corruption

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 102- D.4.2.1 Atos Ethics and Compliance Program P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 -D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global reporting initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
103-3	**Registration Document** P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
205-1	**Registration Document** P 109 - D.4.3.2 Enhance Sustainable relation P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 129 - D.6 Extra-Financial Performance Declaration P 137 - D.7.1.5 --> Detailed information related to A17 and GRI 205-1 **Integrated Report** P 33 - Risks and opportunities				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	III.d) 1	10	16
205-2	**Registration Document** P 104 - D.4.2.1 --> Atos Ethics & Compliance Awareness Strategy P 104 - D.4.2.1 --> Number of people who completed the e-learning on the Code of Ethics in 2018 P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 136 - D.7.1.5 --> Detailed information related to GRI 205-2 **Integrated Report** P 40 - Main key performance indicators P 56 - Ethics & Governance P 58 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	III.d) 1	10	16
205-3	**Registration Document** P 103 - D.4.2.1 --> Ethics & Compliance Policy and Processes P 105 - D.4.2.1 --> Atos Ethics & Compliance Awareness Strategy P 105 - D.4.2.1 --> Atos Ethics and Compliance Controls & Due diligences P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 129 - D.6 Extra-Financial Performance Declaration				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)	III.d) 1	10	16

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Energy

103-1	Registration Document P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 113 - D.5.1 Environmental extra-financial performance P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information Integrated Report P 36 - Materiality and challenges				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-2	Registration Document P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 113 - D.5.1 Environmental extra-financial performance P 115 - D.5.2 Environmental management P 115 - D.5.2.3 Environmental Management System and ISO 14001 Certification P 116 - D.5.2.4 Main environmental opportunities and risks P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information Integrated Report P 08 - Governance P 62 - Environment P 64 - Environment P 66 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-3	Registration Document P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions - KPI overview P 113 - D.5.1 Environmental extra-financial performance P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
302-1	Registration Document P 113 - D.5.1 Environmental extra-financial performance P 120 - D.5.3.3 Energy consumption and intensity ratios P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 130 - D.6 Extra-Financial Performance Declaration P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 134 - D.7.1.5 --> Detailed information related to decarbonized electricity in Atos' strategic Datacenters Integrated Report P 64 - Environment P 66 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			7, 8, 12, 13
302-2	Registration Document P 113 - D.5.1 Environmental extra-financial performance P 119 - D.5.3.2 Travel and new ways of working P 120 - D.5.3.3 Energy consumption and intensity ratios P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview RD - P 130 - D.6 Extra-Financial Performance Declaration Integrated Report P 64 - Environment P 66 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			7, 8, 12, 13
302-3 Energy intensity	Registration Document P 113 - D.5.1 Environmental extra-financial performance P 120 - D.5.3.3 Energy consumption and intensity ratios P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 135 - D.7.1.5 --> Detailed information related to GRI 302-3 KPI Integrated Report P 40 - Main key performance indicators P 62 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			7, 8, 12, 13
302-4	Registration Document P 113 - D.5.1 Environmental extra-financial performance P 120 - D.5.3.3 Energy consumption and intensity ratios P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 135 - D.7.1.5 --> Detailed information related to GRI 302-4 KPI Integrated Report P 64 - Environment P 66 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			7, 8, 12, 13
302-5	Registration Document P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 113 - D.5.1 Environmental extra-financial performance P 120 - D.5.3.3 Energy consumption and intensity ratios P 121 - D.5.3.3 --> Supercomputers: energy optimization P 122 - D.5.3.4 --> Worldline's solutions and payment terminals P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 135 - D.7.1.5 --> Detailed information related to GRI 302-5 KPI Integrated Report P 64 - Environment P 66 - Environment				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			7, 8, 12, 13

Emissions

| 103-1 | Registration Document
P 58 - D.1.2 Atos' stakeholders approach
P 60 - D.1.2 Atos' stakeholders approach
P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard
P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues
P 64 - D.1.3.2 Atos materiality matrix
P 113 - D.5.1 Environmental extra-financial performance
P 131 - D.7.1.2 Respect of the AA1000 standard
P 132 - D.7.1.4 --> Topics boundaries
P 133 - D.7.1.5 Methodological detailed information | | | | YES :
Registration Document
P 155 - Report by one of the Statutory Auditors (...)
Integrated Report
P 80 - Auditor's Assurance Letter | | | |

Emissions

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 113 - D.5.1 Environmental extra-financial performance P 115 - D.5.2 Environmental management P 116 - D.5.2.4 Main environmental opportunities and risks P 132 - D.7.1.3 Alignment with Global reporting initiative GRI standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 62-66 Environment				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-3	**Registration Document** P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 113 - D.5.1 Environmental extra-financial performance P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
305-1	**Registration Document** P 113 - D.5.1 Environmental extra-financial performance P 118 - D.5.3.1 Carbon emissions and climate change P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 134 - D.7.1.5 --> Detailed information GHG Protocol Scopes 1, 2 and 3 P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 135 - D.7.1.5 --> Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			3, 12, 13, 14, 15
305-2	**Registration Document** P 113 - D.5.1 Environmental extra-financial performance P 118 - D.5.3.1 Carbon emissions and climate change P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 134 - D.7.1.5--> Detailed information GHG Protocol Scopes 1, 2 and 3 P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 135 - D.7.1.5 --> Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			3, 12, 13, 14, 15
305-3	**Registration Document** P 113 - D.5.1 Environmental extra-financial performance P 118 - D.5.3.1 Carbon emissions and climate change P 118 - D.5.3.1 --> Absolute: Scopes 3-part B "other Scope 3 emissions" CO$_2$e emissions P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 134 - D.7.1.5 --> Detailed information GHG Protocol Scopes 1, 2 and 3 P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 135 - D.7.1.5 --> Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			3, 12, 13, 14, 15
305-4	**Registration Document** P 113 - D.5.1 Environmental extra-financial performance P 118 - D.5.3.1 Carbon emissions and climate change P 119 - D.5.3.1 --> Intensity CO2e emissions P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 135 - D.7.1.5 --> Detailed information related to GRI 305-1, GRI 305-2, GRI 305-3 and GRI 305-4 KPIs **Integrated Report** P 40 - Main key performance indicators P 62 - Environment				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			13, 14, 15
305-5	**Registration Document** P 89 - D.3.1 Business and innovation extra-financial performance P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 113 - D.5.1 Environmental extra-financial performance P 118 - D.5.3.1 Carbon emissions and climate change P 119 - D.5.3.1 --> Carbon-saving initiatives, decarbonized energy and offsetting P 119 - D.5.3.2 Travel and new ways of working P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 134 - D.7.1.5 --> Detailed information related to GRI 302-1, 305-1, 305-2, 305-3, 305-4, 305-5 KPIs P 136 - D.7.1.5 --> Detailed information related to GRI 305-5 **Integrated Report** P 40 - Main key performance indicators P 62-66 - Environment				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			13, 14, 15
305-6	**Registration Document** P 124 - D.5.3.4 --> Biodiversity and land use, air emissions and pollution				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			3, 12, 13
305-7	**Registration Document** P 124 - D.5.3.4 --> Biodiversity and land use, air emissions and pollution				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			3, 12, 13, 14, 15

Employment

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2		
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 131 - D.7.1.2 Respect of the AA1000 standard P 130 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality & challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 42 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			5, 16

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Employment

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN GC	UN SDG
103-3	**Registration Document** P 85 - D.2.7 Being a responsible employer - KPI overview P 110 - D.4.5 Ethical & governance excellence in Atos' sphere of influence - KPI overview P 136 - D.7.1.5 =>Detailed information related to Human Resources KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
401-1	**Registration Document** P72 - D.2.2 --> Number of people entering in the Company per Business Unit P 73 - D.2.2 --> Number and rate of people entering in the Company per gender and age P 73 - D.2.2 --> Number of people leaving the Company per Business Unit P 73 - D.2.2 --> Number and rate of people leaving the Company per gender and age P 85 - D.2.6 Employees, Atos main asset P 85 - D.2.6 --> Legal staff breakdown per gender and age P 85 - D.2.7 Being a responsible employer - KPI overview P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs P 136 - D.7.1.5 -->Detailed information related to GRI 401-1				YES : **Registration Document** P 155 - Report by 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	**Registration Document** P 78- D.2.4.2 --> Health care coverage, death and disability benefits P 85 - D.2.7 Being a responsible employer - KPI overview P 134 - D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			8
401-3	**Registration Document** P 83 - D.2.5.2 -->Collective bargaining agreements P 86 - D.2.7 Being a Responsible employer - KPI overview P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)	I.f) 1	6	5, 8

Training and Education

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN GC	UN SDG
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 72 - D.2.2 Attract and develop talents P 75 - D.2.3 Right People with the right skills P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality & challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 42 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			8
103-3	**Registration Document** P 85 - D.2.7 Being a Responsible employer - KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information P 136- D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
404-1	**Registration Document** P 75 - D.2.3 Right People with the right skills P 85 - D.2.7 Being a Responsible employer - KPI overview P 127 - D.6 Extra-Financial Performance Declaration P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs P 136 - D.7.1.5 -->Detailed information related to GRI 404-1 **Integrated Report** P 40 - Main key performance indicators P 42 - People P 44-46 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	I.e) 2	6	4, 5, 8
404-2	**Registration Document** P 75 - D.2.3 Right People with the right skills P 76 - D.2.3 -->Service Delivery capabilities P 85 - D.2.7 Being a Responsible employer - KPI overview P 127 - D.6 Extra-Financial Performance Declaration P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs **Integrated Report** P 40 - Main key performance indicators P 42 - People P 44-46 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	I.e) 1		8
404-3	**Registration Document** P 75 - D.2.3 Right People with the right skills P 76 - D.2.3 -->Careers within Atos P 85 - D.2.7 Being a Responsible employer - KPI overview P 127 - D.6 Extra-Financial Performance Declaration P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs **Integrated Report** P 40 - Main key performance indicators P 42 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter	I.e) 1	6	5, 8

Diversity and Equal Opportunity

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN GC	UN SDG
103-1	**Registration Document** P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 79 - D.2.4.3 Promote diversity P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 36 - Materiality and challenges				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
103-2	**Registration Document** P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information **Integrated Report** P 08 - Governance P 42 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			5

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		

Diversity and Equal Opportunity

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-3	Registration Document P 85 - D.2.7 Being a Responsible employer - KPI overview P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
405-1	Registration Document P 79 - D.2.4.3 Promote Diversity P 81 - D.2.4.3 --> Promoting gender P 82 - D.2.4.3 --> A renewed focus on accessibility P 85 - D.2.7 Being a Responsible employer - KPI overview P 136 - D.7.1.5 --> Detailed information related to Human Resources KPIs Integrated Report P 40 - Main key performance indicators P 42 - People P 44 - People				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.f) 1; I.f) 2.2; I.f) 3	6	5, 8
405-2	Registration Document P 79 - D.2.4.3 Promote Diversity P 82 - D.2.4.3 --> Ratio of total remuneration of women to men by Job Family P 85 - D.2.7 Being a Responsible employer - KPI overview P 136 - D.7.1.5 -->Detailed information related to Human Resources KPIs				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)	I.f) 1	6	5, 8, 10

Customer Privacy

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	Registration Document P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 93 - D.3.3.2 Protecting personal data in a data driven world P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information Integrated Report P 36 - Materiality & challenges				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-2	Registration Document P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information Integrated Report P 08 - Governance P 48 - Business & Innovation P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-3	Registration Document P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 101 - D.4.1 Atos Ethical & Compliance challenges P 132 - D.7.1.4 => Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
418-1	Registration Document P 94 - D.3.3.2 Protecting personal data in a data driven world P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview Integrated Report P 40 - Main key performance indicators				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			16

Socio-economic Compliance

	Page number(s)	Part Omitted	Reason	Explanation	External Assurance	Grenelle 2	UN Global Compact	UN SDG
103-1	Registration Document P 58 - D.1.2 Atos' stakeholders approach P 60 - D.1.2 Atos' stakeholders approach P 62 - D.1.3 Atos materiality assessment and the Corporate Responsibility dashboard P 63 - D.1.3.1 Identification and prioritization of relevant Corporate Responsibility issues P 64 - D.1.3.2 Atos materiality matrix P 102 - D.4.2.1 Atos Ethics and Compliance Program P 131 - D.7.1.2 Respect of the AA1000 standard P 132 - D.7.1.4 --> Topics boundaries P 133 - D.7.1.5 Methodological detailed information Integrated Report P 36 - Materiality & challenges				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-2	Registration Document P 58 - D.1.1 Building an integrated thinking P 58 - D.1.1.1 Vision P 58 - D.1.1.2 Strategy P 59 - D.1.1.3 Governance P 132 - D.7.1.3 Alignment with Global Reporting Initiative (GRI) standards P 133 - D.7.1.5 Methodological detailed information Integrated Report P 08 - Governance P 42 - People P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			
103-3	Registration Document P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 132 - D.7.1.4 --> Reporting tool P 133 - D.7.1.5 Methodological detailed information				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...)			
419-1	Registration Document P 102 - D.4.2.1 Atos Ethics and Compliance Management P 105 - D.4.2.1 --> Atos Ethics and Compliance Controls & Due diligences P 110 - D.4.5 Ethical & Governance excellence in Atos' sphere of influence – KPI overview P 123 - D.5.3.4 --> Atos Big Data & Cybersecurity hardware specific challenges P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 127 - D.6 Extra-Financial Performance Declaration P 137 - D.7.1.5 --> Detailed information related to GRI 419-1 Integrated Report P 40 - Main key performance indicators P 56 - Ethics & Governance				YES : Registration Document P 155 - Report by one of the Statutory Auditors (...) Integrated Report P 80 - Auditor's Assurance Letter			16

	Page number(s)	Omission			External Assurance	EU/France	UN Global Compact principles	UN Sustainable Development Goals
		Part Omitted	Reason	Explanation		Grenelle 2		
**Atos Specific KPIs**							
A2	**Registration Document** P 83 - D.2.5.2 --> Taking into account employees' expectations P 85 - D.2.7 Being a Responsible employer - KPI overview P 127- D.6 Extra-Financial Performance Declaration P 137- D.7.1.5 --> Detailed information related to A2 **Integrated Report** P 40 - Main key performance indicators P 42 - People P 44 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A3	**Registration Document** P 89 - D.3.1 Business and innovation extra-financial performance P 93 - D.3.3.1 -->Security Key Performance Indicators and reporting P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 127- D.6 Extra-Financial Performance Declaration P 137 - D.7.1.5 --> Detailed information related to ISO 27001 Audits **Integrated Report** P 33 - Risks & opportunities P 40 - Main key performance indicators P 48 - Business & Innovation				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A6	**Registration Document** P 82 - D.2.5 Building a Great Place to Work P 85 - D.2.7 Being a Responsible employer - KPI overview P 136 - D.7.1.5 --> Detailed information related to A6 KPI (Diversity Perception)				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
A7	**Registration Document** P 96- D.3.5.2 Offering contributions to sustainability P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 116- D.5.2.4 Main environmental opportunities and risks P 117 - D.5.2.4 --> Main environmental opportunities P 122 - D.5.3.4 => Sustainable IT solutions P 137 - D.7.1.5 =>Detailed information related to A7 **Integrated Report** P 40- Main key performance indicators P 48-54 Business & Innovation				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			8, 12, 16
A10	**Registration Document** P 89 - D.3.1 Business and innovation extra-financial performance P 95 - D.3.4 Innovative approach of sustainable business P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 127- D.6 Extra-Financial Performance Declaration P 137 - D.7.1.5 =>Detailed information related to A10 **Integrated Report** P 40 - Main key performance indicators P 48-50 Business & Innovation				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A11	**Registration Document** P 85- D.2.7 Being a Responsible employer - KPI overview				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
A12	**Registration Document** P 38 - C.1.1 The Atos sales and business development approach P 89 - D.3.1 Business and innovation extra-financial performance P 96 - D.3.5.1 Digital Transformation Factory P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 127 - D.6 Extra-Financial Performance Declaration **Integrated Report** P 40 - Main key performance indicators P 48 - Business & Innovation				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A14	**Registration Document** P 89 - D.3.1 Business and innovation extra-financial performance P 115 - D.5.2.3 Environmental Management System and ISO 14001 certification P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview **Integrated Report** P 40 - Main key performance indicators P 62 - Environment				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A16	**Registration Document** P 80 - D.2.4.2 -->Smart Working Conditions P 86 - D.2.7 Being a Responsible employer - KPI overview P 136 - D.7.1.5 -->Detailed information related to A16 **Integrated Report** P 40 - Main key performance indicators P 42 - People				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A17	**Registration Document** P 109 - D.4.3.2 Enhance Sustainable relation P 110 - D.4.5 Ethical and Governance excellence in Atos' sphere of influence – KPI overview P 137 - D.7.1.5 --> Detailed information related to A17 and GRI 205-1 **Integrated Report** P 40 - Main key performance indicators P 56 - Ethics & Governance				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			
A19	**Registration Document** P 100 - D.3.7 Generating value with co-innovation and sustainable business solutions – KPI overview P 123- D.5.3.4 --> Waste and e-waste				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...)			
A20	**Registration Document** P 116 - D.5.2.4 Main environmental opportunities and risks P 116 - D.5.2.4 => Natural disaster resilience P 124 - D.5.4 Supporting the transition to a low-carbon economy – KPI overview P 127- D.6 Extra-Financial Performance Declaration **Integrated Report** P 40 - Main key performance indicators P 62-66 Environment				YES : **Registration Document** P 155 - Report by one of the Statutory Auditors (...) **Integrated Report** P 80 - Auditor's Assurance Letter			

Respect of the AA1000 standard

Atos uses the AA1000 AS (2018) standard as framework to structure its stakeholders' dialogue, in alignment with the following principles:

Inclusivity

To ensure the Atos Corporate Responsibility strategy meets the expectations of its stakeholders, regular meetings, discussions, and surveys are organized to share views and get inputs on different areas of concern. A global stakeholders workshop is organized yearly to address key subjects for Atos and also regular consultations with different parties.

Materiality

The sustainability challenges considered to be the most significant for Atos activities are selected on a yearly basis. The materiality assessment is established based on Atos' stakeholders' expectations as well as Atos' internal prioritization which is developed based on objective criteria related to its markets, opportunities and actions.

Responsiveness

Since 2013, Atos has a steady commitment to adhere to Integrated Reporting international principles. Atos aims at having a conducive reporting environment to articulate its strategy, which must help to drive performance internally and better explain to investors the value creation over time.

Impact

Atos launched in 2018 an impact valuation assessment with the objective to measure most relevant externalities. That analysis aims to explain Atos´ most relevant impacts as far as Atos is monitoring, measuring and accountable for how its actions affect our broader ecosystems.

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, 2018. 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 67 (hereinafter the "Information"), as well as on the development process of social, environmental and societal information regarding the AA1000 principles page 80.

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 and the AA1000 AP (2018) standard in 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;

- express limited assurance on the fact that the description made by the Group in chapter "Respect of the AA1000 standard" of the integrated report on the compliance with AA1000 AS (2018) principles of inclusivity, materiality responsiveness and impact in the process of developing the integrated report ("the Report" and the "Principles"), is fair in all material aspects (Report of assurance on the process of development of social information, environmental and other sustainable development).

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. Limited assurance report on the social, environmental and societal information presented

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 and identified, for quantitative information, by the sign ✓ in the "Main Key Performance Indicators" table in pages 40 and 41 [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 19% of the workforce and between 22% and 42% of quantitative 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.

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 67 of the integrated report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines.

2. Limited assurance report on the development process of social, environmental and societal information regarding the AA1000 principles

Nature and scope of procedures

We conducted the following procedures, which correspond to the requirements of a Type 2 verification in accordance with the AA1000 AP (2018) standard, that lead to obtain a moderate assurance on the fact that the description of the Principles has no significant anomalies that call into question its fairness, in all material aspects. A higher level of assurance would have required more extensive review.

We met the people contributing to the identification of key issues, facilitation and reporting of Corporate Responsibility (Executive Committee, Head of Corporate Responsibility and Human Resources), in order to assess the implementation of the report's preparation process as defined by the Group.

We interviewed the persons responsible of the "Global Business Unit" representing different geographical areas in order to understand how they deploy the policies defined by the Group's Corporate Responsibility, to assess the consistency of the issues identified by the Group with local CR issues and identify possible specific local issues existence.

We conducted tests at corporate level on the implementation of the procedure related to:

- Identification of stakeholders and their expectations;
- Identification of material Corporate Responsibility issues;
- Implementation of policies and guidelines of Corporate Responsibility.

Conclusion

Based on our work, we did not identify any material anomaly likely to call into question the fact that the description made by the Group in the integrated report on the compliance with principles of inclusivity, materiality, responsiveness and impact as set out in the AA1000 AP (2018) standard in the process of developing the integrated report has been presented fairly, in all material aspects.

Paris-La Défense, April 9th, 2019

One of the Statutory Auditors **Deloitte & Associés**	**Christophe Patrier** Partner	**Erwan Harscoët** Director Sustainability Services

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Atos 2018 Reports

Integrated Report 2018

Trusted partner for your Digital Journey AtoS

Registration Document 2018

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This Report is an essential tool in our corporate responsibility process which is supported by on-going dialogue with our stakeholders, who include clients, employees, business partners and suppliers, as well as communities, public authorities, our shareholders and the investment and analyst community.

The reporting process was overseen by the Atos Corporate Social Responsibility Office and more than 700 employees from around the world contributed to reaching our global 2018 corporate responsibility performance goals by collecting and interpreting all the KPIs' relevant data.

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