
corporate responsibility report

2013

for a sustainable future

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Profile

Atos SE is an international information technology services group with 2013 annual revenue of €8.6 billion and 76,300 employees in 52 countries.

Serving a global client base, Atos SE (Societas Europaea) delivers IT services through Consulting & Systems Integration and Managed Services. It delivers transactional services through Worldline, the European leader and a global player in the payments services industry. With its deep technology expertise and industry knowledge, Atos works with clients across Manufacturing, Retail & Transportation; Public Sector & Health; Financial Services; Telcos, Media & Utilities business sectors.

Atos is focused on business technology that powers progress and helps organizations to create their firm of the future. It is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and is quoted on the NYSE Euronext Paris market. Atos operates under the brands Atos, Worldline, Atos Consulting and Atos Worldgrid.

Profile

Interview with Thierry Breton

**Chairman
and Chief Executive Officer**



How is the global market for sustainability management solutions growing, and why?

Thierry Breton: Sustainability continued to be a major corporate priority in 2013. The reasons for this include tough economic conditions, rising energy prices, increasing scarcity of resources and more demanding environmental regulations. These factors have encouraged organizations to look for new ways to reduce costs, conserve energy and operate in a more sustainable way. This has driven increased demand for sustainability management solutions. Atos is now providing an increasing number of clients with innovative IT solutions and services that help them become more sustainable, while at the same time enabling them to meet their corporate targets.

Where are the main opportunities for Atos in this market?

Thierry Breton: We are seeing a high level of interest in our sustainability solutions from a wide range of sectors. For example, the Energy & Utilities sector is turning to our Smart Grid and Smart Metering solutions to improve efficiency and optimize their networks for renewable energy. A lot of companies are also using green business IT technologies to meet their carbon reduction targets, and we have many clients using our carbon neutral datacenter hosting services. In the public sector, city authorities are adopting our MyCity solutions in areas such as e-transport to improve the quality of urban life. In the healthcare sector, the new technologies and delivery methods we have developed can now provide the highest quality care within a context of shrinking budgets and an aging population. We see companies and organizations from all areas of the economy that are beginning to realize the potential of new

technologies to transform the way in which people work and communities operate. Atos is helping customers design new working environments, using collaborative technologies such as our blueKiwi enterprise social platform to increase innovation and flexibility, and to attract and retain talent.

What progress are you making towards the Atos vision for sustainability?

Thierry Breton: Our ambition is to be recognized as the preferred responsible European IT company with a global reach, providing support to our customers as they reinvent their growth models in challenging economic periods. Our corporate responsibility strategy forms part of this ambition and is focused on three objectives. First, we want to reinforce our leadership in the field of IT for sustainability. We strive to be best in class in our own operations and also help our clients to become best in class in sustainability. Secondly, we are embedding corporate responsibility at the core of our business and processes. We want to make sustainability part of our DNA and part of the ongoing process of transforming our business. But it is not enough to have these two

ambitions without having the mechanisms to measure how well we are performing. So the third pillar of our corporate responsibility strategy is to continuously identify the challenges we face, establish priorities and measure our performance. One key area is, of course, reducing and managing our carbon emissions. Having exceeded our targets for a 50% reduction in emissions by 2012 (using our first global footprint in 2008 as the baseline), we extended our ambition to an additional 50% reduction by 2015, henceforth using the 2012 baseline. Over the course of the last year, we have reinforced our dialogue with our stakeholders so that we can improve external feedback, develop key performance indicators, and publicly report the progress we are making with our Corporate Sustainability program. To date, these efforts and our role as an emerging leader in sustainability are being recognized. Building on our record of being the only IT group to be A+ certified by the Global Reporting Initiative and part of the Dow Jones Sustainability Europe Index, in 2013 we entered the Dow Jones Sustainability Index World, demonstrating our corporate responsibility leadership worldwide.

“Our ambition is to be recognized as the preferred responsible European IT company with a global reach, providing support to our customers as they reinvent their growth models in challenging economic periods.”

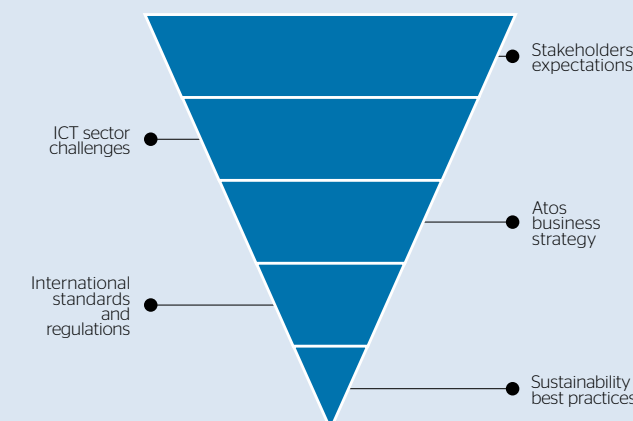
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Atos is currently listed in the following four market indexes where corporate responsibility is the ranking criterion:

- › Carbon Disclosure Project
- › DJSI World Index
- › FTSE4Good ESG
- › ASPI Eurozone®

Towards enhanced integrated reporting

Materiality assessment



Corporate responsibility & Sustainability Key Challenges

- 1 Be a responsible employer attracting talented candidates and promoting a new way of working based on collaborative technologies and wellbeing at work.
- 2 Manage data security and ensure high level of customer satisfaction.
- 3 Reduce the environmental impacts of datacenters, offices and transportation to strive for carbon neutrality and contribute to the sustainability excellence of customers (Zero Carbon, DCIM, Smart Campus, Cloud services, etc.).
- 4 Promote ethical leadership and business behavior in the company and the entire supply chain.
- 5 Develop and ensure the positioning regarding innovative services with responsible impacts on society contributing to the development of emerging countries and local communities (health, education, digital citizenship, etc.).

Climate change, respect of human rights and responsible reputation are subjects affecting more and more the performance of investment portfolios. They should therefore be considered alongside more traditional financial factors to properly fulfill investors' ethical relationships.

Atos understands that corporate responsibility is essential in performing sustainably in accordance with financial expectations. Atos aims to prepare accurate integrated financial and extra financial reporting covering an increasing number of activities. Atos is closely following up the work performed by the IIRC - International Integrated Report Committee - in order to advance toward a standard way of Integrated Reporting. Integrated Reporting is needed by business and investors. Businesses need a reporting environment that is conducive to understanding and articulating their strategy, which helps to drive performance internally and attract financial capital for investment. Investors need to understand how the strategy being pursued creates value over time. Atos communicates regularly with its stakeholders in order to alert, mobilize and identify their key risks and challenges, reflecting the organization's relevant economic, environmental and social impacts. Since 2010, the Group has

performed regular materiality assessments, in order to identify the essential challenges or aspects that the market and main stakeholders consider are needed for Atos to manage and communicate in its annual Corporate Responsibility Integrated report. As a result of continuous in-depth research and analysis in 2013, Atos identified five top challenges across four main categories. These have been prioritized according to their impacts on stakeholders and their likelihood of occurring.

Being a responsible employer is the first challenge Atos faces as part of its commitment to Social Responsibility and Corporate Citizenship. Atos will continue to work on creating a great place to work, deploying collaborative technologies, attracting talented staff and promoting wellbeing in the workplace.

In the area of Corporate Governance, Ethics and Compliance, the Group is committed to managing data security, protecting disclosure of any confidential data or intellectual property and ensuring a high level of customer satisfaction. Atos' environmental challenge is to strive for carbon neutrality by reducing carbon emissions from its datacenters, offices and transport both internally and externally by contributing to the sustainability excellence of clients.

Interview with Thierry Breton

“We see companies and organizations from all areas of the economy that are beginning to realize the potential of new technologies to transform the way in which people work and communities operate.”

In line with our mission to become a Zero Carbon company, we were able to establish our credentials in the field of sustainability performance in 2013. Two months after entering the Dow Jones Sustainability Index World, Atos entered the Carbon Disclosure Project index, gaining recognition as a leader in carbon management. In addition, Verdantix, independent analysts of sustainable businesses, positioned Atos as a standout leader in its Green Quadrant of Sustainable Technology Services providers in 2013.

How much progress has Atos made towards this aim of becoming one of the best companies to work for?
Thierry Breton: We made some very good progress in 2013. This progress has been verified externally. Atos Poland, for the second consecutive year, was recognized by the Great Place to Work® Institute. Atos Poland climbed one place in the ranking, and was named the second Best Place to Work in the whole of Poland. Atos is the only IT Company in the list. Atos Turkey was also named as the second Best Place to Work in Turkey for companies employing over 500 people. In Austria, addIT, an Atos company, was recognized as the Best Place to Work in Austria, in the Carinthia region section. A survey of 9,000 people by RegionsJob ranked Atos France as the second most attractive company to work for in France. Our talent programs have also won awards. EFMD, the European Foundation for Management Development, awarded HEC Paris and Atos first prize in the 2013 EFMD Excellence in Practice Award, in the “Development of Talents” category for our GOLD program talent development initiative. In Spain, we were recognized for our commitment to Women in Leadership. All of this recognition reflects the efforts that Atos is making to use new

technologies and forward-thinking concepts to transform the workplace, create a compelling work environment and attract and retain the best talent.

How have Atos employees responded to the new collaborative work environment?
Thierry Breton: Collaborative working at Atos is based on our Zero email™ program and on our social media enterprise platform blueKiwi. Using blueKiwi is completely changing the way people at Atos work. It has made our processes more efficient, letting employees organize, process and share information in a smarter way while significantly reducing the usage of internal emails. By the end of the year, there were over 5,100 active communities on blueKiwi at Atos and the number of internal emails has decreased by 60% since 2011 and global collaboration has improved by 20 times. That’s a good indication of how committed our employees are to the transformation of the workplace at Atos. BlueKiwi is reinventing the way we work at Atos – and it can also transform the workplaces of our customers.

“A great example of our people working together to achieve our business goals is our Zero email™ program. Since we announced our ambition three years ago, we have collectively reduced internal emails by 60% and global collaboration has improved by 20 times. In this new, emerging collaborative world we have taken the lead.”

Atos’ corporate responsibility strategy is based on three strategic axes

- 1 Leadership in IT for sustainability
- 2 Corporate responsibility at the core of Atos’ business and processes
- 3 Identifying challenges, establishing priorities and measuring performance

Ethics in business

Ethical excellence integral to our business practices

At Atos, high ethical standards supported by a Group-wide strategy, policy and training procedures underpin the delivery of excellent business technology solutions.

Compliance program

Atos takes seriously the risks it can face from corruption in any form, including extortion and bribery. In 2013, new rules were introduced throughout the Group to identify risks from contributions received or provided by Atos employees. Atos also developed and deployed a comprehensive anti-fraud policy setting out clear roles and responsibilities for Atos management and staff, as well as a process for investigating allegations of fraud or non-compliance with the law. This policy also ensures that employees who report a fraud will not be subject to discriminatory or disciplinary action. In addition an Export Control policy and a Roundtables policy were deployed throughout the Group. The Atos Enterprise Social Network, blueKiwi, played a central role in ensuring employee awareness of all Ethics in Business issues. To ensure a thorough understanding of the Atos Code of Ethics and to promote fair practices in daily business activities, Atos requires every employee to follow an e-learning course on its Code. To complement this e-learning module, specific classroom training sessions were organized in some Atos countries during 2013.

Data protection

Known as the new black gold, personal data has become a valuable business asset and at the same time raises usage and privacy concerns for many. The Atos Group Data Protection Policy establishes data protection principles and procedures to ensure that privacy is integrated in all processing of personal data undertaken by Atos on its behalf or on behalf of its customers. Application of the policy is monitored by a permanent community of specialized legal experts and coordinated at Group level. All Atos employees receive general training about data protection and privacy and specific training is given depending on fields of expertise. In addition to its membership of the European Cloud Partnership, Atos plays an active role in several European Commission working groups to develop standardized tools such as a common code of conduct and standard clauses to increase customers’ confidence in Cloud offerings in relation to processing personal data within a European shared data area.

Safety and security

In 2013, Atos launched its “Atos Excellence in Security” (AXIS) plan, with the ambition of being recognized as a Tier 1 IT security leader. The Atos Information Security Management System (ISMS), which proactively monitors for security anomalies in Atos IT business processes, is aligned with the Group’s commitment to continuous improvement and is operated across the entire Atos Group. The Group’s main security certifications include: ISO 27001, ISAE 3402 (previously known as SAS70) and PCI/DSS, for Worldline. In addition Atos has in place sophisticated measures and comprehensive policies to protect its intellectual property assets and confidential information as well as those of its customers. From a security performance management perspective, two key indicators are formally monitored at Group level, every year. As such, in 2013, 86% of security incidents were appropriately and timely reported to Global Security within a maximum time of three business days, allowing the global security teams to better address, respond to, measure and support local teams to resolve these issues of global interest [AO3].

24,634 employees received in classroom and e-learning training on the Code of Ethics in 2013 [SO3]

86% of security incidents were appropriately and timely reported to Global Security [AO3]

Key Performance indicators overview

The following tables set out the 17 main Key Performance Indicators (KPIs) relating to Atos’ corporate sustainability performance in 2013. The complete set of all 46 KPIs is contained in the official Registration Document which is available in pdf format at www.atos.net.

Corporate Sustainability performance in 2013

Being a responsible employer

GRI code	KPI Name	FY 2013	VD **	FY 2012	FY 2011	2013 Perimeter	
		Group		Group	Group	Per employee	Per revenue
AO2	Employees' Satisfaction Percentage of positive responses to “Taking everything into account, I would say Atos is a great place to work”	54%	✓	47%	45%	100%	—
LA10	Average training hours per employee Average hours of training per employee	19,08	✓	21.1	29.12	100%	—
	Number of eLearning users	53,863	✓	43,541	14,725	100%	—
LA12	Career development monitoring Percentage of employees receiving annual personal appraisal	93%	✓	80.59%	48.16%	84%	—
AO6	Workforce diversity ratios Number of nationalities within Atos	141	✓	140	132	100%	—
	Percentage of females in Atos	27%	✓	26.78%	26.53%	100%	—
AO11	Collaborative technologies development (Zero email™) Total spaces in blueKiwi	5,100*	✓	938	Not disclosed	100%	—
	Annual average of emails sent internally per mailbox	1,527	✓	Not disclosed	Not disclosed	88%	—
LA7	Lost working days / Absenteeism rate Global absenteeism rate (short and long term)	2.7%	✓	Not disclosed	Not disclosed	78%	—

AO11 excludes MEV, Corporate, Worldline, Canopy, blueKiwi and the Nordics - LA7 excludes India, United Arab States, Corporate Germany, Philippines, blueKiwi and Worldline Taiwan - LA12 excludes Austria, part of France and Germany.
AO11 * data included until end of September 2013

Managing data security and overall customer satisfaction

GRI code	KPI Name	FY 2013	VD **	FY 2012	FY 2011	2013 Perimeter	
		Group		Group	Group	Per employee	Per revenue
AO3	Data Security Incidents Percentage of security incidents reported within three working days	86%	✓	81%	Not disclosed	91%	—
	Percentage of employees who have participated in security awareness training	76%*	✓	82%	0.444%	100%	—
PR5	Customer satisfaction Customer satisfaction from tactical surveys (score from 0 to 9)	76	✓	Not disclosed	Not disclosed	—	100%
	Customer satisfaction from strategic surveys (score from 0 to 9)	7.07	✓	7.0	Not disclosed	—	100%

AO3 * data included from September to December 2013

VD **= The above list of main KPIs has been verified by an external auditor, Deloitte, with a detailed review for the ones marked with ✓

Reducing the environmental impacts

GRI code	KPI Name	FY 2013	VD **	FY 2012	FY 2011	2013 Perimeter	
		Group		Group	Group	Per employee	Per revenue
EN16	Greenhouse gas emissions Global footprint by revenue (Kg CO ₂ /M € revenue)	19,309	✓	31,563	36,343	—	84.29%
	Global footprint by employee (Kg CO ₂ /employee)	2,260	✓	3,707	5,097	—	84.29%
	Percentage of company cars less than 120 gr CO ₂ /km	75%	✓	49%	Not disclosed	—	88.21%
	Average of emissions in company’s fleet cars (gr CO ₂ /km)	105.29	✓	123.75	131.6	—	87.97%
EN28	Compliance with environmental laws and regulations (ISO 14001) ISO 14001 certified sites (Offices plus DC)	48	✓	43	25	—	100%
AO7	Sustainable projects with clients Total contract value of operational excellence - Energy Management services	121,014,774	✓	Not disclosed	Not disclosed	—	100%
	Total contract value of overall Sustainability offerings	188,488,718	✓	Not disclosed	Not disclosed	—	100%

EN16 for Offices includes Worldline (WL Belgium, WL Germany, WL France), UK&IR (UK, Ireland), NAM (Canada), IMEA (Morocco), IBERIA (Portugal, Spain), Germany, France, CEE (Turkey, Slovakia, Russia, Serbia, Romania, Poland, Croatia, Czech Republic, Austria, Italy), BTN (The Netherlands, Luxembourg, Belgium), and APAC (Thailand, Philippines, China) - EN16 for Datacenters includes Worldline (WL Belgium, WL France), UK&IR (UK), NAM (Canada, USA), IMEA (India), IBERIA (Spain), Germany, France, CEE (Turkey, Serbia, Romania, Poland, Croatia, Czech Republic, Austria), BTN (The Netherlands, Belgium), and APAC (China).

Promoting ethical leadership

GRI code	KPI Name	FY 2013	VD **	FY 2012	FY 2011	2013 Perimeter	
		Group		Group	Group	Per employee	Per revenue
SO3	Percentage Code of Ethics trained Number of employees trained in Code of Ethics	24,634	✓	1,622	1,295	100%	—
	Percentage of employees trained in Code of Ethics	31.86%	✓	2.11%	1.78%	100%	—
HR2	Supplier Screening Number of strategic suppliers assessed by EcoVadis	111		Not disclosed	Not disclosed	—	100%
	Percentage of total expenses assessed	45%		Not disclosed	Not disclosed	—	100%

Developing positioning regarding social innovative services

GRI code	KPI Name	FY 2013	VD **	FY 2012	FY 2011	2013 Perimeter	
		Group		Group	Group	Per employee	Per revenue
EC1 & EC8	Funding for social communities & community investments Total number of employees involved in social responsibility initiatives	4,048		Not disclosed	Not disclosed	73%	—
AO10	Initiatives regarding innovative services and product developments Customer innovation workshops delivered in local business units	114		11	Not disclosed	—	100%
EC7	Local hiring Percentage of local recruitment (excluding acquisitions)	93%	✓	93.16%	92.43%	100%	—
AO7	Social collaboration services Total contract value of digital citizenship solutions	14,514,944	✓	Not disclosed	Not disclosed	—	100%

EC1 includes Worldline (WL Belgium, WL Germany), UK, USA, IMEA (Qatar, United Arab Emirates, Egypt, Saudi Arabia), Spain, Germany, France, CEE (Slovakia, Russia, Romania, Poland, Croatia, Czech Republic, Austria, Switzerland, Italy), The Netherlands, and APAC (Taiwan, Thailand, Japan, China).

VD **= The above list of main KPIs has been verified by an external auditor, Deloitte, with a detailed review for the ones marked with ✓

Key Performance Indicators overview

Key Performance Indicators overview

Recognition of our leadership role

By placing sustainability at the core of our corporate strategy, Atos has been able to build on a sound foundation and expand its activities. In 2013, Atos obtained a number of awards in recognition of its achievements in the area of corporate responsibility.



2013's Global Stakeholder Meeting in Paris

Stakeholder collaboration

Atos brought together its main stakeholders from around the world at its Global Stakeholder Meeting in June 2013 at the UNESCO headquarters in Paris, France. The meeting focused on sustainable innovation and social engagement. Corporate responsibility forms a significant part of Atos' three-year Group Ambition (2014-2016) which was presented to investors and the financial community at the Atos Analyst Day in November 2013. Atos created a new committee called the Participation Body so that employee representatives from the European Work Council could discuss and share information on strategic and critical topics discussed at the Atos Board of Directors.



Great Place to Work® ceremony in Poland with Atos colleagues

Leader in sustainability

Atos was awarded the **Global Reporting Initiative (GRI) A+ status for its Corporate Responsibility Report in March 2013 for the third year in a row**. Building on its entry in 2012 to the Dow Jones Sustainability Europe Index, Atos was made a member of the Dow Jones Sustainability Index World in 2013 in recognition of its corporate responsibility leadership worldwide. The **Carbon Disclosure Project (CDP)** rewarded Atos for its scores in the Climate Disclosure Leadership Index (with a score of 93% recognizing

Atos for the high level of information transparency) and the Climate Performance Leadership Index, positioning Atos among the top 10% of leading companies assessed by the CDP. Atos also won the prestigious **IAIR Sustainability Award** in 2013 for IT services in Asia Pacific. Atos was rewarded for this achievement due to its many successful efforts in implementing best in class technological solutions for sustainability, allowing efficient use of key resources, improved operational efficiency and better risk and safety management.

Great workplaces

In line with Atos' ambition to be the employer of choice, Atos workplaces in Austria, Poland and Turkey were recognized as best workplaces by the Great Place to Work® Institute in 2013. For the second year running, Atos Poland was recognized as a great place to work, this year increasing its positioning to one place higher as the second Best Place to Work in Poland. Atos is the only IT company on the Great Place to Work list of companies in Poland. Atos in Austria was recognized as the Best Place to Work in the Carinthia region of Austria, and Atos Turkey was considered the second Best Place to Work in Turkey for companies employing over 500 people. Furthermore, Atos France was ranked in second place as the most attractive company following a survey of 9,000 people carried out by recruitment agency RegionsJob in 2013.



Great workplaces

Atos in Austria, Poland and Turkey were recognized as best workplaces by the Great Place to Work® Institute in 2013.

Wellbeing@work

For the second year running, employees from all over the world came together for the Wellbeing@work week to participate in local activities where they could benefit from information relating to a variety of wellbeing-related topics, such as appreciation, social networking and fitness.

At the end of 2013, there were over 5,100 active communities in blueKiwi, the Atos enterprise social platform which enables employees to organize, process and share information in a smarter way while reducing the usage of internal emails to zero.



Operational excellence & innovation

Atos implemented the SAP® Sustainability Performance Management tool to improve the quality of reporting of its corporate responsibility performance indicators. Atos' efforts to embed sustainability in its internal operations, and its stakeholder reporting and solution offerings led to the company being awarded the **SAP Pinnacle Award for Sustainability** in 2013 for the second year running.

Industry analysts Gartner recognized Atos' ability to execute and "completeness of vision", and positioned Atos as a leader in the Magic Quadrant for Datacenter Outsourcing and Infrastructure Utility Services, Europe. Sustainable industry analyst, Verdantix, assessed Atos among the top five players within the 20 largest IT services companies that provide sustainable technology services.



Rewarding success

In 2013, the **Atos GOLD program for Managers** was the winner of the Excellence in Practice award of the European Foundation for Management Development. The highly effective GOLD program is run jointly with international business school HEC Paris and sees around 50% of participants promoted after 18 months of following the program.

Atos was awarded the Team Recognition and Innovation trophy by the French human resources body ORAS for its Success Story initiative which recognizes the outstanding talents of Atos delivery teams.





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A progressive
employer

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Reducing our global
footprint

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Leading-edge sustainable
solutions

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powering progress
for our
stakeholders

Corporate responsibility in action

Interview / Philippe Mareine, Executive Vice President, Atos Group General Secretary in charge of Corporate Responsibility



What do you see as the main corporate responsibility achievements at Atos during 2013?

Philippe Mareine: Keeping the Global Reporting Initiative A+ certification for the third year in a row is a very important achievement, as this certification sets stringent and demanding standards. This year we had more sustainability indicators positively certified, as well as greater coverage. GRI A+ means that Atos is part of the top 15% of companies assessed by the Global Reporting Initiative worldwide. The fact that we entered the Dow Jones Sustainability Index World also positions Atos among the top 10% of companies worldwide in terms of sustainability performance. And, according to the Carbon Disclosure Project, Atos is ranked in the top 10% of companies in terms of transparency of information, and performance in reducing carbon emissions. In addition, the Great Place to Work® surveys have resulted in awards to three Atos geographies – Austria, Poland and Turkey.

All of these awards reinforce our positioning in the market as a global Tier One player for corporate responsibility. It is part of the strategy of the Group to be recognized as the preferred European brand when it comes to sustainability. These awards increase Atos' attractiveness with potential customers, investors and employees and they show that we are on the right track in terms of sustainability and corporate responsibility.

To what extent is Atos' approach to corporate responsibility now integrated into Atos' overall business strategy?

Philippe Mareine: We are in a process of transformation. When we launched our corporate responsibility initiative in 2009, it was very much driven from the top. Now we are going deeper into the organization, so that everyone feels engaged with our

corporate responsibility initiative at the global and at the local level. The global corporate responsibility governance is fully endorsed by local management in all our geographies. In 2013, we introduced sustainability objectives as part of the share incentive plan for our top 700 managers, so that their compensation partly depends on Atos' GRI rating and other sustainability indicators. We also dedicated one full day to sustainability topics as part of the Wellbeing@work week and organized monthly workshops with the sustainability leads to design, implement and monitor main axes of actions and targets.

By raising awareness of sustainability at all levels, reinforcing training in sustainability, and linking senior compensation to sustainability indicators, we are making sustainability part of our DNA.

How do you engage your stakeholders to respect and support your approach to sustainability?

Philippe Mareine: We continue to reinforce our engagement with all our stakeholders. It is absolutely critical for Atos to have this external feedback. We have organized several meetings with our partners who are involved in our sustainability initiatives. Our stakeholders have been involved in producing our Corporate Responsibility Report, particularly in the materiality assessment. Internally, as part of our corporate governance strategy, we set up a new Participation Body in 2013 with employee representatives from the European Work Council to share information on strategic and critical topics for Atos, which are discussed at the Board of Director's level. This Participation Body is unique for French companies.

What roles do ethics and fair play perform in Atos' approach to business?

Philippe Mareine: Last year, we set up the Ethics Committee, composed of highly respected personalities from outside Atos. This Committee has reviewed our Code of Ethics and has presented a number of constructive proposals to the Board of Directors for consideration. This shows the importance we place on working with external parties to help us progress with corporate responsibility.

What would you say has been the most successful employee program in 2013?

Philippe Mareine: In recent years we have been guided by the vision of creating the work environment of the future. This involves using new technologies, such as blueKiwi, the Atos enterprise social network, to work in a more collaborative way, as communities, and as a global team. The concept of these virtual communities has been well received by our Business Technologists, they tell us the new work environment created by our enterprise social platform is conducive to sharing knowledge, best practice and stimulating innovation. We have also seen a dramatic reduction in the use of emails which is in line with our Zero email™ ambition.

“Now we are going deeper into the organization, so that everyone feels engaged with our corporate responsibility initiative at the global and at the local level.”

Which of Atos' sustainability initiatives have been particularly successful with your customers?

Philippe Mareine: Our customers want to reinvent their organizations to better comply with sustainability requirements and gain competitive advantage through operational efficiency and reputation. Within some markets, such as Manufacturing, sustainability is actually a key lever. What we have done is to strengthen our ecosystem of partnerships so that we can go to market together with some compelling 'end-to-end' solutions for customers.

For example, in partnership with SAP, we were one of the first companies to deploy tools to measure sustainability performance and intelligent sustainability reporting for our customers. Leveraging this partnership with SAP we intend to make sustainability performance management tools part of our Cloud Canopy offering. Atos was also the first IT services company to offer its customers carbon neutral datacenter services. This kind of differentiator is increasingly important and has been very well received in the marketplace. In particular, our strategic alliance with Siemens has meant that we can apply our combined knowledge and experience of operating building end datacenters to help our customers decrease their carbon footprint, managing the datacenter infrastructure to make energy savings. There is also a lot of customer interest in the Smart Campus offering we developed with AOS Studley.

What has been the reaction from the financial community this year?

Philippe Mareine: We held an Analyst Day in Bezons in November 2013 to present our new three-year ambition (2014-2016). Corporate responsibility was a significant part of our corporate presentation which reflects that sustainability is increasingly important for investment decisions. Nowadays the investor community tends to scrutinize sustainability indicators as much as other factors and we are fully prepared to disclose our information on this.

How will Atos continue to assert its leadership position when it comes to sustainability in the next few years?

Philippe Mareine: The key ingredients to remaining a leader in sustainability are first of all to retain the externally-assessed certifications and awards. Within our organization, we will reinforce each manager's engagement with sustainability topics and embed sustainability in the core DNA of our organization. At the same time, we will maintain our keen focus on innovation. We will continue to challenge ourselves to find new ideas and to be the frontrunners in the new trends of today and tomorrow.

A+ status

Atos is among the top 15% of companies assessed by the Global Reporting Initiative worldwide





Proactive dialogue with our stakeholders

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Atos places great value on its engagement with stakeholders. We involve employees, clients, partners, suppliers and communities through communication and consultation on our global and local strategies. Our stakeholder engagement strategy forms a fundamental component of our corporate responsibility program, applying the internationally recognized AA1000 Stakeholder Engagement Standard (SES) 2011 as well as forming a critical role in our materiality assessment.

Our proactive approach to creating dialogue with our stakeholders in 2013 included a Global Stakeholder Meeting, strategic customer satisfaction surveys involving our Global 500 top clients, and more than 500 meetings worldwide with investors to ensure they are well informed about all aspects of the Group's strategy including our corporate responsibility activities and commitments. Within our workforce, 54% of the respondents to the locally carried out Great Place to Work® survey in 2013 responded positively to the statement "Taking everything into account, I would say Atos is a great place to work".

Our stakeholder engagement strategy for 2014 will focus strongly on engaging with targeted stakeholders to discuss our sustainability challenges and objectives.

111

Strategic suppliers from 18 countries have been evaluated by EcoVadis [HR2]

54%

Percentage of employees say Atos is a great place to work [AO2]

7.6

Out of 9 is the score of the tactical satisfaction survey declared by Atos clients [PR5]



Constructive engagement with our stakeholders

We engage with all our stakeholders through clear global and local strategies in order to maintain the highest international standards in corporate responsibility and sustainability.

The Group has defined a clear stakeholder engagement strategy, based on the internationally recognized standard AA1000 Stakeholder Engagement Standard (SES) 2011.

Atos pursues a structured approach to stakeholder communication to ensure it can effectively review its strategy and ambitions, and accelerate the company's actions and initiatives. The Atos Global Stakeholder Workshop of June 5, 2013 in Paris focused on sustainable innovation and social engagement.

In 2013, Atos also carried out a global evaluation of our Stakeholder program together with the participants from the global stakeholder workshop. An enhanced stakeholder strategy is currently being developed, focusing on engaging with the appropriate stakeholders on selected topics, starting with our main clients and Atos employees, investors, suppliers and partners.

Atos reviews its most significant sustainability challenges on a yearly basis. The selection is based on Atos' stakeholders' expectations as well as Atos' internal priorities which are determined through a consideration of objective criteria relating to its markets and opportunities. Key stakeholders are invited to voice their opinions on what should be the material challenges for Atos. The stakeholder engagement strategy for 2014 will aim to ensure that Atos has relevant in-depth discussions about our sustainability challenges, and that our stakeholder dialogue is mutually beneficial to the participating stakeholders.

Since 2012, a series of Executive interviews have been performed in order to validate main focus areas and Key Performance Indicators with a higher significance for Global Business Units.

During 2013, meetings were organised with employees' representatives (i.e. work councils in Iberia, Group Wellbeing@work Council, etc.) to continuously consult and take into account their opinions and proposals to better adapt the corporate program to employees' expectations. In addition, following the recommendation of Atos' internal control department, Atos has defined a Book of Internal Control (BIC) in order to set regular controls on the implementation of the corporate program (policies, processes, tools, etc.).

In line with its global sustainability strategy, Atos has also rolled out a 'Think Global, Act Local' approach, starting with local stakeholder engagement pilots. In the Netherlands, for example, sustainability is now a standard topic on the agenda of meetings with key facility management suppliers. This not only ensures that Atos adheres to the ISO 14001 and ISO 26001 standards it has embraced, but that there is continuous and open discussion with suppliers about how to make further improvements together affecting our sustainability performance.

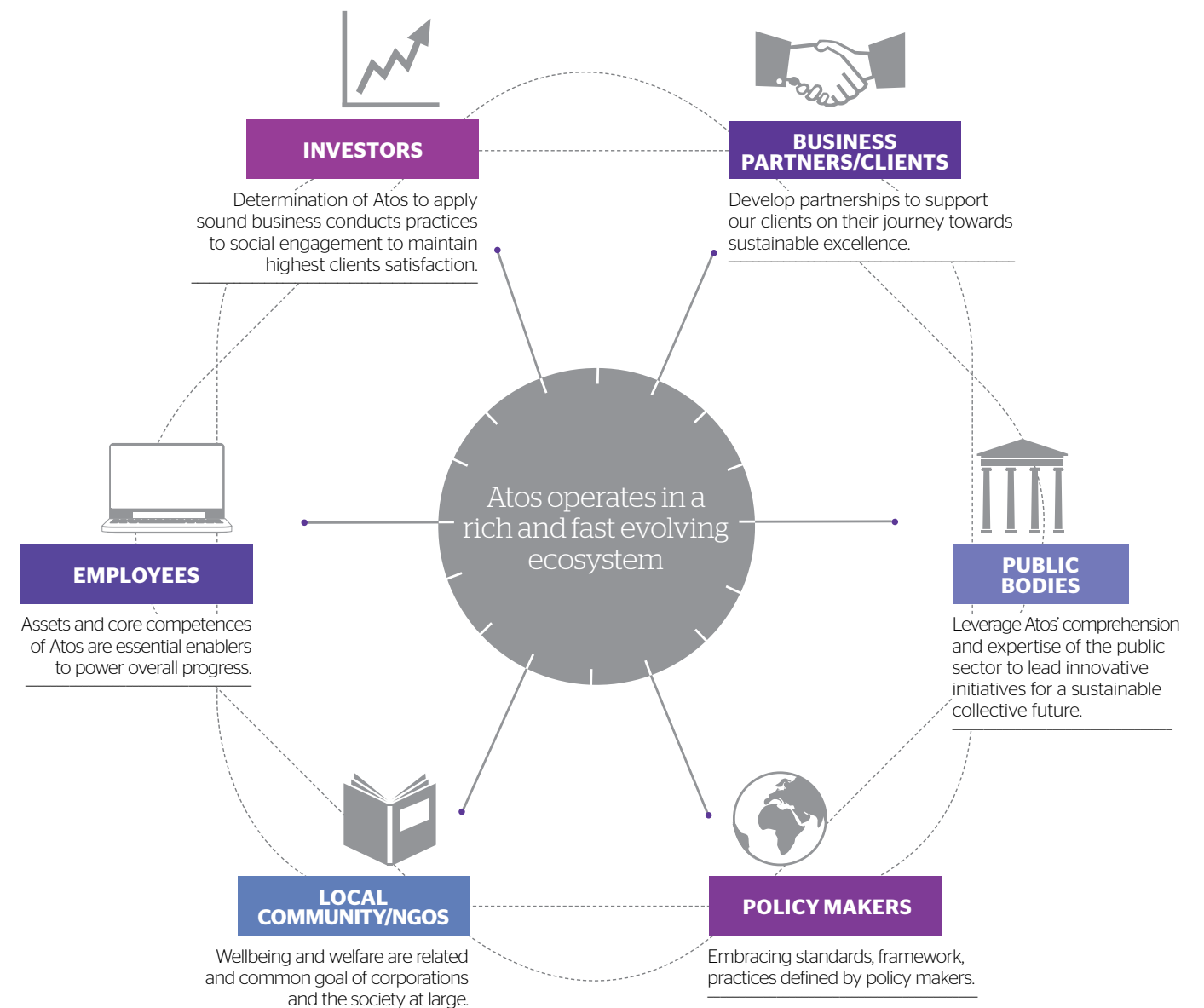


"The stakeholder dialogue and the materiality analysis are seen as strategic axes by Atos."

Extract from the Attestation letter by Deloitte external auditor 2013

Working together to achieve the greatest benefits for the society at large

The Atos Corporate Social Responsibility & Sustainability program is a vital part of our overall strategy and is embedded in everything we do. Information technologies contribute to sustainability by improving the way we manage resources, access information and collaborate. As a company, we are committed to working with our customers, our employees and local communities towards a sustainable future. Atos believes that companies of the future create innovative, valuable products and services that are beneficial for business and for society as a whole.





Meeting our stakeholders' needs

Atos is committed to ensuring open and high quality communication with our customers, investors and financial analysts through a variety of effective channels including surveys, conferences, reports and face-to-face meetings which take place on an on-going basis throughout the financial year.

Proactive dialogue with our stakeholders

In 2013, Atos developed its Customer Experience approach. This aims to help managers deploy appropriate action plans which go beyond the performance and quality of the services delivered such as Innovation Workshops and any specific shared activities with our clients that local teams may develop.

Customer satisfaction management was further enhanced by a series of Customer Satisfaction Surveys for accounts, contracts and users, together with a systematic follow up to each survey to ensure effective response to the feedback provided. A variety of surveys exist. For example, the Strategic Surveys cover Atos' major 500 client accounts and are handled by Atos management and/or sales executives. Tactical Surveys are run via the Service Lines who seek feedback at contract level about our services or project deliverables and our overall performance. For large accounts serviced by Atos, immediate feedback is sought from the end-users based on service performance perception. In the case of Managed Services, Tactical Surveys (which cover more than 70% of our Managed Services' business) carried out every six months show trends of overall satisfaction over the past two years (7.6 out of 9 is the score for the last semester of 2013). And in 2013, they revealed a significant improvement in all Global Business Units. In 2014, we will continue to expand this client-focused

approach starting with worldwide active training on how Atos employee behavior can drive our customers' experience of working with us. The Atos Innovation Workshops, customer-focused and customer-tailored events, are key factors for success in turning new ideas into product and service innovation leveraging emerging technologies and trends. During 2013, Atos developed a process to ensure high-quality content at these workshops with regular internal reporting by management.

Investors and financial analysts

Environmental impacts and climate change, respect for human rights and quality of working conditions, and corporate governance are all subjects that contribute to the reputation of responsible firms and therefore are increasingly considered as investment strategies alongside more traditional financial indicators. These subjects were considered as part of Atos' Group strategy, 2016 Ambition, which was presented by the Group Chairman and CEO Thierry Breton at the Analyst Day on November 15, 2013 to financial analysts, portfolio managers, bankers and industry analysts at the Atos headquarters in Bezons, France. This three-year Group ambition (2014-2016) encompasses Corporate Social Responsibility (CSR), strategic and financial-related components. CSR will continue to be a priority for the Group over the next three years. In relation to CSR, the Group ambition is to be recognized as socially responsible in every country where Atos operates, to remain a long-term partner for all its stakeholders and to maintain visible leadership in CSR (through extra-financial rating, integration of global stock exchange indexes, awards and other environmental or social impacts efforts rankings).

The Group strategy and its CSR components, as well as its results and achievements, are presented to investors during the course of each year. Information is formally communicated at Annual General Meetings of shareholders, in interim, quarterly and annual reports and is documented in the Annual Report, the Corporate Responsibility Report and the Reference Document, all of which are available online on the Group website at atos.net. Beyond formal financial and non-financial reporting, Atos top management and its Investor Relations team keep communications channels with asset managers and financial analysts and investors open through numerous meetings throughout the year. In 2013, more than 500 investor meetings took place around the world in order to detail the results of the Group and to better inform investors about all components of the Group's strategy, including its CSR themes. These meetings took place during roadshows and conferences organized by brokerage firms (such as Société Générale, Citigroup, Exane BNP Paribas, Goldman Sachs, and Barclays) or via specific one-to-one meetings at the request of analysts and investors.

Partnerships based on trust, commitment and expertise

Interview / with Xavier Gonzalez, Chief Executive Officer, International Paralympic Committee and Jean-Benoît Gauthier, Chief Information Officer, International Olympic Committee.



The International Paralympic Committee (IPC) extended its partnership in 2013 with Atos as Worldwide Paralympic IT Partner to the end of 2016. What benefits do Atos' services bring to the IPC?

Xavier Gonzalez: The major benefit is the consistent and specialist support that we receive from Atos. Atos plays an important role in the management and communication of data surrounding Paralympic sporting events. When it comes to the Paralympic Games, that consistency of support means we can achieve much higher levels of delivery.

How do Atos' technological innovations enhance the Paralympic Movement?

Xavier Gonzalez: For a movement like ours that is still developing, we need to reach our audience in an innovative way by providing as much information as possible and enhancing their viewing experience. Together with Atos, we launched the Sport Media Application in Real Time (SMART) player at the London 2012 Paralympic Games enabling those watching live swimming and wheelchair

basketball on www.paralympic.org to view real-time results, statistics, biographies, news and social media - all in one integrated and synchronized window. Atos' ground-breaking application helps position the IPC at the forefront of technology, providing viewers with a different experience and generating new excitement around Paralympic sport.

How important is it for the IPC that Atos promotes the Paralympic Movement through social engagement with young people?

Xavier Gonzalez: It is a core element of our relationship which Atos has embraced through its commitment to the Agitos Foundation and our other activities that help to develop Paralympic sporting activities for young people. Thanks to the significant contribution by Atos, in 2013 we launched the Snow Sport Youth Circuit program which has allowed young athletes with an impairment to develop their skills in snow sports and to provide professional training to prepare these athletes for future Paralympic Games. We look forward to working with Atos on other initiatives which encourage young people to participate in Paralympic sport.



How does the International Olympic Committee's (IOC) partnership with Atos contribute to ensuring the smooth and efficient organization of the Olympic Games?

Jean-Benoît Gauthier: Nowadays staging the Olympic Games would not be possible without the intensive use of information technology. Atos is responsible for the entire IT infrastructure of the Games, leading the consortium of technology partners responsible for designing, building and operating the critical IT infrastructure and solutions that support the Olympic Games. Atos ensures that we have the best of what technology can offer for athletes, supporters and organizations. The Olympic Data Feed is a great example of Atos' collaboration with the IOC - it's a solution that allows for a consolidated data feed to the newswires, websites

and service providers which provides a more sustainable and efficient service every Games.

To what extent can IT contribute to the sustainability ambitions of the IOC?

Jean-Benoît Gauthier: The innovative IT solutions provided by Atos have already reduced the environmental footprint of the Olympic Games through, for example, the introduction of Zero email™ certified processes to improve the IT collaboration tools we use to manage, monitor and share information relating to the Games. Paper consumption is reduced through the online accreditation system that Atos deploys for tens of thousands of participants, and Atos channels data to different organizations in real time, reducing the need for travel. For the Sochi 2014 Olympic and Paralympic Games, Atos introduced the use of virtualization technologies thereby reducing the number of servers by 40% compared to Vancouver 2010 and Sochi 2014's energy needs. As we continue to plan for future Olympic Games, we can ensure the technology we use is not only the most efficient in terms of environmental impact and power use, but also helps minimize our carbon footprint.

"We place enormous trust in Atos' capabilities; we rely on Atos to deliver on time and without error - we can't re-start the 100m final because the technology wasn't working!"

Jean-Benoît Gauthier, Chief Information Officer, International Olympic Committee

Proactive dialogue with our stakeholders



Maintaining a discussion on sustainability within our ecosystem

Atos places great value on its relationships with suppliers and partners so that together they can work to generate efficiencies and opportunities for growth and sustainability.

In 2013, Atos purchasing teams worldwide worked together on two key objectives: to find innovative ideas to optimize spending (re-boosting program) and to build stronger relationships with major suppliers.

On September 18, 2013 the first Supplier Partnership Day was organized at Atos headquarters in Bezons, France. Having responded to an e-survey about Atos' procurement performance, senior representatives from Atos' 100 key vendors were invited to this event. Atos' objective is to concentrate spend on fewer providers, thus reducing the number of relationships to manage. To reach this level of optimization, Atos needs to build better relationships with its key suppliers that are longer term. Atos benefits from reduced pricing and the vendor benefits from revenue growth and access to new markets in Atos' 52 countries.

During 2013, the Global Procurement department improved its global processes and systems in order to simplify interaction with suppliers. A new E-Sourcing tool, along with a new contract management system have been rolled out.

In 2014, an online supplier management system will be implemented and electronic purchase orders and electronic invoices will be introduced. In an effort to simplify the contractual relationships with our global suppliers, umbrella agreement templates have been distributed to the participants of the Supplier Partnership Day. Although many of our key vendors are global, the delivery of goods and services is carried out at the local level, either directly or through a distributor, reducing our impact on the environment.

Enhancing sustainable relations

In 2013, there was a strong focus on formalizing sustainable supply chain values from a global procurement perspective. The Global Procurement Policy was updated with a more complete section on sustainability, and the rules concerning supplier selection and evaluation criteria, which include a rating on sustainability, were communicated to the entire Atos Procurement community. The Atos Sustainable Supplier Charter was also reviewed and updated in line with the current Atos organization as well as international environmental law. This Charter is distributed to all suppliers who participate in a request for proposal (RFP) with Atos and is attached to all our contracts. It encourages Atos' suppliers to follow the principles of the UN Global Compact in the areas of human rights, labor, the environment and anti-corruption.

Our objective in 2014 is to better integrate this CSR assessment into the supplier management process (during the RFP phase and performance evaluation).

Our partner EcoVadis carries out assessments of the social and environmental performances of our strategic suppliers. Suppliers with insufficient scores are required to implement corrective action plans and to be re-evaluated after 12 months. If a supplier refuses to participate in an EcoVadis assessment or has a below average score and is not willing to cooperate with Atos to improve its CSR performance, this will, in most cases, lead to a loss of work and/or no new contracts being placed.

45%
percentage of Atos purchasing volume assessed by EcoVadis



“Atos has reached a level of maturity which positions it amongst the leaders in new information and communication technologies.”

Interview / Pierre-François Thaler, Co-Founder of EcoVadis, talks about the evolution of evaluating the social and environment performance of suppliers.

Why did you set up EcoVadis?

Pierre-François Thaler: Six years ago, the purchasing departments of large organizations such as Atos told us about the difficulties they were having in terms of measuring the social and environmental performance of their hundreds, if not thousands, of suppliers throughout the world. We set up EcoVadis so as to make available a worldwide database on which purchasers and suppliers can link up and pool their efforts. This global platform enables enterprises to access evaluations of their principal suppliers based on

21 social and environmental responsibility indicators, including an analysis of how these results have evolved year on year. EcoVadis now has a staff of 100 and we provide support to more than 100 large multinationals for whom we evaluate around 10,000 new suppliers each year.

What are your ambitions for the company?

Pierre-François Thaler: In the medium term, it's to create a global index which measures the sustainable development performance that impacts millions of companies, of all sizes, all over the planet.

You have been assessing the social and environmental performance of Atos' suppliers for a number of years now. How would you describe the current partnership between Atos and EcoVadis?

Pierre-François Thaler: Atos placed its faith in EcoVadis when we were a small company of 12 people. Atos' visionary approach allowed us to develop our platform and give us credibility in the IT and Telecoms sectors. We have now become the reference platform (E-TASC) used by the main telecoms operators around the world. The purchasing category "SSH" is the most active in our database. As far as our relationship with Atos is concerned, we have improved the integration of sustainable development valuations as part of the purchasing process over the past two years while Atos has continuously improved its scores.

What are the next challenges in the context of ever sustainable supplier/client relationships?

Pierre-François Thaler: To work in a different way, identify opportunities for innovation as much for the supplier as for the purchaser. These are all good practices which contribute to sustainable development while controlling costs and optimizing service. For example, Atos invites us every year, together with its other partners, to participate in the Global Stakeholder Meeting. This is a good way to establish a permanent dialogue between Atos' stakeholders and to listen to their issues and concerns. It's an innovative approach which very few other large companies have put in place.



From social dialogue to best workplace and effective social collaboration

Our Business Technologists are fully involved in our sustainable journey so they can share in our strategic decisions at every level, both day-to-day and for the longer term.

Proactive dialogue with our stakeholders

Atos ensures full compliance with international labor standards and laws. As a member of the United Nations Global Compact we commit to upholding freedom of association and recognition of the right to collective bargaining. In pursuit of these objectives, Atos has established a concrete approach to ensure social dialogue.

At Atos, communication with employee representatives forms part of an on-going and constructive dialogue at European and country levels. During 2013 the Group transformed from Atos SA to Atos SE (European company) and became the first IT company with a Societas Europaea Council. The agreement of the Societas Europaea Council came into force in May 2013. The Societas Europaea Council meets at least three times per year. During 2013, seven meetings were scheduled and took place. At these meetings, major developments affecting the company were discussed. For instance, in February 2013 Atos began its consultations with the European Works Council in relation to the Worldline project. Several productive meetings took place, and in May 2013, two months before the public announcement

of the Worldline carve out, the European Works Council gave a favorable opinion on the project. In addition to the meetings with the Societas Europaea Council, the Management and the employee representatives have agreed to the creation of additional committees, such as the Participation Body, in order to have a productive and useful dialogue.

Developing a great place to work

The global Wellbeing@work program develops and implements many initiatives throughout the year to encourage an open dialogue with the active participation of employees to help create a great place to work together. In 2013, 29 countries took part in the annual Great Place to Work® survey, with 45,352 employees actively participating. This global survey, managed by the Great Place to Work® Institute applies a stringent methodology for the thousands of international companies that participate. This survey illustrates Atos' progress and helps Atos to identify the expectations of its employees and develop focused areas for improvement. There has been a continuous improvement over the last three years.

The global perception score, qualifying Atos as a Great Place to Work, increased by 3% compared to 2012, while the Trust Index increased by 1%. With a 71% response rate, employees responded to specific questions relating to credibility, respect, fairness, pride and camaraderie and the feedback will now be used by Atos to define the 2014 priorities in terms of its Wellbeing@work initiatives and activities. Particular focus will be given in 2014 to employees' involvement and management communications. The key areas selected for improvement at Atos in 2013 were management behavior and leadership style, and reward and recognition. The new scores demonstrated that those fields have substantially improved (see table below). Furthermore, three Atos countries were awarded Great Places to Work in 2013: Poland (for the second year in a row), Turkey and Austria.

The Wellbeing@work week has become a yearly highlight on the Atos activity calendar and the 2013 Wellbeing@work week proved to be a major achievement. Based on the theme Recipe for Success, each day of the week in September 2013 had a special focus with dedicated global and local activities to raising awareness, training and discussions connected to the themes and objectives of the program. In total over 100 different activities were organized in Atos countries, including members of management cooking for employees, and Accolade celebrations rewarding employees. To support the theme, Recipe for Success, a competition was organized for the best local recipe.

Management behavior and leadership style		Reward and recognition	
Management makes its expectations clear	+4%	Everyone has an opportunity to get special recognition	+5%
Management's actions match its words	+4%	We have special and unique benefits here	+3%
Management is competent at running the business	+3%	My manager gives me regular feedback for my development	+2%

The new Participation Body and its exchange with the Board of Directors

Interview / Tapio Korhonen, Country Safety and Physical Security Officer, Atos Finland and Patrick Adiba, Executive Vice President, Group Human Resources, Olympics and Major Events, Atos Group.



The Participation Body is composed of four members who have been designated by the Works Council of Atos Societas Europaea with a renewable one year mandate.

The current members of the Participation Body are:
Tapio Korhonen, Atos Finland, Marcin Jozef Chojnacki, Atos Poland, Ronald Hetharia, Atos Netherlands and Thierry Margoteau, Atos Luxembourg

Why did Atos establish the Participation Body?
Patrick Adiba: Atos decided to create this Participation Body even though there is no legal requirement to do so. This was a very positive outcome of the negotiations when we transformed Atos SA into a European Company (Atos SE). The goal is to further improve the quality of the communication between employee representatives and the Board as well as to gain a better mutual understanding, cooperation and respect. It is key that the employees' representatives have a complete vision of how the Group develops its plans and projects. In this way, they can

be more involved as they have access to the relevant information at an early stage. It is important to highlight that the information shared is sensitive and confidential as we are a listed company. Under the French Code of Commerce, it is legally prohibited for any of the four members of the Participation Body to exchange information with anybody including the other members of the SEC (Societas Europaea Council).

How did you and your three colleagues become members of the Participation Body?
Tapio Korhonen: When this Body was set up, we were all members of the SEC, and we nominated ourselves for the Body. At a meeting in Munich in 2013, the SEC elected us after a series of votes. The four of us come from different organizational levels in Atos, with different jobs, different backgrounds and representing different European countries and perspectives. For example, Atos Finland was a former Siemens office, our two representatives from the Benelux countries come from more of an Atos Origin background, and our Polish colleague is a newcomer to the company. I think with this mix we can be really beneficial to the Board.

How would you rate the quality of your exchange between the Board of Directors and the Participation Body?
Tapio Korhonen: The first meeting was stimulating and

interactive. Clearly this was as much a new situation for the Board members as it was for the Participation Body. We felt welcome and valued – the Board members made it clear that they wanted to involve us in discussions on real topics. We felt that they really wanted to hear each of our opinions and they did not want us to feel like spectators taking notes on the side lines of their discussions. We would like the Participation Body to attend more meetings but we understand that this is a whole new situation so it is early days. We see this as an on-going process that will evolve as the members of the Board and the Participation Body get to know one another and establish mutual respect. What is clear is that developing trust will be the way forward.

Patrick Adiba: I agree with what Tapio says. There was a mutual respect. The Board Members were really interested in the comments and the exchanges they had with the four members of the Participation Body. It was a genuine exchange of views and of visions. This meeting was a 'first' or a 'premiere' for European companies and consequently also a 'premiere' for companies within our industry.



Corporate citizenship

Atos is a dynamic member of the communities in which it participates, reaching out to cooperate with local communities, civil society organizations and universities.

Throughout 2013, Atos continued to embrace its approach for corporate citizenship where responsible business practices are interwoven into Atos' corporate DNA. Top-down advocacy has become highly material to corporate citizenship to become part of every employee's remit, across Atos' value chain.

In 2013 a global awareness campaign was conducted throughout Atos. It aimed to reach out Atos staff on a global basis, in order to raise understanding of the socio-economic impact of our operations, and how Atos' core competences and strengths address societal and development challenges. It also aimed to reinforce the benefits, both individual and collective ones, of embracing corporate citizenship in line with the core themes defined by the Millennium Development Goals. Internal social committees, at Atos' main locations, promote corporate citizenship, develop volunteering programs and organize social events tailored to the specific needs of the neighboring communities. Activities are highly diverse, and include maintaining partnerships with non-governmental organizations, holding periodic discussions with internal and external stakeholders, coordinating internal communications, and collecting voluntary personal donations of employees for the benefits of various charities.

Leveraging our skills for the benefits of local communities

The Atos corporate citizenship approach allows Atos employees to leverage their core skills and to apply those alongside local communities, civil society, non-governmental and educations organizations.

Atos is strengthening and improving its corporate communication and governance for engagement with non-governmental and civil society organizations. This governance is subject to tight internal controls to reach highly tangible results, including clear lines of responsibility and aligned goals and objectives toward internal and external stakeholders.

The initiatives ranged from social engagement through free IT teaching, volunteering in schools in deprived areas, delivering ICT projects, to sporting activities that help raise funds for charities [EC1 & EC8].

Access to education remains a key area of focus for Atos. OECD countries suffer from early school drop-out, often leading to social exclusion. Atos as a societal stakeholder works with public education authorities and civic organizations making available its highly motivated and skilled staff and ICT solutions to prevent and to tackle early the school drop-out.

The IT Challenge is a clear example of Atos' commitment to developing close working relations with universities. This competition aims to encourage the next generation of business technologists to imagine innovative social applications, to draft them, and mock them up.

The theme for the 2013 IT Challenge was 'Connected Cars' and attracted 55 entries from teams of up to five students. Teams were encouraged to develop innovative context-aware applications designed specifically for connected cars, that can be used anywhere, anytime and on any device to add value to a business or an individual.

Building upon the success of the IT Challenge, the Atos 2014 IT Challenge will create an application for an Enhanced 2016 Rio Olympic Games Experience for athletes, volunteers, spectators and/or visitors to the host city of Rio de Janeiro.

Core themes for Atos' social innovation work:

- ▶ Access to Education – IT literacy
- ▶ Women's empowerment & inclusion: promotion of women in science, higher education of women, women at work
- ▶ Youth employability & empowerment in IT & computer economy
- ▶ Social cohesion / Giving back to the community
- ▶ Micro-business development
- ▶ Welfare / wellbeing improvement in deprived areas
- ▶ Digital inclusion
- ▶ Social networking / collaboration among NGOs, NPOs, constituents and donors.

“It has been one amazingly positive experience. Winning this challenge has given us huge confidence in our abilities to be the innovation talents of the future.”

Chris Bongers, Team Multilens, winners of the IT Challenge 2012

CASE STUDY

The IT Challenge: unleashing student creativity



The IT Challenge is an annual event driven by a broad international outreach involving over 20 partner universities from 10 countries in Europe, Latin America, North America and Asia.

The contest is competitive, challenging and is based on a mindset of Open Innovation. Students need to demonstrate their innovation talents and the competition presents a unique learning experience. The ultimate aim is to turn extremely innovative ideas into a tangible reality. There is a supportive relationship between Atos teams, the partner universities and students. Members of the Atos Scientific Community and partner specialists mentor the students to help them in developing their ideas during weekly reviews and follow-up meetings. The IT Challenge provides a high profile and rewarding opportunity for students and partner universities to work in a professional manner alongside the best experts from Atos and its partners. The winning team works under the supervision of Atos, its experts and partners to refine the idea and prepare the go-to-market plan.

More than 20 universities participated in the IT Challenge 2013, submitting 55 highly innovative ideas. Teams were encouraged to develop innovative context-aware applications designed specifically for connected cars, that can be used anywhere, anytime and on any device to add value to a business or an individual. The 2013 competition was led in partnership with car manufacturer, Renault. The winners of the 2013 IT Challenge were team Evergreen from Hagenberg University, Austria, who developed and built a concept to reduce a car's gas emissions and the time the driver has to wait at red traffic lights by suggesting the best speed for phased traffic lights, based on the current navigation route. Gathered data helps governments to improve road planning and reduce road-building costs. Team Evergreen was given the unique chance to see their project embedded into the Renault R-Link development process. In addition, each member of the winning team was invited to spend three days at the Sochi 2014 Winter Olympic Games.



A progressive employer

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Atos approaches the management of its Human Resources

through a single global policy that is applied consistently throughout the entire Atos Group. This policy is supported by a single set of carefully designed Human Resources tools designed specifically to implement our policy so that all employees feel that they play a valued role in the Atos Group.

The Atos People value chain ensures that the right people with the right skills are in the right place at the right time. At Atos, we achieve this through a well-coordinated and optimized use of recruitment, performance management, learning and development, mobility and succession programs and tools, orchestrated by workforce planning.

53,863

Number of eLearning users in 2013
(19.4% more than 2012) [LA10]

141

Number of nationalities
within Atos [AO6]

5,100

Communities in blueKiwi
(Atos enterprise social network)
[AO11]



Our people-centered business

Attracting, developing and rewarding talented people is at the heart of our business success. They, and the relationships that they build with clients and partners, drive innovation and growth.

For Atos, recruitment of talented people is treated as a high priority for our business, and our focus is to continue to deliver innovation so that we can carry on attracting the best talents in the market.

In 2013, our Tier 1 University international internship program offered a wider selection of opportunities to students looking to develop their skills with us. Our global job board framework was also expanded to incorporate all regions, increasing our ways of attracting the right people and reducing costs. A new internal talent recruitment process will continue to be a priority for 2014. In 2013, 11,138 new employees entered Atos Group [EC7] where 28% were females [LA2]. During 2013, we developed a strategic plan so that the recruitment function is effectively integrated to work in partnership with our other Human Resources functions, and this approach is due to be rolled out globally in 2014.

Investing in our talent

Our annual Group Talent review identifies top performers with high potential for growth or with business critical expertise so that if selected for key positions, an individual development plan can be tailored for their future career. Atos' Group Talents development programs help top performers become best in class in their roles and grow their careers at a fast pace. Each of these programs is directly sponsored by an Executive Committee member to ensure a strong link between Talent development and business strategies. The Juniors Group mission is to develop the best individual potential of its 40 members through a combination of personal development sessions, networking opportunities with top management and international colleagues, as well as real work on innovative projects that contribute to Atos'

global business performance. Nominated by Atos Executive Committee every year, 80 members of the Group Talents are invited to take part in the prestigious GOLD (Global Organizational Leadership Development) for Managers program. In cooperation with HEC Paris (ranked #1 Worldwide in Executive Education by the Financial Times in 2013), the GOLD for Managers program aims to develop the future leaders of the company and create ambassadors for the company's values. The program won the Excellence in Practice award by the European Foundation for Management Development (EFMD) in 2013. The GOLD for Experts program was launched in 2013 in cooperation with the Institute for Manufacturing Education and Consultancy Services of Cambridge University and the Department for Computer Science of Paderborn University. Its goal is to equip Atos Talents with expert profiles, and with a best in class capability to define and implement innovative end to end solutions for customers, helping them gain competitive advantage. Training remains a core foundation to ensure the Atos workforce is well equipped to adapt to future technology and business challenges. Atos' global Learning & Development program and the Atos University have created a vast catalogue with more than 6,000 online courses freely available to all Atos employees. In addition, in 2013 Atos employees were trained in key corporate responsibility policies such as Customer Satisfaction, Security & Safety, Code of Ethics, and Data Protection. Sales staff received dedicated training resulting in 3,157 sales people passing a multi-level certification program.

6,000
e-learning modules available to all employees

76%
People participated in the Group Security training in 2013 [AO3]

The award-winning GOLD program co-created by Atos and HEC Paris

Interview / Christine Baldy Ngayo (Key Account Development Director - former GOLD program Manager, HEC Paris), **Corey Phelps** (Academic Director, HEC Paris), **Ann Dushane** (GOLD program Manager, HEC Paris) and **Valérie Caillaud** (Talent Manager, Atos Group)

What do you believe were the key differentiators for the European Foundation for Management Development's decision to bestow Atos and HEC Paris with the Excellence in Practice award for the Gold Program?
Corey Phelps, HEC: The GOLD program has been designed to deliver real business impact. The program is integrated into Atos' talent development strategy. Participants are identified thanks to its talent review process. They are then selected by senior management and finally go through dedicated interviews. Participants' career are individually followed up. Running through the entire program are team-based, action learning projects that allow participants to build on and apply what they learn while working to solve complex Atos business challenges. The sponsorship and participation of Atos senior executives in all stages of the

program are critical to its success. Finally, and most importantly, the Gold Program builds a strong sense of community among the participants as they share their personal and professional leadership journey. It is this sense of community and spirit that drives positive change within Atos.

What value does the program bring to participants?
Christine Baldy Ngayo, HEC: Feedback from participants clearly confirms the program gives them a better understanding of Atos and its strategy. Furthermore, it is a huge opportunity for them to build a sustainable network across functions and geographies. It gives them more visibility within the company and as a result, better career opportunities. For example, 50% of participants were promoted after 18 months. Participants can demonstrate their knowledge and creativity

through the Task Force Challenge which helps them improve their global teamwork skills and delve into an area of the business that they may otherwise not have had an opportunity to explore.

Why does Atos co-run the GOLD program with a business school?
Valérie Caillaud, Atos: HEC Paris has been involved from the outset with the GOLD program. The program is continually evaluated and refined, and HEC professors partner with Atos executives to keep the program relevant to its global initiatives and strategies from both a theory and applied methodology perspective. The program impacts Atos' business bottom line with a significant reduction in the attrition rate compared to global collaborators. This saves recruitment fees and key individuals as well as collective knowledge, and capabilities are retained within Atos. Since 2010, 56 Task Force business cases have

been developed and presented to senior management.

What are the key areas the Gold Program should focus on to keep young people and future employees highly motivated?
Ann Dushane, HEC: Research shows that young people are very network savvy and their networks are more virtual and at times ephemeral. It is important for these next generations to continue to build their networks and for employers to try to create a bond between them and the company. The GOLD program is founded on the principle of building a community that is both physical and virtual. The program demonstrates how Atos values its employees' development, providing them with the tools to evolve their careers while also empowering them to create their own opportunities by showing them doors that may be opened.





A holistic approach to wellbeing

Atos takes an integrated approach to promoting wellbeing at work, making sure labor standards and recognition for commitment, success and innovation go hand in hand throughout the company.

The protection of labor rights is a fundamental element of Atos Group employment policy. The Atos Code of Ethics states that Atos always takes decisions based on skills and competence without consideration of nationality, gender, age, disability or any other distinctive trait. As an active participant in the UN Global Compact since 2010, Atos ensures respect of the following principles:

- ▶ Supporting and respecting the protection of internationally proclaimed human rights.
- ▶ Making sure that Atos is not complicit in human rights abuses.
- ▶ Upholding freedom of association and the effective recognition of the right to collective bargaining.
- ▶ Elimination of all forms of forced and compulsory labor.
- ▶ Effective abolition of child labor.

Fairness and equal opportunities are key priorities within the Atos Group. Atos continued to take a proactive role in 2013 in promoting human rights, equal opportunities and career development for minority groups. 80% of the employees who participate in the Great Place to Work® survey in 2013 fully agreed that people at Atos are treated fairly regardless of their race or ethnic origin [AO6]. When applying for public tenders, Atos always follows the requirements of local labor laws. In all the countries where the Group operates, the Atos entry level wage (which is the lowest wage in Atos paid to a permanent and full-time employee) is above the local minimum wage.

For Atos, job security contributes positively to the psychological health of its workforce. Atos follows local and international regulations concerning minimum notice periods regarding significant operational changes. Atos' collective bargaining agreements cover areas such as health & safety, length of maternity/paternity leave, working time, notice periods and vacation time. Atos France signed a collective bargaining agreement in 2013 on employment and integration of disabled workers with a number of French trade unions representatives: CFE-CGC, CFTC, Specis-UNSA and CFDT. This agreement covers areas such as the recruitment and professional integration of disabled employees, development and training of disabled workers and promoting disability-awareness amongst all employees. The Atos France Mission Handicap will develop an action plan for the implementation of this agreement in order to promote the recruitment of disabled workers and retain employees with disabilities.

Valuing employee dedication
Recognition is a key motivating factor. In order to allow every great contributor to be recognized at fair value, the Group rolls out major programs, as part of the Wellbeing@work global initiative. The Accolade program empowers managers to instantaneously reward their teams according to three levels (Bronze, Silver and Gold) for exceptional performances. In 2013, more than 10,000 awards were distributed in the countries in which Atos operates in the world.

The Success Story Award program rewards the best delivery teams. Employees post projects on the Atos internal social network, blueKiwi, in one of the seven categories available based on global markets. The Group Executive Committee selects the best project for each category; employees can also vote for the best project as their People Choice Award. There is extensive internal communication for both programs, and key players are invited to attend a ceremony with the Group Executive Committee. In 2013, the Success Story Award program was recognized by ORAS, a French body of human resource professionals for its unique approach to team recognition and innovation in the area of compensation and benefits.

Using enterprise social networking to build a global Atos Community

FOCUS ON COLLABORATIVE INITIATIVES

Atos home swaps: a home-grown idea from blueKiwi

MyAtos.homeforswap.com is a dedicated home exchange portal, exclusively designed for Atos employees and provided by Echangersamaison SAS for Atos.
This unique concept came from employees who submitted the idea via blueKiwi, Atos' enterprise social network tool, and which was endorsed by Atos Wellbeing@work Council. Launched just before the 2013 summer period, more than 2,000 members have joined the community. Available in three languages, this portal allows colleagues to search among 160 vacation destinations in 33 countries to organize their holidays by swapping their homes or proposing hospitality within the Atos community for free.

Home exchange is an innovative way for all employees to experience living in a different culture, at the same time as taking an inexpensive and fun vacation. This service allows colleagues from all over the world to spend holidays with a feeling of being 'at home', making new friendships within Atos and contributing to the eco-tourism movement.



Team Recognition and Innovation trophy at the ORAS



Atos won the Team Recognition and Innovation trophy at the ORAS (Observatoire Rémunérations & Avantages Sociaux / Compensation and Benefits Observatory) ceremony in Paris, France at the end of 2013. The Atos' Success Story Award program highlights the outstanding talents of Atos project-delivery teams who help shape the way Atos works so successfully with its clients. The ORAS trophy is awarded by human resource professionals to an enterprise which runs a successful Compensation and Benefit project, judged on its relevance, quality and innovation. The ORAS jury appreciated the global nature of this Atos employee reward program, which involves employees from all around the Atos Group. The award is another indication that Atos' approach to social collaboration through its enterprise network is gaining recognition for its efficiency as a worldwide initiative. The jury said it was particularly impressed by the fact that the teams' presentations and processing of the votes were entirely managed via blueKiwi, Atos' enterprise social network, which also provided for an employees' People Choice award.



Social networking for greater efficiency

Atos' global transformation program, Wellbeing@work, develops initiatives and activities to encourage new ways of working, intensively using new technologies while matching the social expectations of employees.

Our key global collaborative program is the Zero email™ initiative which applies to all Atos employees in every country where Atos operates.

The main elements of this initiative are to increase the adoption of social media technologies and new individual and managerial behaviors across the Group. This has led to gains in efficiency and productivity through better collaboration, information and communication. Careful management of the initiative has created a flexible approach that better serves the work/life balance of the individual and the needs of the business.

In 2013, the Atos enterprise social network "Zen" on blueKiwi became available to all employees in the Group. The prerequisite to onboard was to be part of a blueKiwi community and to ensure the enterprise social network is used for Atos-related purposes. 85% of top managers are already regular contributors to this social collaborative platform and 55,000 employees are regular users. There are now 5,100 active blueKiwi communities, addressing the different needs of our employees. Expert communities are centered around specific skills or technical topics. Project communities allow members of a project to share documents, messages, risk registers and project agendas leading to greater efficiency, better access to knowledge and a faster pace for team members to onboard a project. Interest communities cater for more cross-cutting topics such as innovation,

Wellbeing@work and sustainability to encourage sharing of ideas, information and knowledge to maintain the collective intelligence of the company. Organizational communities link Atos employees by geography or department and are particularly useful for companies where a large number of employees work at customer sites.

The blueKiwi enterprise portal connects with Microsoft Outlook and Microsoft Lync so that external emails can be shared and discussed within social communities. Work documents are shared and final documents are archived in Sharepoint's global platform. The combination of collaboration and access to documents creates a global structure of communities bringing together Atos' skills, markets and our offerings.

The overall impacts are that there is now faster access to expertise and that true global collaboration is now a reality, within the reach of every employee.

Award winning health programs

Atos uses the Great Place to Work® survey as a tool to consider the impacts of improvements it makes in specific areas such as health, smart working conditions and a collaborative and transparent environment. In 2013 a Health@work blueprint was developed to promote best practices, through global tools, to support employees with their health and wellbeing. Atos is committed to providing access to health checks and medical insurance so that employees can look after themselves well. Employees registered their overall satisfaction with the Atos health program in the 2013 Great Place to Work® survey. In 2013, the UK Royal Society for the Prevention of Accidents (RoSPA) awarded Atos UK with a Gold Award for Occupational Health and Safety. To promote Atos' approach to greater collaboration through smart working

conditions, managers were trained during 2013 to engage more in our important projects so as to drive improvement at all stages. The blueKiwi collaboration platform allows them to be better informed and monitor key projects without the information overload often caused by email systems. At the same time, the blueKiwi organizational communities bring all employees together and can better align their work to team/department/company goals.

In 2013
76,000 + Atos employees onboarded on blueKiwi Zen
5,100 + communities created
2,500 + top managers trained in blueKiwi
3,500 Zero email™ ambassadors
200 + Zero email™ processes certified in 2013
-60% decrease in emails sent since 2011
300,000 blueKiwi contributions per month

Business benefits from Atos collaborative communities

In February 2011, the Atos Group announced its ambition to become a Zero email™ company within three years. Since then, Atos has successfully deployed innovative enterprise collaboration technologies to reduce email and transform its working culture into new collaborative online communities. This new approach has increased employees' productivity and enabled our clients to be better served through swifter reactions to technical issues.

The extensive roll out of the blueKiwi enterprise social platform across Atos has led to some teams now being Zero email™ certified meaning that they do not use email for any internal communications. In Germany, the Atos Customer Satisfaction Management Process was Zero email™ certified in 2013. Michael Gatz-Kippert, Customer Satisfaction Process Manager, explains: "The advantage of Zero email™ certification is that the email volumes for



Michael Gatz-Kippert, Customer Satisfaction Process Manager, Atos Group

the current process of dealing with queries and results have been significantly reduced. We now deploy faster and ever more effective social media tools that allow for additional convenience and speed with dashboards, online databases, or documents."

Atos expert communities

The global collaborative platform has created value through the establishment of Atos expert communities on blueKiwi. The expert communities bring people with specific skills or knowledge about technical topics together to provide topic-focused solutions. Through the community, colleagues can help one another and, at the same time, use the community to enrich their own skills by sharing best practice and knowledge. Team members can take on the role of facilitator, demonstrating their ability to support, encourage and be creative in relation to the projects under discussion. In 2013, the Atos SAP Practice launched an expert community on blueKiwi and is now able to resolve technical issues much faster - 45 minutes is the current average time to get a response from an expert as compared to two days in the past. The SAP expert online community has more than 1,100 members who share their knowledge, views and insights. A new Service Desk community was also established in 2013 to share ideas about improving customer experiences and to celebrate successes. By pooling global expertise in this type of online community, Atos has

been able to share information about client feedback, training plans, operational tasks and serious incidents.

Enabling the Atos Intrapreneur

Collaborating through the new online communities has led to cultural changes in the way that Atos employees work. Managers have been trained via specialized one-day sessions on Leadership in the Zero email™ company which explained how to use the new media in order to communicate effectively and to show their involvement in their teams' projects. The combination of social tools and collaborative behaviors present Atos with the opportunity to nurture its business engineers to become 'intrapreneurs'. By using social collaboration to define ideas, Atos will be able to consider its Business Technologists' most promising ideas and projects to create new offerings to complement its global portfolio.

"For my accounts, social collaboration brings competitive advantage by using blueKiwi as an information highway to share delivery and account information, and gain up-to-date useful information faster than our competitors can and do."

Hans de Bruin, Account Executive, Atos Group



"Using blueKiwi communities has resulted in making operational processes more efficient and is proving to be a great way to engage staff to use a modern-day medium."

Jason Precious, Service Desk Community Leader, Atos Group





Making concrete contributions to benefit the society at large

Atos' consciousness of its contributions to improve the lives of citizens and the environment in which we all live is high. Our themes are globally designed and tailored to local needs and purposes.

Atos' commitment to corporate citizenship embraces an inclusive business model that underpins all of our actions. To further its ambition to bring progress to society at large, Atos continuously develops projects and initiatives both internally within the Group and externally in partnership with not-for-profit organizations that are supporting causes, entirely endorsed by Atos.

Benelux
Across the Benelux, Atos continued to work closely with the international development charity, Voluntary Services Overseas (VSO) in 2013, creating long-term solutions to reduce poverty. Atos aims to deliver strong civic and social impacts through its collaboration with VSO which brings people together to share skills, build capabilities, promote international understanding and action, and change lives to make the world a better and fairer place for all.

The Atos Foundation in the Netherlands and its IT partner in Bangladesh are jointly setting up IT centers in rural areas of Bangladesh. These centers are managed and operated by unemployed, recent graduates who are trained by the Atos Foundation. Farmers are also empowered to collect agricultural information through an application hosted in these IT centers. Conducting IT courses offers a unique opportunity to Atos employees to deliver sustainable projects and to apply with pride their skills and core competences in remote part of the world.

Brazil
In 2013, 100 employees of Atos Brazil, from the Londrina office, took part in a city run in the area where Atos opened a new office. The prime objective was to bring together employees around a sustainable theme and

to increase Atos visibility among the local communities. Atos is already committed to joining this event again in 2014. This run aims to become an annual sporting event for all Atos employees in Brazil.

UK
In the UK, Atos volunteers with Natural England, a non-departmental public body of the UK government responsible for protecting England's natural environment. Working under the guidance of local rangers, Atos staff carry out conservation work across the English countryside. In 2013, Atos UK&I employees spent hundreds of days volunteering for conservation work, including one day for each 2013 graduate intake as part of their induction training. In addition, Atos UK worked with Plan International, a children's development not-for-profit organization that promotes child rights and works to lift millions of children's out of poverty, to set up a single human



Atos Green Run 2013, in Brazil

In 2013, Atos employees volunteered in numerous secondary schools located in deprived areas nearest to its headquarters and main locations. The outreach to nearby communities was particularly well received by volunteers from Atos, as well as children, teachers and board members of the schools who appreciate Atos' contributions to build bridges between the schools and the future working of the children.



Volunteering: an Atos colleague visiting a secondary school in France

resources system for more than 9,000 Plan International employees across 50 countries including some of the most challenging and remote geographies. This innovative project was awarded the SAP UK Quality Award (Silver Winner, Large Implementation, 2013) and illustrates well how Atos' core competences combined with highly motivated Business Technologists do effectively power progress of society through digital inclusion.

France
Atos France particularly emphasizes on equality of access to education and youth empowerment that are important to maximize social inclusion. Since 2011, Atos has partnered with a non-profit organization, Energie Jeunes, whose primary aim is to fight school drop-out in secondary schools located in deprived areas. Dozens of Atos France employees volunteer in visiting secondary schools, using their own personal experience as Business Technologists and parents to communicate the importance of exploiting own's potential and of fighting early school drop-out.

4,048
Number of employees worldwide taking part in corporate citizenship programs in 2013



Reducing our global footprint

— Leading the way in carbon management
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— Towards a new generation of sustainable datacenters
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In 2013, the Earth's atmospheric CO₂ level peaked at 400 ppm and this is still rising. Atos considers energy and carbon management to be two key challenges that have to be addressed through our own actions. In addition, by working closely with our clients, we encourage them to consider these challenges as levers for more effective performance.

Our approach is to systematically track (measure, abate and report) the pollution produced by our own organization. We regularly examine and review our ways of working and our operations with a focus on reducing energy and greenhouse gas emissions. In 2013, we paid particular attention to datacenter optimization, and we also extended the use of decarbonized energy in more of our country operations and continued to develop remote collaboration thanks to our collaborative platform.

In 2014, we will continue on this path, using the implementation of our ISO 14001 program as a means to mobilize employees about environmental challenges. We will also give priority to waste and water management as two new issues to be addressed.

19,309
Global footprint
by revenue (Kg CO₂/M € revenue)
[EN16]

48
ISO 14001 certified sites
(Offices plus datacenters)
[EN28]

105.29
Average of emissions
in company's fleet cars (gr CO₂/km)
[EN16]



Leading the way in carbon management

The global environmental impact of the IT sector is substantial. Within Atos, the challenge to decouple economic growth from carbon emissions growth is continuously reviewed at all levels of the company, monitored through Key Performance Indicators, and with a clear determination to reduce environmental impacts.

Since 2008, Atos has made considerable efforts to achieve low carbon operations in order to reduce its impacts on the environment.

Our first global footprint measurement in 2008 became the baseline for our future emissions reductions, with targets set for a 50% reduction by 2012. By the end of 2012, Atos exceeded its interim target, achieving a 41% reduction and it was clear that with planned activities, our 2015 targets were also going to be exceeded. That is why this ambition was extended to an additional 50% reduction by 2015, henceforth using the 2012 baseline.

Atos was recognized in 2013 by the Carbon Disclosure Project (CDP) for its leadership in climate change initiatives through its energy efficiency and carbon reduction measures. Atos achieved a score of 93 in the Climate Disclosure Leadership Index, a result of its high level of transparency, and was placed in band A in the Climate Performance Leadership Index, which only the top 10% of companies assessed worldwide achieve. In order to continue to reduce energy consumption, in 2013 Atos increased its use of decarbonized energies. Atos Netherlands, France, Belgium, United Kingdom and parts of Germany are already using Zero Carbon energy. Our CO₂ emissions are mainly caused by the operation of our datacenters and offices and by travel activities. Since it is not yet possible to eliminate all of our carbon emissions, we have pursued a program to offset the carbon produced by our datacenters. As leaders in carbon management, we also provide our clients with carbon neutral hosting as standard across the globe.

Certified environmental management systems

The implementation of an Environmental Management System within our major sites contributes not only to our environmental performance but it also improves our competitiveness and increases the performance of the company worldwide. The Atos targets for implementation of its Environmental Management System are to certify by 2015 all of its strategic datacenters and all of its main office sites with more than 500 employees worldwide. This means certification of 102 sites, of which 31% are datacenters and 69% are offices. 70 sites are within the global scope for certification, while geographical business units have identified more than 30 additional sites within their region to meet their own environmental targets and market requirements. By end of 2013, 64% of sites were covered by the Environmental Management System. 65 sites are now certified or in the process of certification, including 24 datacenters and 41 offices. The remaining sites will be certified over the period 2014-2015.

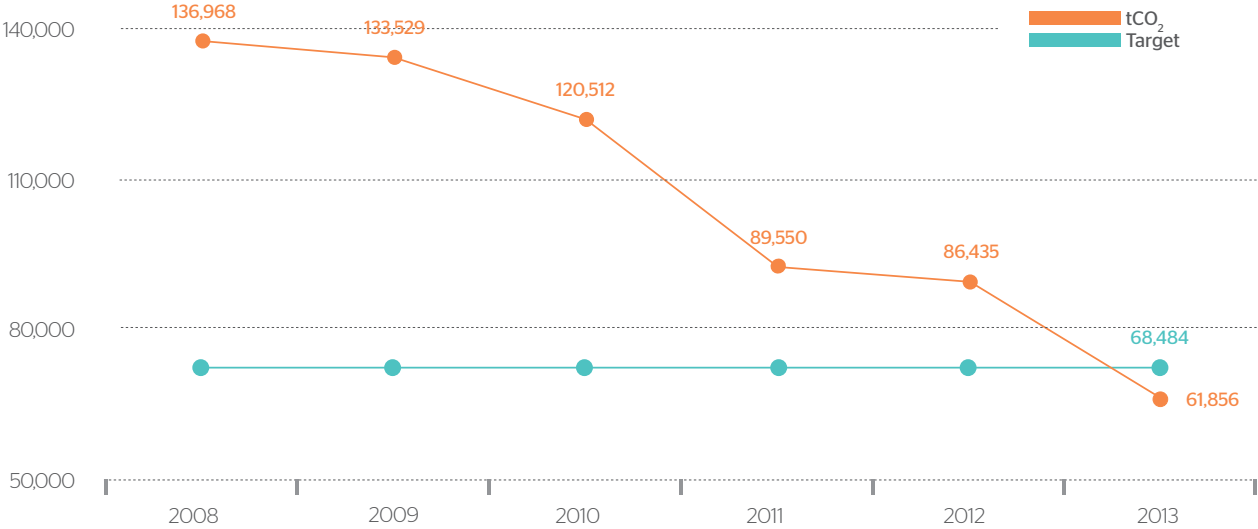
50%
reduction of Atos global carbon footprint by 2015

Band A
Atos ranked band A in the Climate Performance Leadership Index by CDP

Atos committed to reducing its energy consumption

The most significant environmental impact resulting from Atos' business operations arises from the consumption of energy and thereby the direct or indirect carbon emissions into the atmosphere. Our CO₂ emissions are mainly caused by the operation of our datacenters and travel activities and to a lesser extent from our offices.

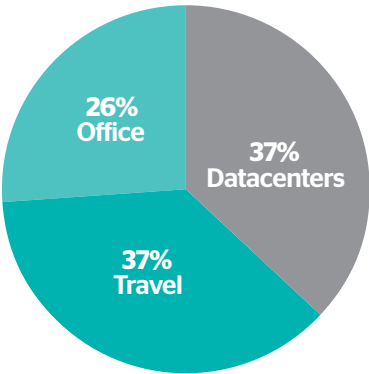
CO₂ FOOTPRINT PROGRESS (2008 BASELINE)



To reduce energy consumption Atos focuses on all major emissions sources using a range of levers in the three following areas:

Emissions Source	Main Activities
Datacenters	Consolidation of sites, driving efficiency by increasing equipment utilization levels and therefore reducing the amount of equipment in use
	Improvement of supporting electrical and cooling infrastructure, using modern more efficient equipment configured to operate optimally
	Use of smart management tools (DCIM) to constantly optimise IT resources management (including energy) and physical assets
	Deployment of Cloud and virtualization solutions, again to increase ICT equipment utilization and therefore reduce the total amount in use
Offices	Consolidation of offices (m²) and extention of the Campus Concept in countries where Atos is located
	Use of smart management tools to constantly monitor and manage energy and how it is consumed
	Office assessment program HVAC (Heating, Ventilation and Air-Conditioning), to identify opportunities for efficiency improvements and to inform our facilities improvement program
Travel	Travel avoidance with our collaborative toolset
	Promotion of low carbon transportation and vehicle sharing
	Electric vehicles

CO₂ EMISSIONS





Smart workplaces

The Wellbeing@work global initiative develops new ideas and approaches to improve our employees' working environment. In 2013, the Group rolled out a digital working environment to increase worldwide collaboration and networking, reducing the need for work travel.

Through its Smart Campus concept, Atos has established a new working environment which incorporates key elements designed to reduce the environmental footprint of its employees.

The principles of desk sharing and open spaces have reduced the number of square meters used in offices, thereby reducing the energy needed for lighting, heating or cooling workspaces. The Smart Campus concept has also embraced a move towards a zero paper office. By rationalizing the number of printers (1 for 50 people), removing individual printers, and promoting the idea of 'follow-me printing', paper consumption has significantly decreased, (decrease of 29% between 2012-2013) while the security of information has been improved. To further its Zero email™ ambition, the company has also deployed a global digital platform and new tools to enable employees to access their work environment at all times from any location. A key feature of this new approach is that it encourages remote working and for travel to be restricted to the minimum. Atos employees now collaborate through communities on Atos blueKiwi, in conference calls via Lync, and they can access knowledge management and document storage on SharePoint.

In 2013, the new digital working environments, which are based on the use of various technologies, were deployed in all regions where Atos operates. These tools have created positive social benefits such as flexible working times and a better work/life balance as well as economic benefits through enabled mobility and greater flexibility contributing to productivity increase. At the same time, less emails being sent internally has led to less energy being used to store data and the new digital platform means that employees can

discuss projects and collaborate online wherever they are based in the world without the need to travel thousands of miles, thus contributing to reducing the Group's environmental footprint.

Sustainable modes of travel
Atos employees are also encouraged to use environmentally friendly modes of transport for work travel. The Atos green global travel policy requires all employees, wherever they are in the world, to favor 'smart' transport whenever possible (e.g. company cars <120g CO₂, train instead of airplane, Atos electric car fleet or public transport). All travel bookings must be made via a platform (travel agency), applying the travel policy in the booking process with a workflow of control and validation. At the same time, Atos aims to offer its employees new environmentally friendly and attractive travel options in the form of its fleet of electric cars. Indeed, MyCar – Atos' fleet of electric vehicles – is one of the most significant examples in 2013 of the initiatives which demonstrate Atos' commitment to reducing its carbon footprint. One year after its launch at the end of 2012, the MyCar fleet of 10 electric vehicles located at Atos headquarters in Bezons, France, had close to 400 users, with 3,400 bookings, travelling nearly 100,000 km, and saving more than 12,000 kg of CO₂. In 2014, this initiative will be extended to additional locations in France.

10
social communities dedicated to sustainable topics

12,000
kg of CO₂ saved thanks to the use of the Atos electric cars

Defining best practice for a greener workplace

FOCUS ON BUILDING ASSESSMENT TO BETTER MONITOR RESOURCES

During 2013, Atos started to consider the true environmental impacts of its built environment as part of its environmental management system in the UK. The impact of construction works, running business services or operations, maintaining the building during its lifetime, the location of the building and how it meets travel demands for staff, customers and visitors are all relevant factors when managing a company's impact in terms of the environment.

In the UK Atos has decided to consider these factors, together with issues such as energy usage, waste generation and travel, to develop an understanding of the impacts and longevity of options and decisions in relation to location, equipping and running the buildings from which it operates. In addition to a full consideration of the Atos global Environmental Management System, Atos UK applied the specific best practice measures associated with the built environment of the Royal Institution of Chartered Surveyors as a reference point, and then constructed its own model around these guidelines.

The Atos UK model helps identify how well a building measures against 99 good practice measures. It also identifies which good practice measures need attention. It produces an empirical score value, comparing a building against a set of standards. If improvements are made to any of the 99 good practice measures then the score for the building will increase. The nearer to the 100% score, the lower the environmental impact of the building. According to James Bailey, Energy Manager of Atos UK: "By scoring a building at two different dates (typically two to three years apart) we can see if the score has improved or not. With new buildings, we insist that these are constructed and fitted to high standards so that they initially achieve a high score. Re-scoring the building every two or three years ensures that the original standards of the building are maintained. If new standards are developed and agreed, compliance with these can be tracked." Atos UK is currently refining the model. The aim is to simplify the best practice measures to be covered so that they are more easily measurable and more identifiable as Atos standards.



Atos' site at Beeston in Nottingham, UK.

"A built structure often has a life of more than 100 years. This means business decisions made during the planning and design phase have a long life and the environmental impact of decisions made during the planning, design and operation are vitally important to sustainability."

James Bailey, CEnv IEng MEI, Energy Manager, Atos UK



Towards a new generation of sustainable datacenters

Through its Ambition Zero Carbon program Atos aims to take action to reduce carbon emissions as part of its global corporate strategy through measurement, reduction, reporting and using offsetting tools and decarbonized energy sources. This program is expected to reduce the carbon footprint of Atos by 50% by 2015 (2012 baseline).

Atos continued to focus its efforts during 2013 on the transition towards operating the most energy efficient datacenters.

Twelve datacenters were closed in 2013 for reasons of size, capacity and because they were not energy efficient. Four new and more efficient datacenters were opened. Among the new datacenters is a second eco-efficient site in Helsinki, Finland which uses seawater for cooling and reuses energy generated by the datacenter to warm local households. Over the next three years (2014-2016), Atos envisages further consolidation of its datacenters by closing 23 sites. In 2013, industry analysts Gartner ranked Atos in the Leadership quadrant, and cited the successful datacenter consolidation program as a strong rationale for this positioning.

A powerful energy-saving side effect of the consolidation is that migrations provide an excellent opportunity to renew customers' IT landscapes by moving to Cloud solutions, virtualization, using more energy efficient hardware and other optimizations.

As a result of this, the datacenter migrations in 2013 led to an average reduction of 30% in energy consumption by the hosted IT equipment involved.

In 22 of its major datacenters, Atos conducted its program to optimize Power Utilization Effectiveness (PUE). The reduction of PUE in 2013 in these datacenters was close to 1.70 - which was much higher than Atos' target of reducing PUE from 1.75 to 1.72.

Atos will add a third dimension to its global strategy to reduce its carbon emissions from datacenter activities in the form of its new Data Center Infrastructure Management tool. This will be rolled out in selected Atos datacenters in 2014, leading the industry towards truly sustainable datacenter management.

Towards Ambition Zero Carbon

Another lever in Atos' bid to reduce its carbon footprint is its ability to deliver carbon-neutral hosting services to all its customers by offsetting all of Atos' greenhouse gas emissions from its datacenters. Through its offsetting program, Atos funds a wind power farm project in India in partnership with EcoAct, an organization dedicated to combating climate change.

In 2013, Atos concluded a three-year partnership with EcoAct to define and develop the environmental strategy of the group, particularly in the context of the Atos Ambition Zero Carbon program. Atos has set a target to supply 100% of its main datacenters with carbon-free energy by the end of the three-year plan. In 2013, the annual review of supply contracts due to expire soon measured the feasibility of a shift towards a low-carbon energy. In countries such as France, Germany and the United Kingdom, Atos is now supplied with carbon-free energy. Leading by example, some countries such as the Netherlands use biomass to source energy for all their sites. These efforts, led by the local procurement teams, reflect the efforts by employees' engagement in the objective of reducing Atos' carbon footprint as part of their daily work. These initiatives will also benefit our clients who can limit the impacts on the environment from operations carried out by, or jointly with, Atos.

30%

In 2013, the datacenter transformation program led to an average reduction of up to 30% of energy savings

4

new energy efficient datacenters

1.7

the average Power Utilization Effectiveness in the strategic datacenters

Optimizing our operations through carbon efficient tools

FOCUS ON ACTIONS TO REDUCE ATOS CARBON FOOTPRINT

Datacenter Infrastructure Management

As part of the Atos-Siemens alliance, a new Data Center Infrastructure Management (DCIM) solution was further developed in 2013 to provide real-time monitoring of datacenter energy consumption at a very detailed level.

The Data Center Infrastructure Management (DCIM) tool is a combined project that has been developed by Atos and Siemens since October 2011 at an Atos datacenter in Utrecht, the Netherlands. After two years of development and testing, the solution provides an integrated view of the entire datacenter in the following critical areas:

- ▶ Monitoring real-time data
- ▶ Reporting on standard Key Performance Indicators
- ▶ Identifying optimizations for the datacenter, including energy usage optimizations

- ▶ Providing a holistic overview for facility assets as well as IT assets
 - ▶ Improving the control of the datacenter.
- The primary strengths of this tool are to optimize and reduce energy consumption in datacenters. In addition, a Product Lifecycle Management module has been implemented which provides strong analysis and simulation options for improved datacenter floor and rack utilization. The DCIM solution will also enable Atos customers to gain operational cost savings, improve their carbon footprint and reduce the risk of downtimes within their own datacenters. Atos will begin the roll-out of the DCIM solution in European datacenters in 2014.

Pioneering carbon management

Since 2010, Atos has offset all greenhouse gas emissions generated by the energy consumption of its datacenters through the purchase of carbon credits generated by a wind farm project in India. The project comprises 67 wind turbine generators installed in two Indian states (Karnataka, Gujarat). Energy generated from the project supplies renewable energy to the North-Eastern regional grid and the Southern grid of India. This project provides 217,000 households in rural areas with electricity, and brings numerous social, economic and significant environmental benefits for local communities. Validated by the international

standard VCS, this project, selected in 2013 provides annual production of more than 115,000 MWh of renewable electricity, reducing nearly 90,000 TCO₂ eq each year. The choice of this project meant that Atos was able to take concrete action to promote renewable energy in a country where the company already has several sites and nearly 10,000 employees. This initiative enables Atos to offset the carbon emissions of its datacenters - evaluated at 81,373 TCO₂eq in 2013 - therefore contributing to 90% of the total project in India that saves 90,000 TCO₂eq in total.



Artist impression of the new Longbridge UK datacenter - courtesy ICTroom.

The new sustainable datacenter at Longbridge, UK

In the UK Atos is constructing a new super green datacenter in Longbridge, near Birmingham, with a spectacularly low Power Utilization Effectiveness of 1.15. This is achieved by indirect free air cooling and the site is expected to be in operation from 2015.



Leading-edge sustainable solutions

— Delivering growth through sustainability solutions
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— Optimizing client performance with our global ecosystem
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For Atos, enterprise sustainability is not an optional extra. In order to be successful in business, Atos believes that sustainability needs to be at the core of its customers' corporate growth strategies. Competitive advantage nowadays stems from embedding sustainability into a company's activities leading to enhanced operational efficiency, reduced costs, better management of risks and compliance, optimised resource efficiency, and protection of the enterprise brand and reputation.

Applying its experience of guiding industry sectors and markets as well as its technology expertise, Atos guides enterprises in their journeys to transform into firms of the future. We approach this transformation by addressing all key levels: strategy, operations and infrastructure.

A key component for success in a modern sustainable world is the application of leading-edge information communication technologies which can help companies achieve sustainable growth models. Atos has designed a portfolio of solutions designed to meet all the key challenges of its clients.

€188,488,718

Total contract value of
overall sustainability offerings in 2013
[AO7]

€14,514,944

Total contract value
of digital citizenship solutions in 2013
[AO7]



Delivering growth through sustainability solutions

Atos applies a business-focused strategy to sustainability, providing enterprises with intelligent solutions to deliver clear business benefits as well as sustainable excellence.

Leading-edge sustainable solutions

Operational Excellence
To provide clients with the insights and tools to optimize individual processes and the entire process landscape, our Operational Excellence solutions are available in areas such as product life management, energy, water management and sustainability reporting.

People, Safety and Product Compliance
Atos solutions aim to improve controls and mitigate key risk factors, leading to improved reputation. They also safeguard handling of hazardous materials across the value chain and enable global working practices by ensuring compliance with international product regulations through integrated systems and procedures.

Risk Management Services
These highly proactive services identify threats before damage can be caused, keeping the entire environment secure. The services contribute to reduction of threat and increased data integrity and include Advanced High Performance Security, Vulnerability Management Services, assessment services, Identity and Access Management, Intrusion Detection and Prevention Management solutions.

Ambition Carbon Free
Atos has a unique offering of solutions to measure, manage, reduce and offset the carbon footprint of all aspects of its clients' business infrastructure. Since 2009, Atos has pioneered its ambitious Zero Carbon program with an innovative portfolio of energy and carbon management solutions for its clients. Atos is historically the first ICT company to provide carbon neutral hosting to its clients.

Business IT Infrastructure
The high value added of services delivered by ICT relies on an increasing consumption of resources, such as energy and IT equipment, to manage, store and access growing volumes of data. Atos' Business IT Infrastructure solutions provide the best level of service delivery with the lowest impacts on costs and environment.

Data Center Infrastructure Management (DCIM)
In the data center space, our strategic alliance with Siemens has resulted in the Atos DCIM solution which provides an integrated view of the 'total datacenter' and all its core systems. DCIM delivers real-time reporting, enhanced scenario planning, early intervention and rapid troubleshooting, enhanced asset management and better use of energy.

Market adoption

CHIRON
In 2013, Atos completed the research & development phase of the CHIRON system for remote patient monitoring. Together with other key partners in this project, Atos has played a significant role in developing a system to allow doctors to monitor and track chronically ill patients while at home and outside of the healthcare environment. The CHIRON project seeks to prevent acute medical episodes through tools enabling doctors to process physiological signs and real-time images using computer-assisted analysis. The system aims to improve decision-making regarding clinical treatment and will provide interoperability between devices and services related to healthcare, making it possible to store and manage patient data securely. Completion of the development program and pilot projects in Italy and the UK has opened the door to new applications which will enable healthcare staff to track and monitor chronically ill patients remotely, outside of the healthcare environment.

In 2013, Worldline showcased the Mobile Pass solution which was developed in a collaborative R&D project, Lyrics, to enhance the protection of users' privacy. Developed for the French Research Agency (ANR), this new technology revolutionizes the way a person can be mobile in full security and privacy, and aims to protect European companies' data while giving users freedom to access the internet.

Carbon Assessment Reduction Analysis
This provides a methodical scan of existing datacenter facilities to identify areas of potential improvement for clients. Through our Green IT Analysis, Atos provides ways of using virtualization and other techniques to enhance energy and environmental IT performance.

Canopy
In addition to offering enterprise sustainability solutions on-premises, Atos offers many solutions in a Cloud environment, delivered through Canopy, the Atos company powered by EMC² and VMware technology. Many of Canopy's solutions can be offered in a preconfigured Cloud configuration on a Software-as-a-Service or Platform-as-a-Service basis. The anticipated benefits are substantial - IT cost reduction and capital expenditure avoidance through flexible pricing models combined with significantly increased levels of innovation and agility.

Canopy Compose
In 2013, Canopy launched Canopy Compose, its latest Platform-as-a-Service offering, created to Cloud-enable entire application landscapes, both existing and new. Canopy Compose's catalogue enables customers to migrate applications in a fast, easy and cost-efficient way to a pure Cloud platform, charged on a pay-as-you-go model, so that they can focus on business outcomes and innovation.

MyCity
The MyCity range of solutions enable governments and citizens to work together. MyCity creates new solutions for citizens to access services when and how they want - reducing service costs, increasing productivity and citizen satisfaction. Examples of MyCity solutions include E-traffic management solutions such as Universal Tolling System, Real Time Traffic Forecast and Low Emission Zone solutions as well as Atos Social Collaboration solutions including Zero email™ and Enterprise Content Management.

Market adoption

ALFRED
Worldline is participating in the pan-European project, ALFRED, which is developing a mobile personalized assistant for elderly people so they can remain independent at the same time as facilitating coordination with their caregivers.

Connected Car
Renault R-Link is an integrated and connected multimedia system, specially designed to be used in a vehicle system. It aims to improve the user experience of the driver and customer relationships, implementing new services of contextual mobility. The integrated device allows to download all kinds of applications (music, weather, email, RSS, etc.) from the manufacturer's store and pay online. The driver can expand and customize the connectivity onboard the vehicle. The ergonomics and features of the system were designed to Renault R-Link system the safest in the market e-mobility for both the driver and the vehicle.

Leading-edge sustainable solutions



Driving sustainable progress for society

“The transformation of Gas Terra reached a new milestone in 2013 with the opening of its new office. When we visited the Atos headquarters near Paris, our executive team experienced the Atos new world of work in the context of a physical environment built to the highest sustainability standards and this was something we ourselves were keen to emulate.”

Johan Ståbler, Head of IT strategy, GasTerra

Smart Mobility

Atos provides mobile applications solutions as well as context-driven mobility services by market. This offering includes consulting, design and usability, application development and testing, device management, and full service outsourcing, including billing mediation. These services can be delivered in transactional or in on-premises mode. In addition, Atos’ Cloud-based mobile contextual services allow clients to capitalize on the contextual data they own which can be used in innovative mobile applications.

Smart Campus

Atos combines both digital and physical workplaces to provide its clients with adaptive and attractive working environments. The Smart Campus package includes new working space design (such as open spaces and dedicated/desk sharing), providing useful services to employees (electric vehicles, online health platform, IT hotline etc.), delivering specific tools to facilitate their day-to-day work (e.g. follow-me printing, online meeting rooms booking), relying on remote collaborative tools (such as social enterprise network, unified communication) facilitating employee mobility and flexibility of working organization.

Smart Grid

The comprehensive Atos Smart Metering offering is the platform used for roll-out to 35 million smart meters in France. With a system covering the entire process (counting billing, including customer relationship management), this Atos solution optimizes energy consumption while developing a sustainable and personalized relationship with customers.

Social Collaboration

Zero email™ drives organizations towards fully adopting the technologies of the future workplace. Zero email™ encourages innovation, enhances business agility, and speeds up time to market for new services and products, by making social collaboration tools the cornerstone of an organization’s IT landscape.

Market adoption

iCargo
Atos is leading the Intelligent Cargo in Efficient and Sustainable Global Logistics Operations (iCargo) consortium whose objective is the reduction of CO₂ emissions from improved efficiency of intermodal loading systems and the promotion of smart decision assistance systems. Launched in 2013, the iCargo project is developing an open architecture that allows existing systems and new applications to collaborate more effectively, leading to greater logistical, economic and environmental efficiencies. As well as leading the consortium of 29 logistics and supply management organizations, Atos is actively participating in the design and implementation of the iCargo platform components, particularly in relation to the Cloud infrastructure, semantic web services and Software as a Service concept, the business model design and coordination of the pilot projects.

Developing innovative sustainability solutions with Siemens

Interview / Kersten-Karl Barth, Director Corporate Sustainability, Siemens AG.

The strategic Alliance between Atos and Siemens was launched in July 2011 to maximize the combined strength of Siemens’ products and solutions with Atos’ foundation IT and business enabling IT solutions. Innovation in generating new, unique and competitive joint solutions for sustainability is a key part of the business partnership.

What is the Siemens’ vision in relation to Sustainability?
Kersten-Karl Barth: As our history shows, our understanding of sustainability – the balance of economic, ecological and social aspects – is closely linked to our company values; to be responsible, excellent and innovative. From the start, Werner von Siemens insisted that his company fulfilled its responsibilities towards its employees, to society and to nature. To achieve excellence, to capture leading positions in the markets of tomorrow, and to develop innovative technologies that help ensure the future viability of modern civilization – this vision mirrors our motivation and our values. Our Siemens Sustainability Program specifically translates this aspiration into concrete measures. We focus on targets and activities in three areas: Business opportunities, Walk the talk and Stakeholder Engagement. In the first area, we turn our approach to sustainability into concrete business opportunities. Walk the talk means we are committed to embedding sustainability throughout our organization and operations. In the third area,

we focus on collaboration with all relevant stakeholders.

Sustainability is a common value you share with your stakeholders. How important is this concept in your alliance with Atos?
Kersten-Karl Barth: As part of our strategic alliance with Atos, we ensure that our sustainability focus brings value to our customers. Leveraging our respective expertise, Siemens and Atos have jointly developed sustainable solutions that help increase energy and capacity efficiency as well as reduce pollution. For example, the Data Center Infrastructure Management (DCIM) solution, jointly developed with Atos, provides a holistic view of realtime reporting, analysis and intelligence that enables optimization of energy and resources for datacenters. In the city space, our jointly developed Low Emission Zone solution enables cities to address rising pollution levels in designated areas. These solutions form part of many projects that have been developed through a €100 million joint investment fund set up with the aim of driving innovation.

To what extent is resource efficiency a key element of Siemens’ business approach?
Kersten-Karl Barth: Our customers often face the same challenges as we do ourselves: how can I be successful in the long term? Resource and energy efficiency as well as productivity topics play a crucial role in that. It is therefore very important to understand the business of

our customers, to respond to the requirements quickly and to prove our competence in solving these challenges. We do this with innovative resource and energy-efficient technologies, which provide our customers with a competitive edge, generate profitable growth for us and care for the planet.

Could you highlight your vision with concrete examples of solutions?
Kersten-Karl Barth: We offer innovative products, solutions and services along the entire value chain of electrification which contribute to the protection of the climate and the environment. Our aim is a threefold benefit: for our customers who improve their competitiveness thanks to lower energy costs and higher productivity, for future generations, and for Siemens itself, by developing attractive markets and growing profitable. We have quite a number of success stories. Siemens has a total installed wind power fleet of 17,930 MW, of which 15,344 MW are onshore and 2,586 MW offshore. This fleet accounts for 45.75 Mt CO₂e abatement on average every year. Globally, buildings consume about 40% of primary energy and produce about one third of CO₂ emissions. Our technology helps increase energy efficiency and reduce emissions. Taipei’s 101 has become the greenest skyscraper in the world with these applications. The use of innovative and perfectly tailored drive technology alone can bring energy savings of up to 70% in industrial production processes.



“As part of our strategic alliance with Atos, we ensure that our sustainability focus brings value to our customers.”



Optimizing client performance with our global ecosystem

By establishing a global ecosystem with partners who share similar ambitions on sustainability and who can deliver complementary expertise, we have produced a winning business model for Atos, for our clients and for society.

Bolloré

In 2013, Atos and Bolloré Group extended their collaboration on the MyCar project, Atos' fleet of electric 'smart' cars, to develop a system of provisional booking, together with a detailed reporting service on the use of the fleet. In addition, Atos launched a new initiative to test the electrical load devices (wall box) as part of an extension of the MyCar initiative in its datacenters located near Paris. The objective is to test this technology and to measure the added value of an electric fleet to the needs of managed services activities. At the end of 2013, Atos and Bolloré started to experiment with augmented reality technology on the Blue car in order to promote both Atos and Bolloré technologies. The result will be visible in 2014.

International Olympic Committee

Atos is the Worldwide IT Partner for the International Olympic Committee (IOC). The company has supported the Olympic Games since 2001 and the Olympic Movement relies on Atos to deliver flawless IT operations. This includes managing and securing the IT systems and integrating the people, processes and technology. Since Salt Lake City in 2002, Atos has been integral to making every Winter and Summer Olympic Games

a success, as was the case in the recent 2014 Sochi Winter Olympic Games. In 2013, the IOC renewed the contract until 2024.

SAP

Atos and SAP have set up a Global Partnership to help customers achieve their sustainability goals, operational excellence, profitable growth, and business continuity. SAP and Atos partner together to provide customers with state-of-the-art solutions based on cutting-edge expertise in the areas of sustainability and IT. A large part of the portfolio is available on demand as well as on premise. Atos runs a comprehensive Sustainability portfolio based on SAP software including environment, health, and safety management; risk management and compliance; sustainability reporting; and energy management. Through Canopy, the Atos Cloud company, Atos offers Enterprise Sustainability, including sustainability reporting.

Siemens

Enterprise Sustainability is a key driver of the business performance and the innovation excellence of the Siemens and Atos Global Alliance solutions. Building on their unique business partnership, formed to create a new breed of joined-up solutions, Atos and Siemens collaboration spans the field where technology and innovation hold the key for the businesses and Public Authorities of the world as they move toward a more sustainable and prosperous future.

In 2013, for example, Atos and Siemens jointly developed a single integrated barrier-free information system in the field of environment and mobility transport service. The barrier-free tolling system helps in particular to improve the flow of traffic on European roads. This Universal Tolling Solution, offers satellite detection paths through an On Board Unit installed in the vehicles, which allows instant recording of tolls. This technology combines geo-location and application to vehicles of a tariff repository in real-time, eliminating the need for vehicles to stop. It also detects any anomaly. Payment is strictly related to the number of kilometers traveled. Solution UTS is an innovative solution that dramatically reduces the time, operational costs and the environmental footprint of vehicle tolls.

AOS Studley

AOS Studley, a real estate consulting company, in partnership with Atos have been able to offer its customers an innovative end-to-end future workplace to optimize business performance in the form of its Smart Campus solution. The results-oriented solution handles the company's entire workplace transformation program, from real estate strategy to new working environments supported by high-level technology. The Future Workplace concept is part of Atos' Wellbeing@work initiative aimed at imagining new ways of working and intensively using new technologies while matching the social expectations of new generations of employees.

Partners in sustainability

“The companies I admire the most have long figured this out and run a business that is not only more profitable, but also more environmentally and socially responsible.”

Interview / Peter Graf Chief Sustainability Officer, Executive Vice President Sustainability Solutions, SAP.



“The question is not whether sustainability will become relevant to employees, customers, investors and business partners. The question is at what point will a company's leadership recognize the connections that already exist between their environmental, social and economic performance?”

What is your assessment of Atos' approach to sustainability?

Peter Graf: First of all, Atos is a leader in sustainability. I can say that with confidence, because Atos has won the SAP Pinnacle Award for Sustainability not just once, but twice in a row. The Pinnacle Award is SAP's most prestigious recognition of excellence in partnership, which in turn leads to superior value for our joint customers. The beauty of Atos' strategy is that it embeds sustainability at the very core of how the company creates value: the solutions they provide to customers. This is something we admire and aspire to ourselves. Thus, Atos' approach to sustainable success for itself and its customers is exemplary. Market success, reputation, and customer satisfaction are the results of this strategy.

How important is it for SAP that Atos as your partner has a sustainability strategy in place?

Peter Graf: The companies who are deciding to use SAP's market-leading sustainability solutions are doing so because they are committed to delivering economic, environmental and social value. Atos is helping many of our customers extract that value from SAP software, be it through implementation, hosting or other services. It is of great importance that Atos and SAP share more than a common business interest. We are driven by a common purpose of helping the world run better through technology. Our shared

customers and employees value and encourage that. It is, after all, why they have come to SAP and Atos in the first place. Having a sustainability strategy is going to be inevitable for all successful enterprises in the future. Best in class companies working together like Atos and SAP are the foundation of that future.

What are the main benefits you see from joining the International Integrated Reporting Council (IIRC) pilot which underpins the development of Integrated Reporting?

Peter Graf: SAP has embraced Integrated Reporting by publishing its first integrated report in early 2013. Our integrated report publicly discloses and puts into context our financial and non-financial performance. It served as a fantastic catalyst for engagement with both external and internal stakeholders. For example, socially responsible investors and customers demand that their investments deliver sustained value. At SAP, we have not only built an entire business around sustainability solutions. We have also saved €260 million through energy efficiency measures since 2008. Moreover, 89% of our employees support the statement that it is “important that SAP pursues sustainability as a strategic priority.” This engagement has an impact on our innovation and growth opportunities as a company. You see, if you look at non-financial performance from a financial standpoint, the

business case for sustainability becomes crystal clear. This is what integrated reporting is about.

How can SAP in partnership with Atos help clients and society at large to address climate change in the next few years?

Peter Graf: As market leaders we understand that companies are pursuing different objectives by addressing sustainability concerns. Some companies are interested in complying with sustainability regulation to minimize risk, for example when it comes to reporting emissions to authorities. Our proven applications are their best opportunity to do so. Other companies strive to understand how they can optimize their processes to reduce the cost of energy, water or other natural resources. For them, sustainability solutions based on analytical capabilities are most interesting. And for the most advanced leaders, sustainability is an opportunity for business transformation. They embrace new business models using Cloud, Big Data, and mobile technologies to eliminate the need to create emissions in the first place, for example through a mobile carpooling app. All three approaches are complementary - they can all be used simultaneously to reduce pollution.

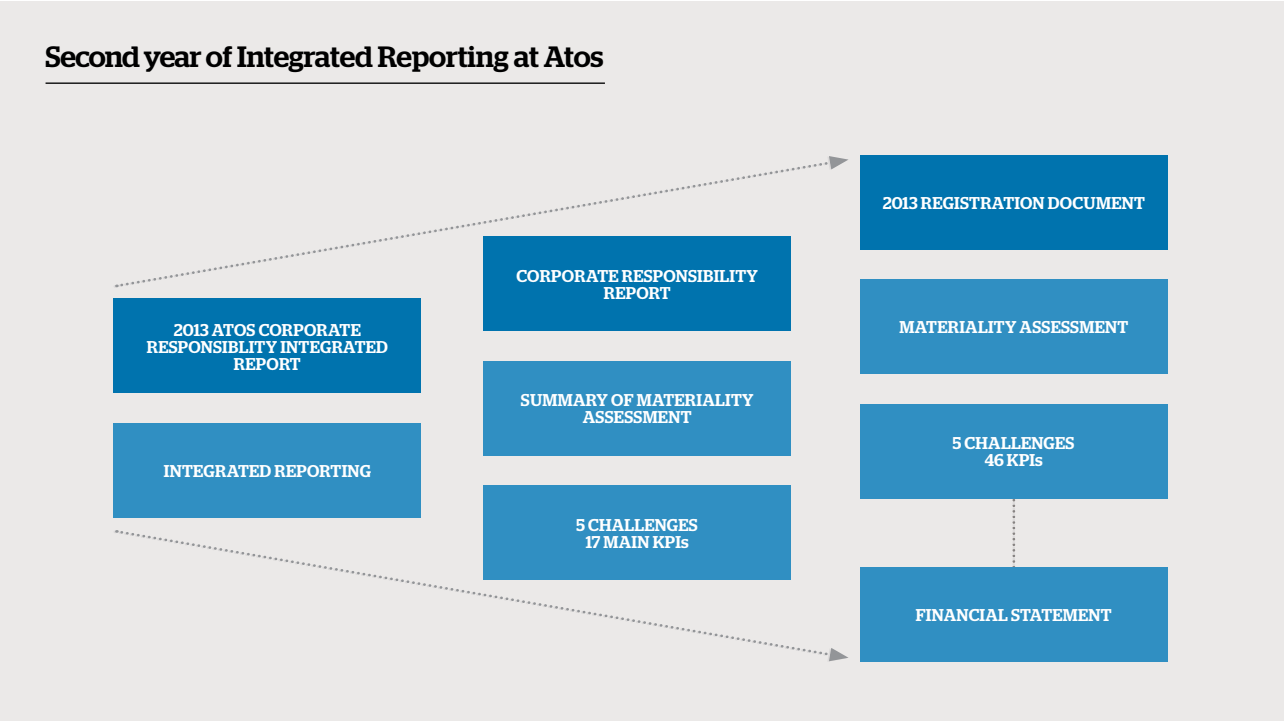
Scope of the report

Atos applies the AA1000 standard and the GRI ‘Guidance on Defining Report Content’ following the Principles of Materiality, Stakeholder Inclusiveness, Sustainability Context and Completeness to develop its annual Corporate Responsibility Report. In 2013, for the second time, Atos has developed a Corporate Responsibility Integrated Report composed of two documents:

- ▶ Corporate Responsibility Report with main Key Performance Indicators (KPIs) and highlighting key initiatives and case studies.
- ▶ Registration Document with the complete set of KPIs and results of materiality assessment, fully integrated with the financial statement of Atos. This is a detailed document for the investor community and for legal official registration in compliance with French law Grenelle II.

Detailed Materiality Assessment and the GRI Content Index are included in the Registration Document.

Both the GRI and Deloitte have validated the Integrated Reporting approach of Atos.



Auditor's Assurance Letter

Limited assurance report of one of the Statutory Auditors on a selection of social, environmental and other sustainable development information.

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.

Pursuant to your request and in our capacity as Statutory Auditors of Company, we hereby present you with our limited assurance report on a selection of social, environmental and other sustainable development information disclosed in section "Key Performance Indicators" of the Corporate Responsibility Report, identified by the sign (✓).

Responsibility of the Company

This selection of indicators (the "Indicators") extracted from the registration document 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 Group (the "Reporting Criteria") at the company's headquarters. Atos SE takes into account the GRI (Global Reporting Initiative) guidelines and the AA1000 APS (2008) 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 profession's Code of Ethics as well as by the provisions set forth in Article L. 822-11 of the French Commercial Code. Furthermore, we have set up a quality control system that includes the documented policies and procedures designed to ensure compliance with rules

of ethics, professional standards and the applicable legal texts and regulations.

Responsibility of the Statutory Auditor

Based on our work, it is our responsibility to express limited assurance on the fact that some information selected by Atos SE and identified by the sign (✓) is presented, fairly, in all material aspects, in accordance with the Reporting Criteria. 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 professional standards applicable in France and ISAE (International Standard on Assurance Engagements) 3000¹.

Nature and scope of procedures

We have carried out the following work to obtain limited assurance on the fact that the Information selected by Atos SE and identified by the sign (✓) does not contain any material anomalies that would call into question its fairness, in all material aspects, in accordance with the Reporting Criteria. A higher level of assurance would have required more extensive work. We performed the following procedures:

- ▶ We assessed 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;
- ▶ We have verified the set-up within Atos SE of a process to collect, to compile, to process and check the selected information with regard to its completeness and consistency of the selected information. We have familiarized ourselves with the internal control and risk management procedures relating to the compilation of the information. We have conducted interviews with individuals responsible for social, environmental and other sustainable development reporting;

- ▶ Concerning the selected quantitative information²:
 - For the consolidating entity and controlled entities, we have set up analytical procedures and verified, using sampling techniques, the calculations as well as the consolidation of this information;
 - At the sites that we have selected³ based on their activity, their contribution to consolidated indicators, their location and a risk analysis, we have:
 - Conducted interviews to verify the proper application of procedures and obtained information to perform our verifications;
 - Conducted substantive tests, using sampling techniques, to verify the calculations performed and reconcile data with supporting evidence.The contribution of the tested entities over the selected Information by Atos SE represents on average 37% for environmental information and 43% for social and other sustainable development information.

Qualification expressed

The EN16 item "Greenhouse gas emissions" comprises a certain degree of error, limited to the travel emissions, that was not possible for us to quantify. This uncertainty is induced by a switch of the main travel agency that provides data, preventing homogeneous data processing for the whole year and to an insufficient control device at the collection stage of this information.

Conclusion

On the basis of our work, we did not identify any material anomaly likely to call into question the fact that the information selected by Atos Group and identified by the sign (✓) has been presented, in all material aspects, in accordance with the Reporting Criteria.

Neuilly-sur-Seine (France),
April 10th 2014
One of the statutory Auditors
DELOITTE & ASSOCIES
Christophe Patrier,
Florence Didier-Noaro

¹ ISAE 3000 - Assurance engagements other than audits or reviews of historical information
² LA1 - Organizational workforce in headcount, LA10 - Average training hours per employee, LA11 Employability initiatives, LA12 - Career development monitoring, AO2 - Employee Satisfaction, AO6 - Workforce diversity ratios (Disabled people), SO3 - % Code of Ethics trained, EN16 - Direct / Indirect greenhouse gas emission (DCs & Offices), EN16 - Travel emissions, EN28 - Compliance with environmental laws and regulations (ISO 14001), HR2 - Supplier screening, PR5 - Customer satisfaction survey, AO3 - Data Security Incidents, AO7 - Sustainable projects with clients, EC7 - Local hiring, AO11 - Collaborative technologies development.
³ "GBU France", "Netherlands", "USA", "Global Finance", "Global IT", "Global Purchasing".

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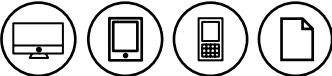
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649 employees globally contributed to reaching our 2013 corporate responsibility performance goals worldwide by collecting and interpreting all KPIs relevant data. Their dedication is crucial to transform Atos into a sustainable Firm of the Future.

Want to learn more ?



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Statement GRI Application Level Check

GRI hereby states that **ATOS** has presented its report "Corporate Responsibility Integrated Report" (2014) to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

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Amsterdam, 26 March 2014

Ásthildur Hjaltadóttir

Ásthildur Hjaltadóttir
Director Services
Global Reporting Initiative



The "+" has been added to this Application Level because ATOS has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 13 March 2014. GRI explicitly excludes the statement being applied to any later changes to such material.

About the Corporate Responsibility Report 2013

For the second year running, Atos has produced a Corporate Responsibility Report fully integrated with the financial statement and the core elements from the Registration Document.

The Atos Corporate Responsibility Report 2013 contains key information about the corporate responsibility program within Atos. This report outlines achievements in delivering committed stakeholder engagement, ethical leadership, social responsibility, employee wellbeing and environmental excellence in operations and with our clients. Atos embraces the principle of shared value creating economic value in a way that addresses the needs of and adds value to society, proactively contributing to sustainable progress.

For more information about Atos, see [**atos.net**](http://atos.net)

For more information about Worldline, see [**worldline.com**](http://worldline.com)