

Carbon Reduction Plan 2024

Supplier name: Atos IT Services UK Limited

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The Plan applies to the following Atos and Eviden legal entities in the UK: Atos IT Services UK Limited, Atos BPS Limited, Eviden Technology Services Limited, and Syntel Europe Limited. All of these entities are ultimately owned by the Atos S.E. ("Atos Group"), and for this Plan, are collectively referred to as "Atos"

Commitment to achieving Net Zero

Atos is committed to achieving net zero emissions by 2050.

Baseline emissions footprint for Atos UK

Baseline emissions are records of greenhouse gases produced in the past, before the introduction of any strategies to reduce emissions. They are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

The footprint below is a subset of the baseline for Atos Group targets, specifically:

- for the Group SBTi endorsed Science Based near-term Target (to reduce all emissions by 50% by 2025 against a 2019 baseline).
- for a Net Zero ambition, which "Atos UK" aims to achieve by 2039.

Scope 1: comprises gas for space heating, diesel for backup generators, fleet / hire car transport fuel and fugitive gas. The 2021 materiality assessment determined that fugitive gases had become sufficiently material to be declared, resulting in a recalculation of the 2019 baseline.

Scope 2: emissions arise from purchased electricity and landlord-supplied electricity.

Scope 3: is a comprehensive coverage of all emissions from upstream and downstream sources, as listed in the table below. In some cases, smart proxies have been used to obtain estimates, however, we expect over time to be able to replace much of this data with actual values.

Baseline year emissions:

| EMISSIONS | TOTAL (tCO ₂ e) |
|-----------|----------------------------|
| Scope 1 | 2,886 |

| | |
|---------------------------------------|--|
| Scope 2 | 3,687 |
| Scope 3 (Included Sources) | 433,224 (Scope 3, all relevant sub-categories, specifically 1 Purchased goods and services, 2 Capital goods, 3 Fuel and energy-related activities, 4 Upstream transportation and distribution, 5 Waste generated in operations, 6 Business travel, 7 Employee commuting, 9 Downstream transportation and distribution, 11 Use of sold products) |
| Total Emissions | 439,797 |

Current emissions reporting

| Reporting Year: 2024 | |
|---------------------------------------|--|
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 937 |
| Scope 2 | 473 |
| Scope 3 (Included Sources) | 172,192 (Scope 3, all relevant sub-categories, specifically 1 Purchased goods and services, 2 Capital goods, 3 Upstream energy activities, 4 Upstream freight and transport, 5 Waste generated in operations, 6 Business travel, 7 Employee commuting, 8 Upstream leased assets, 11 Use of sold products). Category 9 is included in our category 4 emissions, and category 12 is included in our category 5 emissions. This is in line with Group reporting practices. Atos does not report category 10 emissions because Atos does not manufacture goods that require processing, or any category 13 emissions because Atos does not lease any goods that are used by customers. Atos does not operate franchises (category 14) or have any investments falling under category 15. |
| Total Emissions | 173,602 |

Emissions reduction targets

In order to continue our progress toward achieving Net Zero, Atos has instigated the following carbon reduction targets.

Atos' near-term target, as validated by the SBTi is to achieve a 50% reduction across all carbon emissions (Scopes 1, 2, and 3) from a 2019 baseline by 2025. The Group is on track to achieve this as shown in Figure 1.

Further to this 2025 target, Atos has committed to further reduce emissions across all GHG Protocol Scopes 1, 2, 3 compared to the 2025 footprint by 36% by the end of 2035 (short-term target), and will reduce by 90% and reach net-zero by 2050 (long-term and net zero target) compared to the 2025 footprint across all GHG Protocol Scopes 1, 2, 3 (long-term target) in accordance with the SBTi standard. Atos will submit these new targets in 2026 to the SBTi for validation, as soon as the 2025 footprint baseline is available for submission.

Atos has decreased its own absolute Greenhouse gas emissions by -46% between 2019 and 2024 (all GHG Protocol Scopes 1, 2, 3 ; in CO₂e).

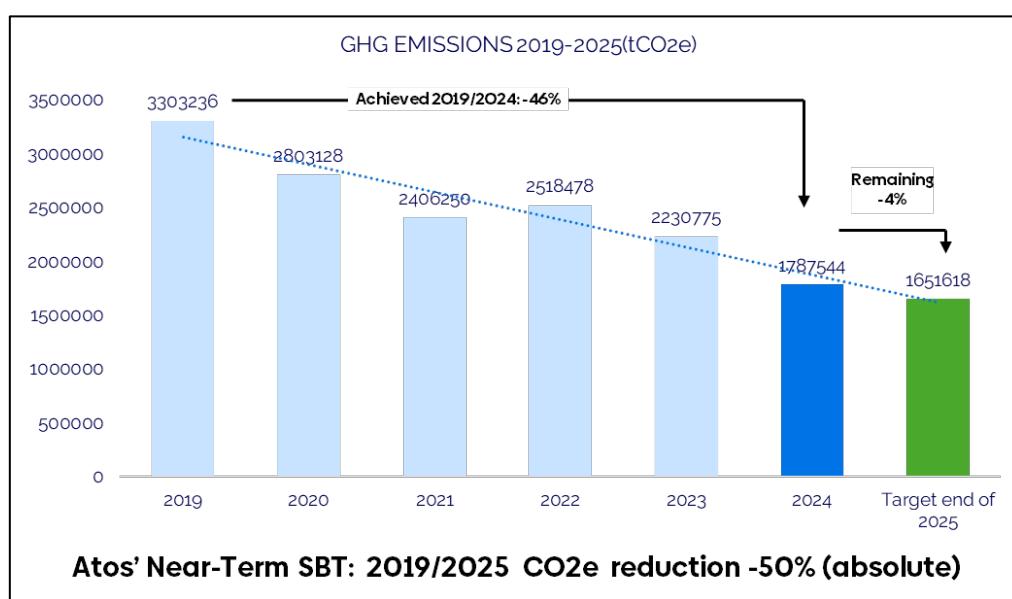


Figure 1 – UK Carbon Reduction Target vs Actual

Atos IT Services UK Limited emissions

The total carbon emission reduction achieved in the UK business since 2023 is 320,183 tCO₂e, with a 61% reduction in Scope 1 emissions, a 33% reduction in Scope 2 emissions, and a 65% reduction in Scope 3 emissions, see Figure 2.

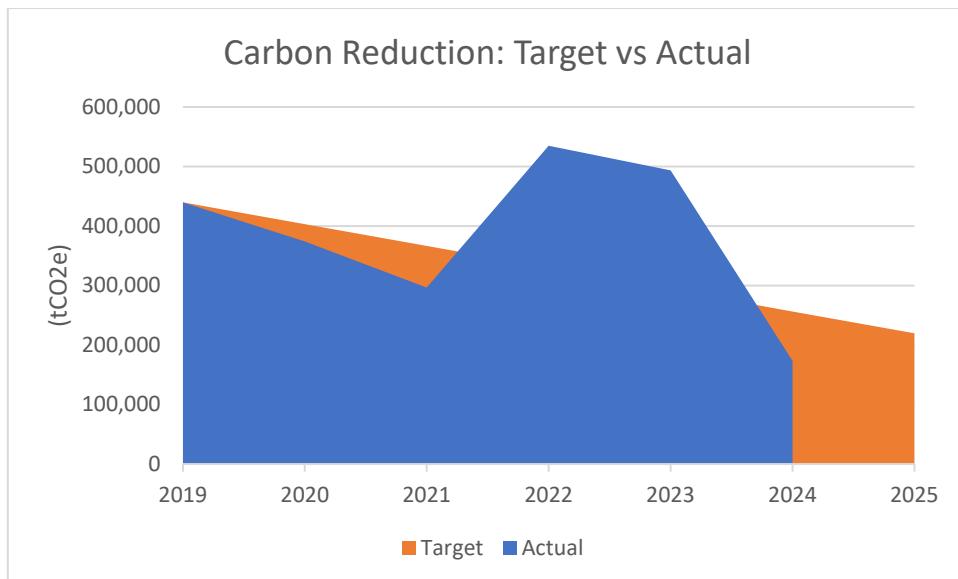


Figure 2 – UK Carbon Reduction Target vs Actual

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes for the UK business equates to 266,195 tCO₂e, a 60.5% reduction against the 2019 baseline, and the measures will be in effect when performing the contract.

Site rationalisation / consolidation: Atos operates from many sites across the UK, comprising a mix of data centres, production, and administrative buildings. We offer flexible hybrid working to our employees and encourage work from home unless there is a business need to travel. In 2024, we closed 9 offices and partially closed 3, thereby reducing energy needs. Due to a contract exit, we closed a further 59 offices in 2024.

Switch to renewable energy sources: Atos currently utilises gas for space and water heating and electricity for IT equipment, lighting, and some space heating. The purchased electricity consumed in UK&I is from 100% renewable sources since 2018 (in mainland Great Britain) and 2021 (Northern Ireland). Our sub-contractors for colocation data centres have also switched to renewable electricity.

Increasing the number of fleet electric/hybrid cars: The electrification of the UK car fleet progressed to over 96% during the 2024 reporting period, an increase of 3% from the previous Plan.

Future carbon reduction initiatives

Supplier engagement programme: We recognise that the biggest challenge in reaching Net Zero will be to reduce the emissions arising from our supply chain. Consequently, Atos procurement teams are directly engaging with suppliers on several levels:

1. Requesting environmental performance assessments through EcoVadis, a specialist 3rd party CSR assessment organisation. Where performance levels are excellent, Atos awards a “green” status to the supplier. Suppliers who fall below this standard are given an “amber” status, and we encourage them to improve performance. Where performance is poor with a “red” status, the supplier is placed on a performance improvement programme and may ultimately be excluded from future business with Atos.
2. Incentivising more sustainable business decisions and encouraging partnerships with suppliers who share the same values as Atos. By obtaining a “green” status suppliers are viewed as preferred suppliers, by obtaining a red status suppliers will be seen as less favourable (stakeholders are discouraged from using red suppliers). We have also placed a 20% weighting on Sustainability (7% on decarbonization specifically) as standard for all tenders and are encouraging suppliers to bid only low or zero carbon solutions and technologies.
3. Mandating that Atos suppliers comply with the Atos Partners’ Commitment to Integrity, which is included in all requests for proposals and contracts. This commitment outlines principles for Corporate and Social Responsibility (CSR) based on the UN Global Compact, covering human rights, labour, environment, and anti-corruption. Suppliers with their own charters must ensure they meet the same standards. Compliance with these principles is a prerequisite for working with Atos.

Switch to renewable energy sources: We continue to explore opportunities to achieve 100% renewable electricity in all UK offices.

Declaration and Sign Off

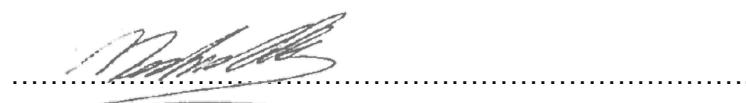
This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standardⁱⁱⁱ and uses the appropriate Government emission conversion factors for greenhouse gas company reportingⁱⁱ.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard^{iv}.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Michael Herron, Head of UK&I, Atos & Company Director

Date: 28th August 2025

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ii<https://ghgprotocol.org/corporate-standard>

iii<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

iv<https://ghgprotocol.org/standards/scope-3-standard>