


2015

Corporate Responsibility Report

**Integrated
Reporting**

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Since 2014 and for the second year in a row, Atos has produced its 2015 Corporate Responsibility Integrated Report in accordance with the G4 Comprehensive option. Atos has successfully completed the GRI Content Index Service. The overall process and reports are assured by an external auditor. With this approach, Atos demonstrates that its extra financial performance disclosures are accurate and exhaustive. From 2010 to 2014, Atos fulfilled the Global Reporting Initiative (GRI) of application level A+ for its Corporate Responsibility Integrated Report. This document contains the main Key Performance Indicators relating to Atos' corporate responsibility. The names of the indicators (GRI labels) are placed at the top of specific pages with the following codification: GRI: [G4-XX].

Profile

Trusted partner for your Digital Journey

We are experts in:



Consulting & Systems Integration

We transform strategic approaches to technology, combining innovative solutions with established ones



Transactional & Payment Services

Through Worldline, we provide unrivalled expertise in e-payments and digital solutions



Managed Services

We create business benefits through intelligently managed IT



Big Data & Security

We combine Big Data & Security as a business differentiator



Cloud & Enterprise Software

We provide Cloud Services as a business strategy for core processes



Communication Software & Platforms

Through Unify, we combine voice, data and video enabling digital transformation

We are leaders in digital services with pro forma annual revenue of circa €12 billion and circa 100,000 employees in 72 countries, serving a global client base. To create the firm of the future, we believe that bringing together people, business and technology is the sustainable way forward. As technology and increased social and environmental expectations continuously disrupts the norms, our clients can rely on us to guide them through a successful digital transformation. At Atos, we embrace this journey as a trusted partner that delivers digital empowerment to our clients. Moreover, we are the Worldwide Information Technology Partner for the Olympic & Paralympic Games.

As a Societas Europaea (SE), we are listed on the Euronext Paris market. We operate under the brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline.

Thierry Breton, Chairman and CEO

The third digital revolution is transforming our world.

At Atos, we aspire to play a leadership role globally in using digital technology to create lasting value for our clients and a more sustainable society.

The past year at Atos has been one of tremendous transformation. Our workforce has increased to almost 100,000 people and we have entered new countries and new markets as part of our mission to support digital transformation around the world. Corporate responsibility and sustainability are levers for growth at Atos and form an integral part of the Atos DNA and way of life. We believe that we can only be a Tier One digital services company if we are also a leader in sustainability. Our clients, our investors, our employees and all our other stakeholders expect this from us.

At the Board of Directors and Executive Committee levels we follow the indicators of our performance in sustainability very closely. We demand improvement in our key performance indicators year after year. And we have carefully integrated corporate responsibility and sustainability criteria into our decision-making processes. I am a strong believer that the success of a company should be measured as much by its ability to progress in social, innovation, governance and environmental matters as by its financial statements. I am proud that our excellence in these areas was again verified in 2015 according to the stringent criteria of third parties such as the Global Reporting Initiative (GRI), the Dow Jones Sustainability Index (DJSI World and Europe "Gold") and

the Carbon Disclosure Project among many others. Our strategy, targets and achievements are set out in this 2015 Corporate Responsibility Integrated Report in accordance with the GRI G4 Comprehensive option.

Atos is playing an active and meaningful role in improving the environmental and social performance of our customers. Our innovations in information technology today, such as the Bull sequana supercomputer, are dramatically reducing the carbon footprint of data-intensive operations. For customers across a vast range of sectors, our innovations are helping to improve efficiency, minimize environmental impacts and create more collaborative workplaces. Furthermore, many clients are now using our advanced digital services to carry out ground-breaking work in critical areas such as climate science and genome sequencing.

Our responsibilities extend well beyond our own company. We aim to lead by example and to embed our values all along our supply chain. In recent months, we have extended our audits to new suppliers and business partners. We are enhancing our ethics and compliance program to minimize the risks of our growth and maximize the positive local impacts of our purchasing activities. As the first IT company to gain approval from European data protection authorities for our Binding Corporate Rules, Atos is also a world leader in ensuring the security of today's black gold – data. This is a key asset which allows us to accompany all our clients in their digital journey, thus helping them as a trusted partner to transform their data into lasting and sustainable value for their own benefit.

As mentioned in our integrated reporting approach described in this report, the sustainability of our business model is also deeply rooted in a key capital that is invaluable for Atos: our people. Their digital expertise, understanding and capacity for innovation form the foundations of our growth. We are completely committed to offering our people the best possible working environment in our open, collaborative workplaces and to creating opportunities for development, mobility and promotion for our diverse and talented people.

In 2016, the Olympic Games in Rio de Janeiro will serve as a global showcase for our company. I am confident that the Games will show Atos at our very best – as a responsible employer with a remarkable workforce, as a technology leader with a commitment to social and environmental innovation, and as a company which will do all it can to create sustainable long-term value, not only for our clients but for society in general.

Highlights of 2015

January Ascent Journey 2018
The 3rd Digital Revolution: Agility
and Fragility
100 experts from the Atos
Scientific Community describe
the consequences of the digital
revolution in the business world
by 2018.

April Atos Corporate
Responsibility meets GRI
standards
Atos' Corporate Responsibility
Integrated Report 2014 receives
the Global Reporting Initiative's
highest transparency and
exhaustiveness recognition level
(GRI G4 Comprehensive Option).

May Atos' Code of Ethics
Atos' Board of Directors
approves a new version of
our Code of Ethics based on
demanding corporate values
and strengthening our Group
alert process.

September Atos awarded by
the Dow Jones Sustainability
Index World & Europe ("Gold")
Atos is selected for the fourth
consecutive year as a member
of the Dow Jones Sustainability
Index, a recognition of its
corporate sustainability
commitments and performance
both globally (2015 DJSI World)
and in Europe (2015 DJSI Europe).

November Atos ranked as global
IT leader by the Carbon
Disclosure Project
The Carbon Disclosure Project
ranks Atos on the A List of its
Climate Performance Leadership
Index, recognizing it as a global
leader in the IT sector for its
actions to reduce carbon
emissions and mitigate the
business risks of climate change.

Atos joins Commit to Action
initiative ahead of COP21
Atos commits to four climate
initiatives ahead of the COP21
summit in Paris. These include
committing to adopt a science
based emissions reduction target.

December Atos supports the
COP21 Land of African Business
Atos hosts a digital day for its
stakeholders to discuss models
for digital inclusion in Africa
during the UN COP21
negotiations on climate change.



Market trends

The crucial digital journey

In a world where millions of consumers are already able to make payments on the move using a smartphone and self driving cars are no longer the stuff of science fiction, Atos is at the forefront of what it has identified as the third digital revolution. Its leadership role in this evolving landscape enables Atos to help clients imagine new and better ways of doing business, unlocking the potential of the data they manage and creating opportunities for sustainable growth in the decades ahead.

Leading the third digital revolution

For Atos, the third digital revolution is characterized by ubiquitous connectivity, social networks and associated technologies that allow us all to both create and consume digital information, distributing it almost instantaneously to a global audience, if desired. This latest digital environment is in the form of a "many to many" model which we believe will by 2018 see a world in which there are 4.5 billion smartphones, 4.5 billion users of social networks and more than 25 billion connected objects. We are all now implicit generators of data, as a result of using digital services and interacting with connected objects.

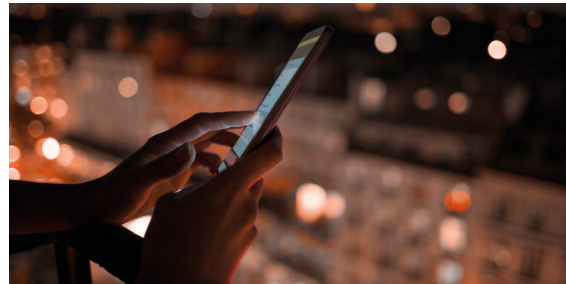
With data and analytics synchronized in real time, those like Atos who are leading this digital revolution can provide governments, public sector organizations, cities and corporate customers with the information they need to make mission-critical decisions that allow them to achieve their strategic corporate, environmental and social objectives.

For Atos, sustainability is a principal driver of the digital agenda. Atos is able to play a leadership role, from the design and installation of advanced software and applications, to the provision of flexible and robust infrastructure, to the overall protection of IT and compliance to strong security procedures, to the development of collaborative tools that allow clients to be more sustainable and reduce their overall carbon footprint.

Digital solutions for environmental and social challenges

Increasingly unpredictable weather across the world directed people's attention in 2015 to the impact of climate on the quality of our lives, a trend that culminated in the commitments agreed in the COP21 agreement in Paris in December 2015, where 195 countries pledged to reduce their emissions to keep the global rise in temperature under 2°C in this century.

Indeed, the digital sector is proving to be an important ally for governments and organizations working towards these goals, whether it is by providing data analytics that help researchers find cures to diseases sooner, improving air quality in cities or facilitating online educational platforms accessible from mobile devices.



Rising to the data protection challenge

Data is considered to be the black gold of the 21st century. As a valuable asset, it needs to be handled with care and expertise.

Protection of personal data, whether it is our employees', our clients' or their customers', is paramount for Atos. As the first IT company in the world to gain approval of its Binding Corporate Rules from European data protection authorities in respect of its role as a processor and controller of personal data on behalf of Atos clients and itself, Atos has placed itself at the forefront of this important challenge. Strict enforcement of the Atos Group Data Protection Policy means Atos is able to maintain the highest standards in protecting and securing personal data, in compliance with international, regional and national standards.

As a participant in the UN Global Compact since 2010, Atos has introduced wide-ranging internal policies and processes aimed at reducing compliance risks. The Atos Group Code of Ethics covers areas such as bribery, corruption, breaches of competition laws and fraud and was updated and communicated throughout the Group in 2015.

Atos is committed to playing a leadership role with its environmental program. Building on its achievement of reaching a target to reduce the carbon intensity of our operations by 50% by the end of 2015, compared to a 2012 baseline, the Group has set itself a new ambitious commitment for 2020 following science-based emissions methodology and adhering to the COP21 resolutions. For its datacenters' activities, Atos has also introduced an internal carbon pricing mechanism to influence business practices and financial decision-making processes.



Making every risk an opportunity

The digital world is now intrinsic to the day to day life and work of people across the globe, providing companies at the heart of the digital revolution like Atos with unparalleled opportunities to transform the business and consumer environment, for the benefit of all. Yet risks abound, and agile companies need to be aware early of threats from competitors adopting disruptive business models and growing challenges such as those posed by cyber threats. Atos believes that if managed well, these risks can be turned into opportunities.



Using data intelligently

The third digital revolution provides great scope for improving the world we live in and reacting to events beyond our immediate control. For example, extreme climate events can be predicted by collating and analyzing data from multiple sources allowing better planning to mitigate the effects of these occurrences. Smart grids can help manufacturers integrate renewable energy and balance production and demand while optimizing the distribution of electricity and water used. Digital solutions are bringing advanced healthcare expertise such as remote diagnostic tools as well as online educational opportunities to people across the globe, whether they live in cities or remote areas.

ICT has the potential to bring about a 20% reduction of global emissions by 2030, according to the Global e-Sustainability Initiative, by enabling the transition to a low-carbon economy. At the same time, data analytics will increasingly provide governments, cities and companies with the information they need to make smarter decisions, for example to encourage greener transport and energy use that will produce environmental and societal benefits.

Digital inclusion: starting on the right foot

The digital revolution involves helping local communities to increase their digital skills, and facilitating access to the internet for all citizens, by providing infrastructure and consumer internet-connected devices.

Atos' strategy is structured around the values of digital inclusion for all, as we believe new ICT tools will serve to reduce inequalities in the world and digital transformation will help spread universal access to digital resources and media. In practice this means working closely with local stakeholders to ensure local talent is developed and hired, and that we encourage innovation to deliver solutions that address local challenges. For example, during 2015 Atos increased its activities in Africa with the aim to grow its workforce in the continent from the current 1,600 to 5,000 by 2020 and to be the trusted IT partner for African companies and public institutions.

Getting risk right [G4-EC2]

Identifying risks and opportunities is essential for any business, and at Atos we believe that success in anticipating and managing risks opens up opportunities to us and our clients.

As a company that is built on the creative talents and collaborative skills of our people, we work continuously to ensure our people have the right capabilities and motivation to deliver high quality solutions for our clients. To remain at the top of our game, we have developed an innovative portfolio able to offer differentiated, best-in-class offerings to clients.

A growing challenge to governments and companies is that posed by cyber attacks, and Atos is committed to maintaining a leadership position in Cybersecurity, whether it is in the prevention, detection or rapid reaction to a cyber threat.

For further information, please read the Atos Registration Document - Section Policies to prevent non-compliance risks, page 93.

Our Corporate Responsibility and Sustainability vision

Atos vision for 2016 and beyond

Understanding, anticipating and identifying opportunities, risks, pressures and trends affecting business, society and the environment are essential foundations to Atos' corporate responsibility strategy. Sustainability is driving the digital revolution, and by 2020 those who embrace it will be in a very different place to those who don't.



Olivier Cuny,

Group General Secretary
in charge of the Atos
Corporate Responsibility
and Sustainability Program.

"We are proud that Atos' excellence in innovative, environmental, social and governance practices was again verified in 2015 according to the stringent criteria of the Global Reporting Initiative (GRI), the Dow Jones Sustainability Index (World and Europe "Gold") and the Carbon Disclosure Project."

Atos is a Tier One leader providing innovative IT solutions to support our clients in their digital journeys. By applying our corporate responsibility values in achieving these objectives we create value with our stakeholders across the globe – including investors, clients, employees, suppliers and local communities.

All our strategic decisions are shaped by the twin goals of achieving our targets for growth and profitability, while doing so in an ethically, environmentally and socially responsible way.

Roadmap for responsible growth

Atos Corporate Responsibility and Sustainability strategy is based on three strategic axes:



Sustainability leadership in the digital journey.

By making sustainability part of the Group's business and the IT transformation process, Atos is convinced that its clients and partners can better future-proof their organization, create new opportunities, encourage innovation and ensure competitive advantage.



Corporate responsibility at the core of Atos business and processes.

Corporate responsibility principles are embedded in the day-to-day working life of our employees wherever they are located. This is part of our Integrated Thinking approach, whether it is applied through risk and opportunities management, innovation, compliance requirements, quality and customer satisfaction processes or human capital management.



Identifying challenges, establishing priorities, measuring performance.

Atos is committed to strengthening open stakeholder dialogue in order to identify strategic challenges for the company as well as key performance indicators, so that we can measure and publicly report on our Corporate Responsibility and Sustainability program.

Dialogue-inspired innovation

As part of our collaborative culture and values, Atos communicates regularly with its stakeholders in order to identify their key expectations. This continuous dialogue enables the identification of our strategic corporate and social responsibility challenges, which forms an integral part of our business planning.

Integrated thinking and reporting

The new digital era opens up many new opportunities for companies and organizations. Corporate responsibility and sustainable performance are essential drivers to succeed in the digital transformation journey. Incorporating social, environmental and responsible governance factors in strategic and day-to-day business decisions contributes to creating value for stakeholders and secures sustainable growth.

As part of an integrated thinking approach, for the fourth year in a row Atos is publishing a Corporate Responsibility Integrated Report that includes financial and extra financial performance figures following the AA1000 Standards and for the second year in a row Global Reporting Initiative G4 guidelines. Our measure of our continuous progress in terms of our innovative, environmental, social and governance practices enables us to structure our corporate stakeholder approach, manage our annual materiality review and guide our reporting process. During 2015, a steadfast team representing the main functions in the company has been working on describing the Group business model following the International Integrated Reporting Committee (IIRC) recommendations.



As well as being part of the IR Business Network, Atos also participates in its Technological Initiative which aims to describe how digital information technologies can help companies to advance in their IR journey.

In 2015, Atos adopted the six capitals value creation model, in which it uses key performance indicators – financial, manufactured, human, intellectual, social & relationship and natural – to measure progress in creating value.

As an IT services company built on the talents of its people, the most important assets for Atos is and will always be its people with their human, intellectual and social capitals.



Board meeting with the participation of employees' representatives

Stakeholders' expectations

Meeting high expectations

Stakeholders expect Atos to play a leadership role, not only in digital services that reduce costs, enhance efficiency and promote sustainable business practices but also in operating according to the highest standards of corporate and social responsibility. To meet these expectations and to create lasting value, Atos maintains an ongoing dialogue with all stakeholders.

This Atos ecosystem of stakeholders creates a dynamic circle of expectation and attainment. By involving stakeholders when Atos designs its services and solutions, the company is able to understand and anticipate their expectations, build trust and strengthen its ability to operate at a local and a global level.



INVESTORS & ANALYSTS

Atos' investors expect the company to be profitable and well-run. They need clear and transparent communications, so they are aware of the Group strategy and how the company plans to allocate resources. An integrated reporting approach allows it to demonstrate the sustainability of its business model.



COMMUNITIES & PUBLIC ENTITIES

Local communities and public authorities expect Atos to have a positive impact on local economies, powering digital inclusion and creating jobs, by using new technologies and innovative digital solutions to create sustainable growth with a reduced environmental footprint.

Atos

Atos creates shared value when meeting stakeholders' expectations



PARTNERS & SUPPLIERS

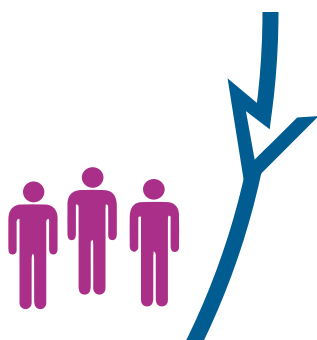
Atos' suppliers and partners expect a long-term contractual relationship, and to benefit from access to new markets, revenue growth and fair margins. The quality of the services Atos offers is more and more linked to the quality of management of its value chain.

This approach leads Atos to integrate corporate and social responsibility goals into its core activities, enabling the Group to create and share value for all stakeholders.



CLIENTS

Atos' clients expect to benefit from digital developments so that they can develop and grow their businesses, using technology to innovate and protect their increasingly valuable data. They understand that the digital revolution requires them to do things differently, not just better, and they look to Atos to develop the most relevant digital solutions that fulfill and anticipate their future needs.



PEOPLE

Atos' employees want to commit to a company that offers the best possible working environment, where their work is recognized and their personal data is protected. The engagement of its employees is a critical asset for Atos, enabling the company to adapt to clients' needs.

Digital inclusion in Africa

Atos held its annual Global Stakeholders Meeting in Paris, France on December 4, 2015, coinciding with the COP21 meeting of world leaders, to discuss the theme of digital inclusion and the digital transformation of the African continent.

The event, which was part of the Land of African Business program organized by Planet Workshops in Paris, addressed the challenges to digital inclusion in many countries in Africa, where insufficient infrastructure is impeding young Africans from developing their talents. Participants discussed the need for technology transfer and knowledge sharing, as well as integrating environmental excellence into processes to achieve sustainable digital transformation across the continent.

At the meeting, Atos also took the opportunity to present to its stakeholders its latest progress in corporate responsibility and to listen to their expectations and the challenges they face. This form of dialogue is a critical component of our Corporate Responsibility strategy, helping Atos better understand its materiality challenges, stimulating debate, and creating synergies amongst our stakeholders so that we can better mobilize our efforts in the light of the COP21 commitments and our other targets.



During the COP21 Atos held its Annual Global Stakeholders Meeting on the Digital Transformation of the African continent



Eric Bazin,
Co-founder,
The Planet Workshops

"Having Atos as our partner for the Land of African Business program presented a fantastic opportunity for African nations to size up the challenges to carry out the required digital transformation of the continent in a sustainable and responsible way. This was an exciting initiative and we are proud that Atos made such a valuable contribution to the event."



Jean-Michel Huet,
Partner, BearingPoint

"The African continent is now connected, with over 500 million mobile users expected by the end of 2016. Digital services and trust are vital drivers for sustainable growth in Africa, with vast possibilities for the digital inclusion of people across the continent. Yet digital and banking infrastructures are not keeping up with the expansion of mobile services, and much still needs to be done to ensure this young revolution unfolds in an inclusive and sustainable way."



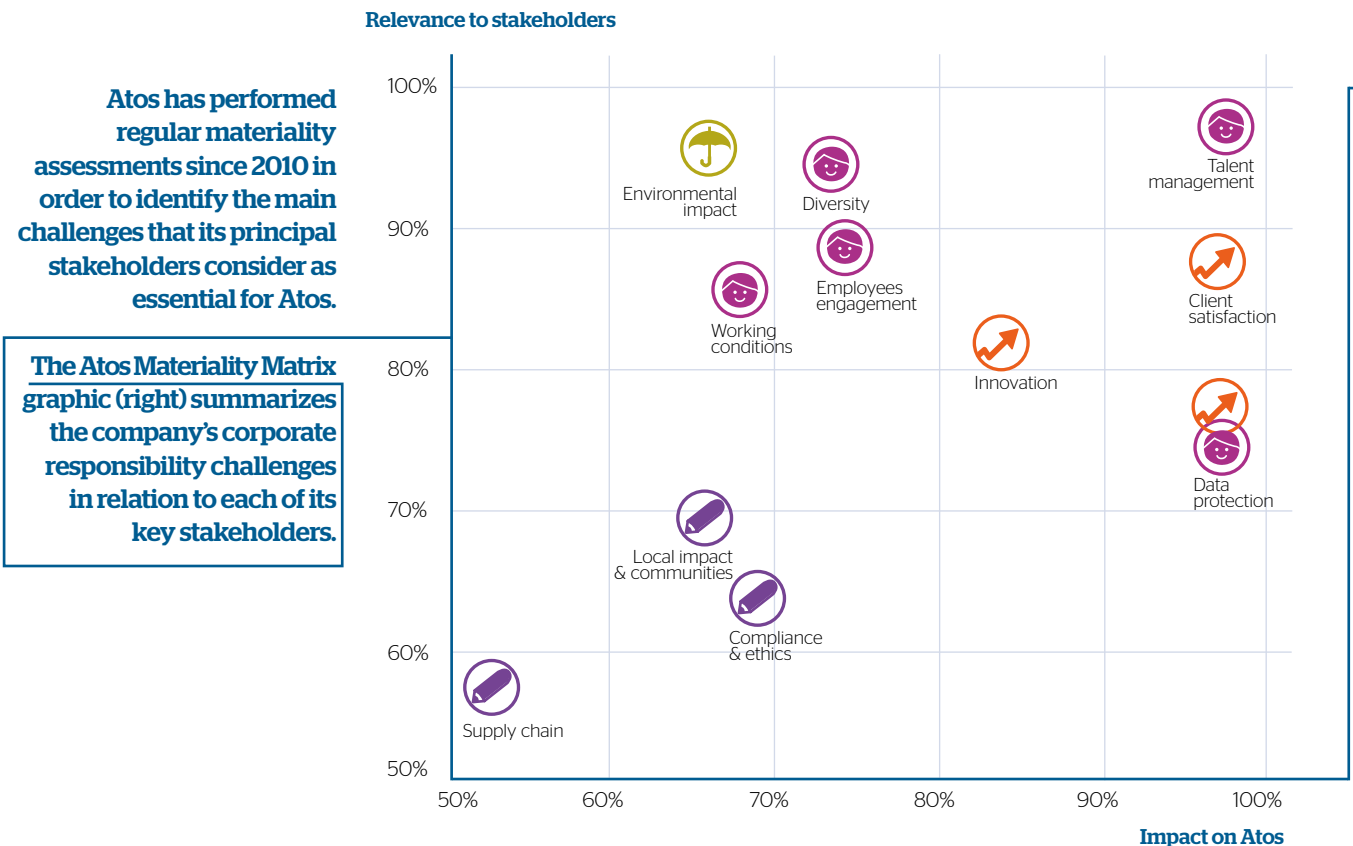
Francis Meston,
Head of India, Middle East and Africa, and Group Chief Digital Transformation Officer, Atos

"Our development in Africa is based on strong partnerships with local players - governments, companies, schools and universities. Being a partner of the Land of African Business falls within our strategy of commitment to sustainable development issues. This stakeholder event was an opportunity to enhance our strategy and to address our stakeholders' expectations in order to encourage long-term digital inclusion."

Materiality and challenges

Identifying our challenges

For Atos, integrating corporate social responsibility and environmental requirements into its operations and strategic planning is important to create value and business growth. Integrated thinking is embedded in Atos' decision-making and company performance management, and this focus leads the company naturally to integrate financial and non-financial data into our integrated reporting, in line with the latest recommendations from the International Integrated Report Committee (IIRC) and in line with the GRI G4 requirements. Materiality analysis is an essential part of Atos' Corporate Responsibility strategy as it allows the company to provide stakeholders with the sustainability information that they expect, while allowing it to identify priorities in the light of stakeholder expectations and business objectives.



2015 materiality review

Atos is in regular contact with its stakeholders to ensure it is aware of their expectations and can integrate them into its operations. The Third Digital Revolution presents challenges and opportunities to all organizations, and Atos collaborates with partners in the IT sector to create value based on innovation and thought leadership in this new digital age. During its annual materiality review in 2015, Atos interviewed managers to identify the impact that stakeholder expecta-

tions have had on business strategy. The review also took into account international standards and regulation in order to help managers and the corporate responsibility team to prioritize the challenges they face.

Finally, benchmarking for the IT sector gave Atos the opportunity to identify the sectorial best practices in relation to sustainability strategies and reporting.

*[G4-DMA - Economic performance] [G4-DMA - Indirect Economic Impacts] [G4-DMA - Market presence] [G4-DMA - Procurement practices] [G4-DMA - Energy] [G4-DMA - Emissions] [G4-DMA - Employment] [G4-DMA - Training and education] [G4-DMA - Diversity and equal opportunity] [G4-DMA - Equal remuneration for women and men] [G4-DMA - Anti-corruption] [G4-DMA - Product and service labeling] [G4-DMA - Customer privacy] [G4-DMA - Compliance]

Corporate Responsibility and Sustainability Challenges

Addressing our challenges

Atos reviews its challenges annually through a materiality assessment that prioritizes the areas where the Group must focus on incorporating best practice, trends in the ICT sector and compliance with existing regulations and international standards.

Today, there are four challenges that Atos is addressing as a priority:



PEOPLE

Being a responsible employer

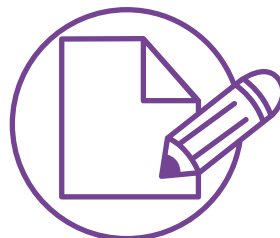
Atos is committed to being a responsible employer, attracting and nurturing talented people from diverse backgrounds, promoting collaborative working and well-being at work. Its ability to fulfill employees' expectations combined with the size and values of a global Group help Atos to attract the best talents in the market.



BUSINESS

Generating value for clients through sustainable and innovative solutions

Atos aims to ensure the highest levels of customer satisfaction by providing targeted services to transform its clients' businesses and anticipate their needs. In this age of digital transformation and Big Data, data protection and IT security are vital aspects of customer satisfaction and in earning and maintaining trust. Atos is a long-term trusted partner able to develop a range of services and solutions best suited to the market's and its clients' needs.



ETHICS

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

Conducting business in an ethical and responsible way in all of its spheres of influence is hardwired into the company's thinking and processes. This principle applies throughout the organization and includes Atos' supply chain operations and involvement in developing local economies.



ENVIRONMENT

Managing the corporate environmental footprint

Atos' leadership role in the digital transformation of businesses enables it to improve the environmental efficiency of its operations by reducing energy and carbon intensity, as well as to develop innovative tools that will enable Atos and its clients to reduce their overall global footprint.

International governance

GRI: [G4-42]



The Group General Secretary, who is a member of the Group Executive Committee and reports directly to the Chairman

& CEO, supervises the Atos Corporate Responsibility and Sustainability Program and provides guidance on the general strategy and the actions to be performed. The Atos Corporate Responsibility and Sustainability Office is a global entity led by a program director and composed of an international team which includes specific work stream managers on people, business, ethics, procurement, social and environment. It also includes Global Business Unit Heads of Corporate Responsibility and Sustainability, as well as representatives of Worldline and key support functions. Weekly and monthly workshops are organized to design, implement and monitor the main axes of actions and targets to follow up.

Wellbeing@work Council and Scientific Community members are active think tanks also feeding the program with innovative ideas and project proposals to strengthen corporate commitments and positioning in the market.

The six capitals

The 6 capitals for sustainable value creation

Atos believes that the value it creates for each of its stakeholders also has a positive impact on the ability of the company to create value for itself. In line with the thinking of the International Integrated Reporting Committee, in which Atos is an active member, Atos has adopted the six capitals value creation model, which uses key indicators to measure progress in creating value. Among these, the human and intellectual factors play a central role as they are at the heart of Atos' ambition to create lasting value as the trusted partner of its clients in their digital journey.

1 FINANCIAL



Capital impacted

This capital comprises the pool of funds available for use in the production of goods and services, the source of which may, for example, be financing from shareholders, banks and the financial markets.

Value created

Financial resources support value creation generated by Atos' services which are provided through its main activities: Systems Integration, Consulting, Managed Services & BPO, Cloud operations, Big Data & Cybersecurity, e-payment and transactional services. Both its internal development programs and its mergers & acquisitions program strengthen its offerings and ensure distribution in new markets and new revenue streams.

2 MANUFACTURED



This encompasses manufactured physical objects and processes for use in the production of goods or services, for example strategic datacenters, cloud infrastructure, telecommunication systems and supercomputers.

Atos implements, manages and delivers innovative infrastructure and secured solutions that meet the highest technological expectations. They promote client satisfaction, boost environmental and operational efficiency, and generate growth, profitability and leadership for Atos in the new digital era.

3 HUMAN



This comprises peoples' competencies, capabilities and experiences. It includes ongoing education, rewarding staff through recognition and advancement, generating loyalty and motivation through the governance framework and organizational strategy.

Across the world, Atos relies on the expertise and talents of its employees. The Group collaborates with leading universities to create global development programs and advanced certified training to develop employees' skills. Atos also encourages collaborative working and cultural diversity to maximize each employee's individual potential and job satisfaction, thus better serving and creating lasting value for our clients.

4 INTELLECTUAL



Capital impacted

This capital is made up of organizational knowledge-based intangibles such as organizational assets, procedures and protocols, collaborative tools, intellectual property, patents, copyrights, software, rights and licenses and innovative offers developed by the company.



Value created

Thanks to its business processes, pioneering collaborative tools, skilled technologists and strategic partners, Atos develops innovative working practices and new ways of transferring added value. Notably, collaborative working communities and universal access to content enhance know-how, intellectual property and agility in our operations so that the company can better meet its clients' expectations and their strategic business goals.

5 SOCIAL & RELATIONSHIP



This comprises interactions and relationships with and between groups of stakeholders, partners, suppliers and communities, with a focus on aspects including shared values and norms, trust & confidence and reputation.



Atos has developed strong and transparent relationships with a large network of strategic shareholders, technological leaders and business partners, creating extended synergies that lead to the development of new disruptive offers. In addition, the company's ethics and compliance program and the responsible approach taken by the purchasing department leads to positive local impacts and risk reduction.

6 NATURAL



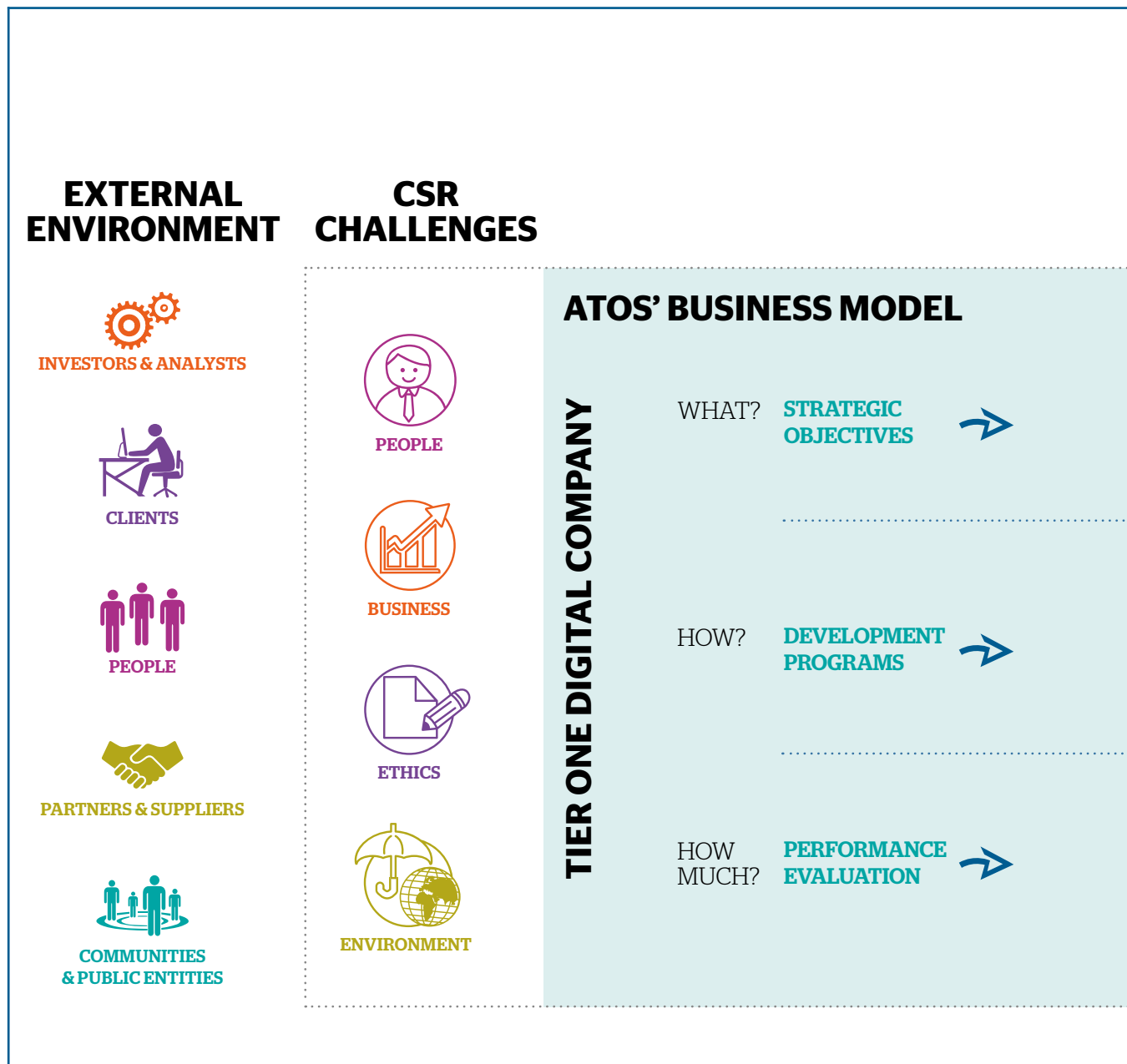
This covers the world's stock of natural renewable and nonrenewable resources that creates long-term supply of goods, and engenders the need for services such as water catchment and erosion control, designed to protect the long-term viability of these resources.



With its integrated approach to business and sustainability, Atos sees energy and carbon challenges as opportunities to develop eco-efficiency, reduce costs and anticipate the necessary shifts to a more sustainable economic model. Atos views these challenges as a driving force to deliver new digital solutions that help our clients tackle both their business and environmental challenges, for example through green datacenters, carbon neutral hosting and IT for smart solutions.

Business model

Atos' value creation model



Atos has placed sustainability at the heart of its corporate strategy since 2009. Its leadership in corporate responsibility is embedded with its ambitions to being a leading digital services company.

Atos' business model integrates its business strategy with specific development programs designed to help it meet its objectives, responding to external and internal stakeholders' expectations.

In relation to the six capitals (finance, manufactured, human, intellectual, social & relationship and natural), the company's key indicators evaluate its performance in order to measure its ability to create value for its stakeholders over the short, medium and long term.

THE 6 CAPITALS IMPACTED



Bring innovative offerings
Generate growth and profitability
Anchor managed services leadership

Generate growth and profitability
Pursue strategic partnerships with industry leaders
Bring innovative offerings including in payments

Foster innovative offerings with strategic partnerships
Conduct business in an ethical and responsible way across the Atos ecosystem

Enhance Managed Services leadership
Enhance number one position in Cloud services in Europe
Improve the environmental footprint of operations

Digitalization and certifications Program
Wellbeing@work Program
R&D Program

TOP Tier One Program (*efficiency for customer satisfaction*)
Mergers & acquisitions
Digital transformation
STEP Program (*meet customers' needs*)

Alliance Program
R&D Program
Responsible procurement
Compliance Program

Datacenters' rationalization Program
Environmental Program
Responsible procurement

Competency level growth
Employee satisfaction ratio
Patents
Revenue on innovative offerings

Revenue and operating margin
External and organic growth
Revenue on innovative offerings

R&D investments with partners
Total spend (*facilities, subcontractors, etc*)
EcoVadis assessment results

Datacenters' average Power Usage Effectiveness (PUE)
Carbon footprint & energy use
Revenue of sustainability offerings (Cloud, etc)

- Highly skilled employees
- Know-how / Motivation / Innovation
- Operational efficiency
- Increase of intellectual property assets

- New revenue streams
- New markets
- Digital leadership
- Operational efficiency

- Creation of synergies within Atos' ecosystem
- Minimization of risks within the supply chain
- Mutual trust with partners, employees, etc

- Eco-efficiency cost savings
- Climate change mitigation
- Green datacenters
- Carbon neutral offerings

VALUE CREATED

Our main Key Performance Indicators

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos' corporate responsibility performance in 2015 linked to its key challenges. The complete set of KPIs is contained in the Registration Document which is available in pdf format at www.atos.net



CHALLENGE 1 BEING A RESPONSIBLE EMPLOYER

GRI	ASPECT	KPI	Reviewed by Deloitte ✓	2015	2014	2013	Perimeter per employee	Perimeter per revenue
G4-LA9	Talent management	Average hours of training that employees have undertaken during the year	✓	21.29	16.87	16.95	100%	-
G4-LA11		Percentage of total employees who received a regular performance and career development review during the year	✓	86.86%	92.39%	93%	87.75%	-
G4-LA12	Diversity	Percentage of females within Atos	✓	27.09%	27.86%	27%	100%	-
G4-LA12		Percentage of females within the Board of Directors	✓	45%	36%	31%	100%	-
AO2	Employee engagement	Atos Trust Index* informed by Great Place to Work (GPTW)	✓	56.00%	56%	Not disclosed	87.71%	-
AO11	Working conditions	Number of active users in Communities	✓	24,620	7,264	Not disclosed	100%	-
AO16		Abstenteeism Rate (%)	✓	2.79%	2.98%	2.70%	69.31%	-



CHALLENGE 2 GENERATING VALUE FOR CLIENTS THROUGH SUSTAINABLE AND INNOVATIVE SOLUTIONS

GRI	ASPECT	KPI	Reviewed by Deloitte ✓	2015	2014	2013	Perimeter per employee	Perimeter per revenue
G4-PR5	Client satisfaction	Customer satisfaction strategic survey results	✓	7.7	7.6	7.07	-	100%
AO10	Innovation	Client innovation workshops delivered in GBUs	✓	264	123	114	-	100%
AO7		Total contract value of sustainability offerings	✓	1,951	669	188	-	100%
AO3	Data protection and Security	Percentage of coverage of ISO 27001 certifications	✓	100%	100%	Not disclosed	-	87.75%
G4-PR8		Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	✓	0	0	0	-	100%

**Atos Group
Revenue 2015**
€ 10,686 million

➔ **+18%**
compared to 2014

**Atos Group
Operating margin**
€ 883.7 million

➔ **8.3%**
of revenue

**Atos-Siemens Alliance
R&D investment fund**
€ 150 million

➔ The amount committed to the joint innovation investment program of the Atos-Siemens Alliance



CHALLENGE 3

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

GRI	ASPECT	KPI	Reviewed by Deloitte ✓	2015	2014	2013	Perimeter per employee	Perimeter per revenue
G4-SO4	Compliance and ethics	Percentage of management employees trained in Code of Ethics - Classroom	✓	43%	72%	Not disclosed	100%	-
G4-SO8		Monetary value of significant fines for non compliance with laws and regulation	✓	0	0	0	-	100%
G4-LA1	Local impact and communities	Number of employees entering the company	✓	13,048	12,417	Not disclosed	100%	-
G4-EC9		Proportion of spending on local suppliers	✓	92%	90%	92%	-	86.69%
AO17	Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	✓	11%	16%	Not disclosed	-	80%
		Total percentage of spend assessed by EcoVadis	✓	44%	31%	45%	-	80%



CHALLENGE 4

MANAGING THE CORPORATE ENVIRONMENTAL FOOTPRINT

GRI	ASPECT	KPI	Reviewed by Deloitte ✓	2015	2014	2013	Perimeter per employee	Perimeter per revenue
G4-EN5	Environmental impact	Energy intensity by revenue (GJ per Million EUR)	✓	236.82	262.68	Not disclosed	-	91.80%
		Energy intensity by employee (GJ per employee)	✓	29.05	30.84	Not disclosed	93.05%	-
G4-EN18		Global Footprint by revenue (tCO ₂ per Million EUR)	✓	17.81	19.64	19.31	-	91.32%
		Global Footprint by employee (tCO ₂ per employee)	✓	2.16	2.26	2.26	89.69%	-
AO14		Number of sites certified ISO 14001	✓	95	65	48	100%	-

NOTES

✓ See Deloitte assurance letter in page 68.

G4-EN5, G4-EN18 for Offices include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, Croatia, France, Germany, Hungary, India, Italy, Lithuania, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Spain, Taiwan, Thailand, Turkey, UK, USA, WL Belgium, WL France, WL Germany, WL Spain and WL UK.

G4-EN5, G4-EN18 for datacenters include Austria, Belgium, Brazil, Bulgaria, Canada, Croatia, Denmark, Finland, France, Germany, India, Lithuania, Luxembourg, Malaysia, Morocco, Netherlands, Philippines, Poland, Romania, Serbia, Singapore, Slovakia, Spain, Switzerland, Taiwan, Thailand, Turkey, UK, USA, WL Belgium, WL France, WL Germany, WL Spain and WL UK.

G4-EN18 for Travels include Andorra, Austria, Belgium, Bulgaria, Canada, China, Croatia, Czech Republic, France, Germany, India, Italy, Malaysia, Morocco, Netherlands, Philippines, Portugal, Romania, Serbia, Slovakia, Spain, Taiwan, Thailand, Turkey, UK, USA, WL Belgium, WL France, WL Germany, WL Spain and WL UK.

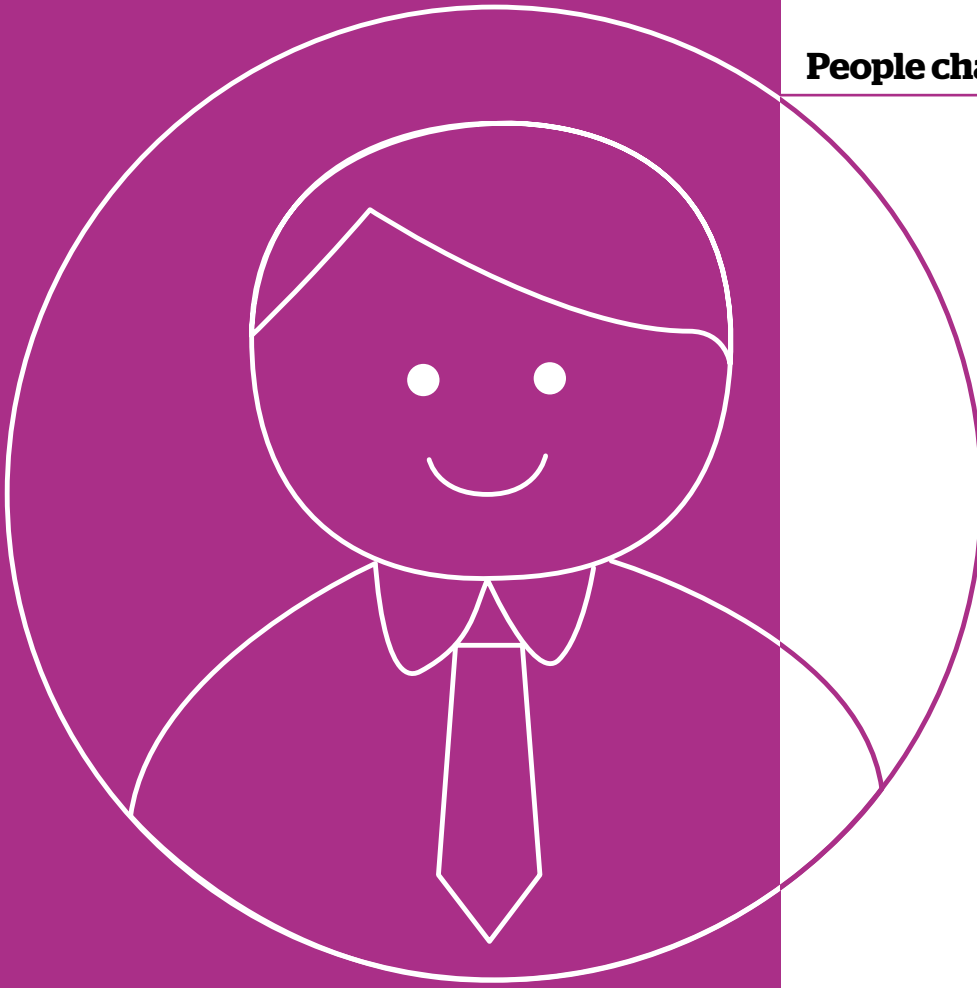
SO4 targeted managers has been increased in 2015. The number is not cumulative.

LA11 definition has been updated.

AO7 unit is Millions.

For **AO7, AO17, LA1** and **AO16** see methodological notes in Registration Document.

People challenge



21.29

Average hours of training employees have undertaken during the year [G4-LA9]

56%

Atos Trust Index® informed by Great Place to Work (GPTW) [A02]

45%

Percentage of females within the Board of Directors [G4-LA12]

Putting people first is the foundation

of the Atos way of working and of its growth strategy. Atos' vision is to be the preferred employer for today's most talented digital experts.

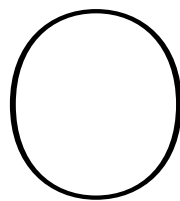


Philippe Mareine,
Head of Group Human
Resources and Global
Siemens Alliance, Atos

"In 2015 we launched an HR digitalization program to support Atos' ambition to be the preferred partner in the digital journey of our customers, and a leader in the IT industry. This program has several key components. As well as investing in developing the digital competences of our employees, we are identifying critical experts from across the organization and putting in place a new system for managing and nurturing their know-how. On the recruitment side, we have enhanced our strategic relationships with the top 90 Tier One universities we have selected worldwide. This will help us attract the very best digital natives of today."

Investing in digital talent

GRI: [G4-DMA]*



Our ambition is to become the partner of choice for our customers on their digital journey," says

Philippe Mareine, Head of Group Human Resources and Global Siemens Alliance at Atos. "To achieve this, it is fundamental that we invest in developing

the digital skills and competences of our people."

Atos has rolled out an ambitious certification program to inspire its employees to be digital leaders. "We are helping them to seize all the opportunities of the digital market. As well as keeping on top of new digital technologies, we are making sure our employees are very familiar with the business challenges faced by our customers so that they can bring innovative approaches to their projects," he says. To motivate and retain talent, Atos has launched new opportunities for its business technologists to evolve in their careers, to be more mobile and to access new job openings within the Group. At the same time, the company is stepping up its efforts to attract the brightest talents from leading universities and business schools.

Its ground-breaking Wellbeing@work program provides the platform for Atos to drive forward enhancements to the quality of the workplace, greater use of online collaboration as well as work-life balance initiatives for all employees. A front runner in the use of enterprise social networks, Atos social collaboration platform contributed to the smooth integration during 2015 of newcomers from Bull and Xerox ITO using dedicated online communities to provide easy access to information and contacts in the Atos network. Philippe says: "Atos employee participation in the Great Place to Work surveys in 2015 indicates that our employees appreciate the efforts we are making to invest in their skills and development and in their working environment. We will do even more moving forward."

• Our Opportunities

To become the undisputed partner of our customers in their digitization journey

• Our Targets

To accelerate the development of the digital skills and critical competences of our people

• Our Results

Certification numbers at 80% above target, pools of digital experts created, internal promotion opportunities boosted, working environments optimized, relationships with top tier universities enhanced and recruitment levels exceeded for digital graduates as interns and apprentices

*[G4 - DMA - Market presence] [G4 - DMA - Employment] [G4 - DMA - Training and education] [G4 - LA9] [G4 - DMA - Diversity and equal opportunity] [AO2] [G4 - LA1]

Developing young talents in Africa

Atos is increasing its links with leading universities around the world and strengthening its support for the most talented members of the young generation, wherever they may be.



Momadou Ndoeye,
Head of Global Delivery
Center in Dakar,
Atos Senegal

"Senegal has the advantage of being close to Europe and of having a good level of telecom infrastructure."



New colleagues join the Global Delivery Center in Dakar

In Africa, students from top universities in Senegal, such as the Higher Polytechnic School of Dakar (ESP) which is a Tier One university, Gaston Berger University and University Cheikh Anta DIOO of Dakar (UCAD), are now being recruited for intern positions at Atos. In 2015, Atos was involved in the creation of the new Specialized Masters in Big Data and Security at the African Institute for Mathematical Sciences (AIMS), by leading the steering committee and with a commitment to train a number of these students in 2016 as part of an internship program. As the Big Data ex-

plosion continues, it is likely that Atos will employ a high proportion of graduates from the new course. "We are proud that a world-class company like Atos is looking to develop local expertise in Senegal," Professor Aboubaker C. Beye of AIMS says. "We think it is a great opportunity for the country and for young and talented Senegalese."

Atos believes that Senegal has the potential to become a significant exporter of IT skills and services. A new Global Delivery Center in Dakar is now serving global demand.

**Percentage of employees
who received performance
appraisals in 2015 [G4-LA11]**

87%

IT Challenge to students

Atos' annual IT Challenge to engineering schools in universities around the world always brings out the best ideas for apps to enhance our new world of Connected Living. The 2016 theme is the "Right to be Forgotten". All students worldwide will develop the best technology to manage and protect our personal data online.



Average hours of training employees have undertaken during the year [G4-LA9]

21.29



Pavel Sobolev,
Sharepoint Developer,
Atos Russia

"Certification is a great way to check your knowledge and skills, and to analyze your strengths and weaknesses in programming. I believe that after certification I have become a higher level professional and a more valuable asset for Atos. A team of hardworking, well prepared and certified developers is a good reason to buy services from us!"

Bespoke career planning tools

GRI: [G4-LA11]

Atos aims to provide opportunities for each employee to actively develop their career within the Group.

In addition to the various internal mobility initiatives available, every employee at Atos is entitled to an individual development plan and most employees discuss their performance with their managers at least every six months. More than 86% of employees received

regular performance and career development reviews during 2015. These reviews aid the company to measure its capabilities, identify any potential gaps in the workforce and spot special talent. More than 16% of staff made a horizontal or vertical move and promotion in 2015.

Expert knowledge - confirmed

GRI: [G4-LA9]



Amit Kumar Singh,
SAP Consultant,
Atos Thailand

The new company-wide program of digital training and certification is providing Atos employees with a new suite of value added skills and competences. "Atos has supported me by all means possible in achieving SAP certifications," Amit Kumar Singh at Atos Thailand says. "After acquiring these certifications, I will be able to deliver projects aligned to SAP quality standards and best practices. Thanks to projects implemented and supported by certified consultants, Atos continues to enhance its already impressive reputation in the SAP world."

Moving on up



Valérie Wilkinson,
Finance Operations,
Atos UK

In just 10 months during 2015, more than 10% of all Group employees joined the Atos MyMobility community, which highlights opportunities for internal career moves and promotion within the company. MyMobility is already the seventh largest community on blueKiwi, and has an active user base. It was a posting on MyMobility that helped Valérie Wilkinson move from Worldline to the financial systems team at Atos UK. "I felt it was time for a new challenge, so I used MyMobility to find a role where I could use my existing strengths and at the same time could learn new skills."



Marc Meyer,
Head of Group Executive
& Talent Management, Atos

“Our future leaders demonstrate their performance and motivation every single day. They build up their careers contributing to power the collective good and creating value for our clients.”

134

Different nationalities working at Atos
[LA12]

Recognizing and rewarding talent

Going the extra mile

As a Tier One digital services company, Atos offers all employees a competitive global remuneration package with attractive bonuses and stock participation or performance share plans to those who are eligible. Rewarding our employees is not only a question of financial compensation. Talented and committed people also thrive on recognition by their managers but also by their peers and colleagues. As part of our Wellbeing@work initiative, we have rolled out programs such as Accolade and Success Story, which highlight and reward exceptional performance demonstrated by our business technologists throughout the world.

Strength in diversity

GRI: [G4-DMA]* [AO6]

As strong believers in promoting diversity, and seeing it as a principal driver of continued growth and competitiveness, Atos further developed its Group Diversity Program in 2015 and launched new initiatives through Wellbeing@work. The Group has continued placing particular emphasis on enhancing access for women to senior management positions. New initiatives were also rolled out for young and senior staff and in connection with disability and cultural diversity. In the UK, the Business Disability Forum recognized Neil Milliken of Atos with the 2015 Disability Champion Award, in recognition of his efforts to integrate disabled people into the workplace. Atos UK has created an Accessibility Center of Excellence and an Accessibility Academy Apprentice Scheme which helps Atos customers globally increase their inclusiveness and accessibility.

*[G4-DMA - Diversity and equal opportunity]



Neelima Yadav,
IMEA TOP Leader
and Head of Digital
Transformation, Atos India

“Effective women leaders develop a sense of purpose at Atos by pursuing goals that align with their personal values and advance the collective good. Such leaders are seen as authentic and trustworthy because they are willing to take risks in the service of shared goals. By connecting others to a larger purpose, they inspire commitment, boost resolve, and help colleagues find deeper meaning in their work.”





A unique digitally focused working culture ^[AO11]

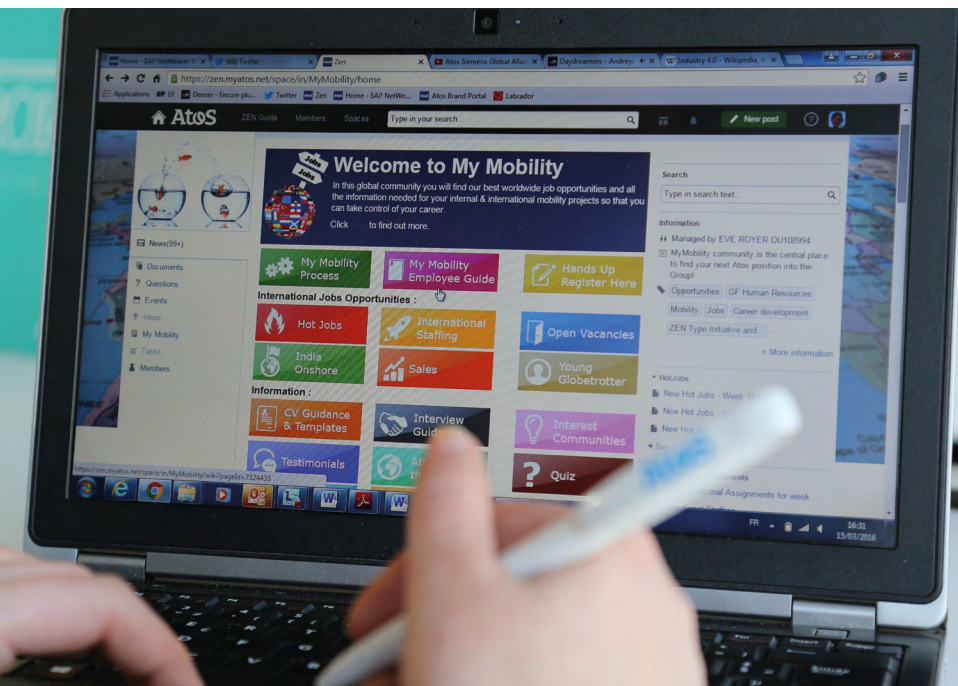
Escape from the cubicle

Thanks to our online communities, remote working is also commonplace at Atos. The online communities make it easy for Atos business technologists to access collaborative tools and contribute from locations outside the office. Employees who have signed up to remote working say that they benefit from more flexibility in working hours and enjoy a better work-life balance. This also helps Atos to optimize and limit travel to the very minimum and as such has a direct impact on the Group's carbon footprint.

The art of sharing

Collaborative working based on the latest digital technologies is a major feature of the working culture at Atos. Our widespread use of online communities strengthens the sharing of ideas and innovation and enhances our reputation as a forward-thinking employer. The Atos enterprise social network is one of the largest in the world, with some 40% of employees actively using the landscape of around 3,500 communities, on an almost daily basis. These communities share the Atos way of working and its values and this was instrumental for the onboarding of new employees joining the Group in 2015. A global Social Collaboration and Knowledge Sharing team has now been set up to facilitate this approach through Atos-wide processes, policies and tools.

24,620 Total number of active users in Communities ^[AO11]



40% of our employees are actively using blueKiwi, our enterprise social network

Culture of collaboration awarded

Atos won the European MAKE (Most Admired Knowledge Enterprise) award in 2015. The award is given to companies which continuously demonstrate shareholder value creation through superior management of knowledge and collaboration. We are proud to be seen as one of the very few IT companies worldwide that is efficiently sharing and replicating best practices across the global ecosystem of clients and partners.



Carolyn Nichol Williams,
Senior Analyst,
Global Service Delivery, Atos US

“We were welcomed into the organization with blueKiwi posts and emails full of links to the information we wanted and needed to know. Atos has done an admirable job in keeping the incoming Xerox ITO staff informed on upcoming events and steps to be taken.”

40+

**Former Xerox ITO employees
received 40+ Accolades in 2015**

Listening to the voices of our employees



A former Xerox ITO team which is now part of Atos

Assuming our responsibilities

As a signatory to the Global Compact of the United Nations, Atos applies all the principles of Conventions of the International Labor Organization. We are in full compliance with international labor standards and with Principle 3 of the Global Compact, which requires businesses to uphold the freedom of association and to recognize the right to collective bargaining.

To ensure this freedom of association, we have established solid structures for employee representation. At both the European level and in individual European countries, we are engaged in a permanent and constructive dialogue with bodies that represent our employees. Communication with our employees is a critical part of our strategies for growth and value creation. Beyond our legal obligations, we believe that our employees and the personnel representatives are key Atos stakeholders.

Globally, our major project in 2015 was the integration of some 9,000 employees from Xerox ITO. We applied our experience from the acquisitions of Bull, SIS and others to the integration process. A defined program structure and governance, consistent and timely communications with employees across all countries, and the targeted use of our Wellbeing@work program, ensured a successful integration.



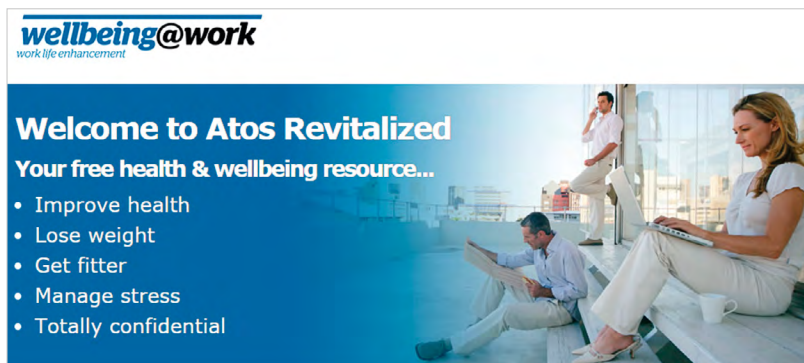
Bringing a new team on board

A clear program structure and governance was established to integrate employees from Xerox ITO, and this program was shared with all employees from both companies. Regular meetings with hundreds of managers helped the coordination process, alongside permanent and focused communications with employees. All new Xerox ITO colleagues were quickly connected to the blueKiwi social network, in which a dedicated community was set up: ITO@Atos. Through this tool the Atos executive management team was able to engage with the newcomers and respond to their

questions. "So much information is available in blueKiwi," former Xerox ITO employee Carolyn Nichol Williams says. "Many of us were not used to the open format of being able to ask a question or raise a concern. Getting prompt responses from other Atos employees and management has been encouraging, inclusive and informative. The Atos environment supports an atmosphere of trust, communication, transparency and collaboration. I want to celebrate being a part of Atos and have my future re-opened."

20.98

Average number of skills per employee [G4-LA10]



Mens sana in corpore sano

Atos believes that it is vital for its employees to benefit from good health and wellbeing. A Health@work blueprint was prepared in 2015 with the aim of pro-

moting best practices at Atos. Employees across the Group can now access a range of tools and e-learning materials which cover health and wellbeing topics.

The popular atosrevitalized.com website now has over 20,000 users. This multi-media and interactive health and wellbeing tool, which includes an app version, is generating higher than average positive wellbeing scores amongst its active users.

Business challenge



€1.9 billion

Total contract value of sustainability offerings [A07]

100%

Percentage of coverage of ISO 27001 certifications [A03]

0

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data [G4-PR8]

In a world of digital transformation,

Atos works with its clients to develop innovations that create long-term sustainable value for their customers and for society in general.



Patrick Adiba,
Group Chief
Commercial Officer and
Major Events, Atos

"Our actions on corporate responsibility and sustainability form an integral part of any deep conversation we have with our customers. When we start talking about sustainability, our customers understand that we are talking about things that are going to last beyond the contract and beyond the project, and that is what is making the difference to their decision-making. Sustainability is all about maximizing the long-term impact that we can create together."

Changing the shape of business

GRI: [G4-DMA]*

Companies from all sectors and all countries are under increasing pressure from investors, regulators and customers to improve their performance in sustainability. Atos helps them respond to this challenge with digital solutions, enabling them to reinvent their businesses with new levels of operational excellence, new forms of customer experience and new standards of trust and compliance.

"Our innovation in developing sustainable solutions has definitely become a key differentiator for us," says Group Chief Commercial Officer and Major Events, Patrick Adiba. Atos had a record year for running its Client Innovation workshops, and there is a new demand for running innovation workshops with various clients of the same ecosystem to fully understand how new digital approaches change the value chain and can create value for the clients' customers and end users.

The focus on the end user is an important shift for Atos as its digital solutions now address business to consumer as much as business to business challenges. Working with its world-leading partners and broader ecosystems, Atos aims to establish that sustainability solutions can be powerful differentiators for its customers' end users. "We are seeing an increasing interest in developing IT for life solutions. I believe that by working with ecosystems our digital solutions have a major part to play in tackling the sustainability issues of today, including the global response to climate change," says Adiba.

Sustainability is a truly global challenge. As the worldwide IT partner for the Olympic and Paralympic Games, Atos is working closely with the Olympic Movement and host cities to reduce the environmental footprint of the Olympic Games and increase their positive social legacy. In Africa, the company's digital expertise is helping the public and private sectors meet the challenges of demographic growth and secured infrastructure development.

• **Our Opportunities**
Generating value for clients through innovative and sustainable solutions

• **Our Targets**
To help our clients address their challenges of business reinvention, operational excellence, customer experience and trust and compliance

• **Our Results**
An increase in satisfied clients who benefit from our extended portfolio of sustainable solutions leveraging our trusted ecosystem of leading technology partners

*[G4 - DMA - Economic performance] [G4 - DMA - Indirect Economic impacts]
[G4 - DMA - Product and service labeling]



Francis Meston,
Head of India, Middle East
and Africa and Group Digital
Transformation Officer, Atos

“We work closely with our customers to develop advanced digital solutions for sustainability. Open innovation and wide-ranging partnerships hold the key to powering progress and changing today’s paradigms.”

264

**Client innovation workshops
delivered in GBUs [AO10]**

Innovating side by side with our customers

[AO10]

Atos’ successful Client Innovation Workshops program has gone from strength to strength since it was launched in 2012. In response to customer demand, Atos doubled the number of Innovation Workshops in 2015. These workshops are customer-focused and customer-tailored events where Atos discusses with its clients the ways in which emerging technologies and trends can affect their business and contribute to their continued success in the digital age.

The hot topics covered at Innovation Workshops in 2015 included sustainability, cybersecurity, predictive analytics, additive manufacturing and augmented reality. The challenges of sustainability require us to work together with our customers on developing innovative ways of operating. The leading business and digital experts of the Atos Scientific Community participate actively at these Workshops, sharing their forward thinking about market challenges with their peers. These collaborative meetings also provide an opportunity for Atos senior management to meet with its clients’ decision-makers to discuss working together in an open innovation model.

For example, following on from Atos Innovation Workshops with BRGM, the leading public organization in the field of Earth sciences in France, a partnership was established in 2015 to jointly produce innovative digital services in the fields of the geosciences, the environment and building, and civil engineering works.



An innovation workshop at the BTIC (Business Technology & Innovation Center) in Bezons, France with the DigiWorld Club on the challenges of Cloud Computing



Cloud and analytics power innovative partnership



The French government has selected SparkInData, a world-class research initiative led by Atos, for its *Investments for the Future* funding program. SparkInData is a Cloud-based platform for industrial data analytics which has been developed by a consortium of 11 partners. It aims to bring together environmental data from Earth observation satellites and combine them with data from a wide range of other geographical, oceanographic and scientific sources. SparkInData will enable companies and organizations to develop innovative and sustainable services in markets such as agriculture, urban planning, climate and healthcare.

Imagining the future to shape a more sustainable society

The Atos Scientific Community brings together the best 120 business technologists within the organization. Their ambition is to forecast how digital innovations will sustain and reinvent our future and to help Atos' customers proactively leverage the value of game changing technologies. In numerous white papers and posts on the Ascent Blog as well as in publications such as *Journey 2018* and the magazine *Views from the digital future*, they have highlighted the pivotal role of digital technologies in shaping a more sustainable future. They are presently investigating new innovation tracks including the 'IT for life' field which examines how technological innovation will help to overcome the major challenges of sustainability on the Journey 2020.



Innovation generates customer satisfaction

[G4-PR5]

Since 2012, Atos has been running a world-wide program to monitor the satisfaction of its clients and to drive customer loyalty. These interviews and surveys show that Atos Client Innovation Workshops and investments in co-innovation or proof of concept are improving the experience of our customers and increasing their satisfaction and loyalty. In 2015 we conducted more than 2,500 surveys with our clients. Their responses contribute to opening up new innovation directions at Atos.



77

out of 10

Overall Customer Satisfaction from strategic surveys [G4- PR5]



Marc-Henri Desportes,
General Manager, Worldline

“In a digital world, people now expect instant, personalized, and seamless service – anytime, anywhere. Atos helps enterprises and governments deliver new levels of experience to their customers and employees.”

#digitaljourney

#changinglife

#services

Transforming the customer experience

Avignon Festival

The start of the wearable revolution

In 2015, new wearable technologies such as clothing and accessories began to move into the mainstream. In the near future, these technologies will enhance our way of interacting with the world and will open up new possibilities for organizations to connect with their customers. Combining these wearable technologies with advances in energy generation, ubiquitous connectivity and micro sensor technologies is also leading to broad societal benefits, particularly in healthcare, where, for example, remote monitoring is freeing up beds in hospitals.



In France, Atos is already putting wearable technology to use to heighten the enjoyment of spectators at cultural events. At the Avignon Festival 2015, in partnership with a tourism start-up, Atos provided foreign visitors with augmented reality glasses, on which they could see the dialogue from French theater performances translated into English or Chinese, all in real time. This innovation promises to transform the experience of live performances, helping open the doors of culture to entire new populations. In the future, connected glasses and other wearables will be set to transform the customer experience for good.



BSH Home Appliances Group Smart applications to broaden lifestyle choices

Atos company Worldline launched new remotely controlled home appliances in 2015 which will help consumers securely manage their day-to-day lives while on the move. Designed and developed in partnership with BSH Home Appliances Group, the new product ranges of connected home appliances include solutions for consumers to view the contents of their fridge via an inside camera whilst they are at their local stores, and to securely and remotely operate ovens and dishwashers.



International Olympic Committee (IOC) Sharing the Olympic Games experience around the world

The Rio 2016 Olympic Games are set to become the most connected sporting event in history. Digital technologies from Atos, integrated with those of other Rio 2016 technology partners, will provide a global audience of billions with a new level of interactivity and information, enriching their experience of the world's greatest sporting occasion and bringing the Olympic spirit to every corner of the planet, reducing the digital divide.

Cell C Boosting customer loyalty in South Africa

Atos aims to provide solutions that favor digital inclusion for all and grounded are in local ecosystems. Access coverage is an issue in many countries of the world where it can be a challenge for cell phone operators to extend their coverage. Atos has developed a WiFi Calling solution that fills any gaps in the network and provides mobile subscribers with a seamless, high quality service. Cell C in South Africa launched its commercial integrated WiFi calling service to its customers in 2015 as a cost-effective and innovative way to enhance customer loyalty.





Francis Meston,
Head of India, Middle East
and Africa and Group Digital
Transformation Officer, Atos

“Digital innovations can help organizations gain deeper insights and reinvent their business models. Atos helps its customers rethink their processes, redefine their operations and transform their businesses for the digital era.”

#reinvention

#smartcities

#digitaltransformation

New technologies transform life on earth



European Commission

A watchful eye on wildlife from above



Space technologies have the potential to transform scientific projects back on Earth. Atos is designing and developing a platform that will enable scientists around the world to analyse wildlife movements using the Sentinel satellites' observation data of the European Union's Copernicus program to support projects to study the habitat of various migrating animals.

These earth observation satellites are generating unprecedented volumes of data. To maximize the value of these terabytes of information, the scientific and research community needs to be able to integrate this data into their studies. As a member of the European Commission's EO4wildlife project, our mission is to provide biologists, ecologists and ornithologists with an easy-to-use platform that allows them to combine data on wildlife from the Sentinel satellites with other real time sources and archive databases.

As a result, scientists will be able to enhance our understanding of the movements, migration and behavior of birds and other animals. As a part of EO4wildlife, we are bringing state-of-the-art satellite technology down to Earth, helping improve our knowledge and understanding of one of the planet's greatest assets - its wildlife.



The University of Aberdeen

Bringing pharmacy services to remote communities

The digital age is enabling new ways in which customers can access services such as healthcare, with the potential to transform people's lives. In a remote corner of Scotland, Atos has teamed up with a local university, the Scottish Government's Chief Scientist Office and with the local health service board to develop an innovative pharmacy kiosk. The kiosk allows the user to speak remotely to a pharmacist via webcam and to safely and securely access either dispensed or recommended 'over the counter' medicines near to their home. It provides a groundbreaking solution to the financial challenges of providing pharmacy services to isolated communities.

International Olympic Committee (IOC)

Transforming our delivery of the Olympic Games

Atos is helping in the reinvention to deliver the Olympic Games. Rio 2016 will be a milestone in the digital transformation of the Olympic Games enabling to move away from a one-time use model towards a Cloud-based solution based on a build once, use many times model. To this end, Atos will migrate into a permanent center in Madrid, increasing the efficiency of the Olympic Games IT operations for the upcoming Olympic Games.



Atos and Siemens join hands in consortium

The quiet Smart City revolution in India

Atos and strategic partner Siemens are working together in the ambitious Smart Cities program of the Indian government, which aims to make 100 Indian cities more citizen-friendly and sustainable. With an estimated 843 million Indians set to be living in cities by 2050, India is looking to find smarter ways to manage complexities, reduce expenses, increase efficiency and improve the quality of life in its rapidly growing cities.



Operational
Excellence



Ursula Morgenstern,
Head of Consulting & Systems
Integration, Cloud & Enterprise
Software, Atos

“Systems Integration as well as Cloud services are harnessing the power of digital to meet customers’ challenges. While optimizing resources consumption, and democratizing access to data, the Cloud multiplies the potential for innovation with a broad impact. The Cloud will also have a major role to play in meeting the targets of the COP21 Paris agreement on Climate Change.”

#cloudcomputing

#virtualization

#HPC

Pushing the boundaries of performance



Météo-France

Supercomputers take forecasting and modeling to the next level

Cutting-edge technologies from Atos are transforming our understanding of the world we live in and giving us new powers to forecast the future.

Bull, the Atos brand for high performance IT products and software, is providing the French meteorological agency Météo-France with a new generation of supercomputers that comes with a processing power more than 12 times greater than its predecessor in phase 1 and since early 2016 36 times, while reducing the energy consumption by about 25%.

This sort of performance is enabling a whole new level of accuracy in short-term forecasts and longer-term climate modeling. Customers in industries ranging from aviation and shipping to tourism and even sports can benefit from more frequent and localized information on weather. The enhanced computing power will also give policymakers in Europe and on the Intergovernmental Panel on Climate Change more information and greater insight into climate change and its effects.

Meanwhile, Bull is also working with the French Alternative Energies and Atomic Energy Commission, CEA, to deliver by the year 2020 a supercomputer capable of integrating high performance computing and Big Data needs (1 exaflop = one billion billion operations per second).



Edith Cowan University

Australian university sets the pace

In Western Australia, Atos is helping Edith Cowan University meet students' expectations for a modern, fast and high-performance IT infrastructure that enables their learning and knowledge. The university has appointed Atos to migrate its entire central IT infrastructure to Canopy, the Atos Cloud. This is the first time that an Australian tertiary education institution has committed to move towards a more agile, scalable and cost-efficient IT infrastructure, enabling it to enhance its services for all university users.



International Olympic Committee (IOC)

Cloud achieves environmental firsts for the Olympic Games

The initiative to move the IT infrastructure to a Cloud-based delivery model aims not only to reduce costs but also to minimize the environmental footprint in Rio. In this way, Atos contributes to help leave the host city of the Olympic Games with the most sustainable environmental and social legacy.

State of Alabama, USA

Communicating loud and clear with Unify's Circuit



In 2015, Atos' newly acquired company, Unify, helped the State of Alabama's Department of Revenue enhance internal communications, increase collaboration between employees and improve productivity thanks to Unify's Circuit solution. Instant video conferencing has increased engagement with employees, and the new communications system has also reduced bureaucratic processes and increased creativity in problem solving. Circuit supports mobility and flexible working, making the Department a more attractive place to work for today's digitally-minded generation.



Elie Girard,
Chief Financial Officer, Atos

“Our offerings enable enterprises and governments to combine openness and trust, and make security both a lever of protection and a lever of value creation.”

#cybersecurity
#dataprotection
#digitalleader

Pre-empting threats, securing trust

City of Eindhoven, The Netherlands

Keeping city streets safe by night



In an award-winning project in the Dutch city of Eindhoven, Atos and its partners are using the power of Big Data technology to increase the safety of streets by night. In the CityPulse pilot project, which we developed with partners including the Dutch Institute of Safety and Security (DITSS) and Intel, data is collected from cameras and microphones in the bustling street of Stratumseind and from social media sources. When put together and combined with Big Data analytics, this information provides a powerful and accurate picture of what is happening on the ground, almost in real time. As a result, local authorities

can respond to any situations as they develop and can prevent incidents from escalating. If an incident occurs, the system alerts a response team who will take appropriate action.

Stratumseind is the longest street of pubs in the Netherlands, with more than 50 bars and nightclubs and welcomes 20,000 visitors every weekend. With CityPulse, Atos demonstrates how the latest technologies and data analytic techniques can be used to make public spaces in cities safer, more secure, and more enjoyable.





Ministry of Economy & Finance, Senegal Enhancing financial transparency in Africa

The West African country of Senegal is leading the continent in reforming the administration of its public finances with the Integrated Financial Information System. The aim is to improve the management of public finances, and to ensure the effectiveness of public spending. Transparency and accountability are the watchwords in this process. To support this effort, Atos is providing the government with a technological IT infrastructure for managing financial information, which will modernize budgeting procedures and put the country's public administration on a strong sustainable foundation.



International Olympic Committee (IOC) Best-in-class security for the greatest show on Earth



In Rio de Janeiro, we are responsible for ensuring the security of the IT infrastructure of the Olympic Games in a joint action with Rio 2016's software security partner. It is our job to make sure that the right people – and only the right people – can gain access to mission-critical software systems. At the Olympic Games

in London and Sochi, we were able to ensure complete continuity of service for millions of visitors and billions of viewers, neutralizing millions of attempted attacks per day with local software security partners.

The development of the digital economy requires confidence in technologies, in digital spaces and in digital transactions. In 2015, we joined forces with Airbus Defence and Space in response to the growing demand for more effective Cybersecurity solutions. Together, we will research and develop innovative products, services and solutions designed to counteract cyber attacks. Benefiting from the expertise of Bull in this area, we are committed to working to address the growing Cybersecurity threat across a number of businesses and industries. At a time of increased need for answers, only the most innovative Cybersecurity solutions will do.

Airbus Defence and Space Developing a unique Cybersecurity portfolio





Hervé Payan,
Head of Global Alliance
Sales Channel, Atos

“With our ecosystem of partners we can take advantage of collective intelligence to enhance the sustainability of our customers. Our partners are all technology leaders and with them we have developed an unmatched portfolio of solutions contributing to enhance the sustainability performance of our clients.”

#partnership

#innovation

#sustainability

Creating sustainable value with our partners



Partnering with SAP on the challenges of sustainability

Atos has a long-term strategic partnership with SAP and the two companies work closely together to provide cutting-edge expertise in the area of sustainability and IT. This robust relationship allows Atos to offer a broad and comprehensive portfolio based on SAP software, and covering a wide range of areas including environment, health, and safety management; risk management and compliance; sustainability reporting; and energy management. As one of the key SAP partners globally, Atos has a unique SAP HANA end-to-end capability to implement this real time data analytics platform. These solutions, which are mainly based on the Canopy Cloud, help our customers increase their profitability while benefiting from reduced energy consumption, improved product safety and stewardship, and safer workplaces. In 2015, in recognition of our ability to create value for clients, we received the SAP® Pinnacle Award as the Global Value-Added Reseller of the Year.



EMC Federation

An enhanced alliance to maximize enterprise sustainability

In 2015 Atos reinforced its partnership with the EMC Federation (EMC², VMware, Pivotal, RSA, VCE and VirtuStream). Working with these leading companies, Atos provides its customers with best-in-class software-defined datacenters and Cloud services which maximize the sustainability of their businesses by the utilization of IT resources, lowering electricity consumption and heating.

The partnership is successful because all parties are committed to demonstrating how digitalization of a company can contribute to improving its sustainability performance. It allows Atos to help enterprises transform their infrastructure and applications for improved business agility and faster time to market. The alliance has joint offerings delivering high performance across both Cloud and non-Cloud solutions. In 2015, in recognition of the value delivered jointly to customers, Atos was awarded Global Outsourcer of the year by EMC².



Atos SIEMENS

Atos and Siemens Global Alliance: joint ambitions in digital transformation and Industry 4.0



Philippe Mareine
Head of Group Human Resources and Global Siemens Alliance, Atos



Dr. Norbert Gaus
Head of the Research and Technology Center of Siemens Corporate Technology, Siemens

How is the Atos-Siemens Global Alliance leading the digital revolution?

Philippe Mareine: We share a strategic vision with Siemens in the context of a partnership of mutual trust. This helps to keep us at the cutting edge of the digital revolution. We now provide joint services to more than 130 major customers worldwide, including our state-of-the-art capabilities in areas such as Advanced Data Analytics (our joint Atos Codex/Sinalytics platform), Cybersecurity, Cloud Computing services and the Internet of Things. In 2015 we demonstrated the strengths of our exceptional partnership in digital services as we showcased our joint solutions for accelerating the digital transformation of our economies to Chancellor Angela Merkel of Germany and President François Hollande of France at the Franco-German Digital Conference, which was a highly successful event.

How does digital transformation of your customers' facilities help them save energy?

Dr. Norbert Gaus: By partnering with Atos we can actively prepare our customers to adapt the Internet of Things to Industry 4.0 with solutions that combine digitalization with automation and electrification. Together, we have developed Sinalytics, an innovative data analytics platform that allows our customers to organize and maintain their production and service processes much more efficiently than in the past. For example, in the manufacturing sector, Sinalytics enables our clients to better understand the performance of their equipment. The resulting

information allows manufacturers to improve the energy efficiency of their production environment, leading to significant reductions in their carbon footprint as well as costs. It also puts domain knowledge to practical use to create actionable information from the data and accelerate the digital transformation of customer processes.

What's the role of innovation in the Global Alliance?

Philippe Mareine: Innovation is an essential feature of our alliance in terms of generating new, competitive joint solutions for sustainability. Our on-going joint innovation investment program has led to the development of digital solutions for industrial sectors including utilities, traffic management and datacenters. In 2015, we organized a joint Atos-Siemens innovation workshop in our new Business Technology & Innovation Center in Munich, Germany, bringing together members of both Siemens Corporate Technology and the Atos Scientific Community to exchange thoughts on Industry 4.0, digital user experience, future Industrial Data Analytics scenarios, and cognitive computing.

Dr. Norbert Gaus: Innovation is certainly a central feature of our partnership. As part of this continuing process, in 2015 we increased our joint innovation investment program from an initial funding of €100 million to €150 million. We also deepened the relationship between our two groups, extending until the end of 2021 our global IT contract with Atos, which is worth more than € 8 billion.



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150 million of €

The funds committed to the joint innovation investment program of the Atos - Siemens Alliance

Ethics challenge



44%

Total percentage of spend assessed by EcoVadis [AO17]

0

Monetary value of significant fines for non-compliance with laws and regulation [G4-SO8]

43%

Percentage of management employees trained in Code of Ethics, in 2015 [G4-SO4]

Atos aims for ethical excellence,

embracing its responsibility to follow the highest standards of ethics and be compliant in all the jurisdictions where the Group operates.



Jean-Marc Humbert,
Group General Counsel, Atos

"As a growing company, our target is to have a common and shared culture of ethics and compliance. That is why we approved a new version of the Code of Ethics in 2015, which applies in all countries and to all employees at every level."



Enguerrand de Pontevès,
Group Chief Procurement Officer, Atos

"We are evolving from a services company to a service and manufacturing company with a supply chain. One of our priorities for 2016 is to look deep down into this supply chain and implement responsible purchasing strategies."

Ethical business culture supports Atos growth GRI: [G4-DMA]*

The strong focus by Atos to provide leading digital services is accompanied by a rigorous infrastructure to ensure each and every employee is aware of the company's responsibilities when it comes to protecting personal data.

Atos is in the process of deploying the world's leading standard for personal data protection, the Binding Corporate Rules, in all countries where it processes personal data. "We will have implemented the BCR by the end of 2016," Jean-Marc Humbert, Group General Counsel, confirms. "Our leadership in data protection is a real differentiator for Atos." Humbert also notes that the Group's tight rein on ethical standards and high levels of compliance are "a major competitive advantage." As well as ramping up its Code of Ethics, a range of events was organized during 2015 to promote awareness of the company's compliance policies to both existing and new employees. Atos' acquisitions in 2015 have presented new challenges for its global procurement practices. Atos was successful in 2015 in consolidating its purchasing spend as much as possible with a select group of large preferred vendors, of which around 90% was locally sourced. "Our challenge is that as Atos grows through acquisitions we need to ensure that vendors of the companies we acquire meet our high standards when it comes to corporate responsibility and sustainability," reports Enguerrand de Pontevès, Group Chief Procurement Officer.

The nature of Atos' business is also changing. The acquisition of Unify means Atos will be working closely with manufacturing companies, with a supply chain reaching all the way to India and China. Atos is now starting to verify that these manufacturers, and their subcontractors, have appropriate corporate responsibility and sustainability policies and procedures in place. "As we enter new markets, we have also developed a systematic way of assessing the risks of our business partners," says de Pontevès.

• Our Opportunities

Reach excellence in terms of ethics and compliance, making this challenge of Atos' Corporate Responsibility Program a competitive advantage

• Our Targets

To be a Tier One ethical and fair player within our sphere of influence, including our supply chain and developing local economies

• Our Results

The Atos Code of Ethics 2015 is the backbone of Atos corporate culture and corporate responsibility and sustainability are key criteria for Atos' procurement process

*[G4 - DMA - Indirect economic impact] [G4 - DMA - Procurement practices] [G4 - DMA - Anti-corruption] [G4 - DMA - Customer privacy] [G4 - DMA - Compliance]



Jean-Marc Humbert,
Group General Counsel,
Atos

"The rules surrounding the protection of personal data are evolving fast - like a ball of energy racing around the globe. Our network of fully trained experts and security officers actively monitor our daily operations and are fully briefed on the rapid changes in legislation in this area."



Compliance, central to our operations [G4-SO4]

From a strong governance at global and local levels of the organization to an annual "data protection day" to e-learning on the Code of Ethics and Data Protection, Atos is making every effort to train and increase awareness among its workforce of the legal responsibilities and strong ethical values of the company.

Atos has grown substantially in the past year, and with increased scale comes increased responsibility and increased risks. As well as ensuring compliance with legal and regulatory requirements, the company aims to be an ethical and fair global player in all its spheres of influence. In May 2015, the Atos

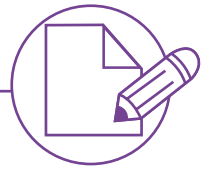
Board of Directors approved a new, upgraded version of the Group's Code of Ethics, establishing that ethical practices form the backbone of its corporate culture. Implementation of the new Code will be completed in 2016 and a widespread program of continuous training and awareness was rolled out in 2015. An e-learning module on the Code of Ethics is mandatory for all employees.

In 2015, Atos also reinforced the ways in which to ensure compliance and guarantee ethical behaviour, wherever it operates. These reforms have put ethics right at the heart of our decision-making processes. In 2015, a stronger connection with the

Group Top Management was established, with the Group Compliance Steering Committee, composed of almost all the Group Executive Committee members. In all of our Global Business Units, we have now established specific compliance committees which meet regularly and aim to guarantee a consistent approach to compliance across Atos. We have also created a Global Legal Compliance Board involving all the general counsels of Atos to ensure quality of implementation of Atos' Compliance Program, through monitoring of new country compliance dashboards and key performance indicators relating to compliance.

71%

**Percentage of employees who
successfully performed the Safety
& Security e-learning [AO3]**



Leading in data protection practices

Atos was the first IT company to obtain the approval of its Binding Corporate Rules (BCR) by European data protection authorities as a controller and as a processor for its operations worldwide.

Only those multinational companies that implement worldwide the strict principles imposed by European data protection legislation regarding the transfer of personal data can obtain the validation of their BCR. Obtaining the BCR constitutes recognition of the measures we are enforcing at Atos to create a real data protection culture within our company. For Atos, adopting BCR is an opportunity to put data protection at

the heart of our business and operational approach. Our BCR implementation action plans have led to significant changes in data protection practices, in particular in those jurisdictions without major data protection legislation. In countries which do have data protection laws, we have adopted new mechanisms to ensure our compliance with our BCR commitments, such as the deployment of privacy impact assessments.



Lionel de Souza,
Group Chief Data Protection
Officer, Atos

"Atos strives for the highest level of protection for all the personal data processed on behalf of its clients across all its services, including Cloud Computing. Our adoption of the Binding Corporate Rules is an opportunity to further enshrine data protection as a key component of our business culture."

Strict global security measures in operation [A03]

Atos has a set of 50 global security and safety policies, standards and guidelines.

Atos Group security policies are mandatory and binding for all Atos employees in order to guarantee the safety and the security of Atos internal and customer-related business processes. They apply to all staff, contractors and consultants throughout the Atos organization. The Atos' Information Security Management System applies throughout the organization. Atos monitors the deployment of ISO 27001 in respect of all Atos business activities. 100% of Atos global business units around the world have sites certified by external auditors in respect of the ISO 27001 standard. In addition, the Atos security framework includes technical monitoring and reporting on security anomalies.

100%

Percentage of coverage of ISO 27001
certifications [A03]



Securing a sustainable supply chain



Hans Couwenbergh,
Head of Global Supplier
Management, Atos

"By end of 2016, 80% of our spend should be being transacted through 350 suppliers, down from 669 in 2013."

Encouraging our suppliers to achieve excellence

We expect our suppliers to comply with the strictest standards of ethical behavior. The Atos Sustainable Supplier Charter encourages our partners to follow the principles of the UN Global Compact.

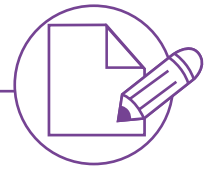
The Atos Sustainable Supplier Charter is distributed to all suppliers who participate in a request for proposal with Atos. Its key terms are built into our standard contract terms and conditions and it is available on the Atos website. Suppliers are informed of Atos' requirement that they should respect the principles of the UN Global Compact in the areas of human rights, labor, the environment and anti-corruption. The objective of Atos is to steadily reduce the number of suppliers with whom it works, both globally and at country level. Concentrating our spend means that we have fewer suppliers to manage, and can monitor more effectively their compliance with our sustainability principles.

In terms of geography, the five largest countries, representing 83% of our spend, are all located in Europe and North America, where there are high standards of corporate responsibility. By sector, procurement of IT products and services represents 45% of our total spends.



Proportion
of spending on
local suppliers
[G4-EC9]

92%



Minimizing risks in our supply chain ^[A017]

Our specialist partner assessor EcoVadis evaluates and monitors the performance of most of our top suppliers in four key areas: Environment, Labor Practices, Fair Business Practices and their own Supply Chains.



Peter Hobday,
Global Procurement
Process & Development
Director & Deputy Chief
Procurement Officer, Atos

"In 2016, we intend to extend EcoVadis assessments to major new suppliers from our recent acquisitions."

In 2015, EcoVadis assessed 60 suppliers representing 44% of our total spends. The main objective is to identify potential corporate responsibility and sustainability risks in our supply chain and to mitigate them. EcoVadis asks suppliers to complete a detailed questionnaire about their engagement in CSR and provide documents supporting their answers. It then gives them a global score (out of 100), a score per area and comments including improvement schemes. Suppliers with insufficient scores (below 35/100) are required to implement corrective action plans and to be re-evaluated after 12 months. In 2015, less than 12%

of our panel had low scores, usually because of a misunderstanding of the assessment processes. In 2016, we intend to extend EcoVadis assessments to major new suppliers from our acquisitions of Bull, Xerox ITO, Unify and Equens.



74

EcoVadis scored Atos 74/100 for its CSR performance, an improvement of 4 points

Working with suppliers to green the car fleet

The need to minimize carbon emissions plays a central role in Atos' purchasing decisions.

Since 2010, the Atos car fleet policy has set rigorous standards for the CO₂ emissions levels of all company cars leased by the Group and Atos is setting new, tougher targets for 2020 and 2025. The Atos car procurement policy, which includes electric car sharing, has resulted in tangible improvements. From 2009 to 2014, the average CO₂ emissions from its cars fell from 145g CO₂/km to 111g CO₂/km. In 2015, it was 104.72g CO₂/km. Atos is reviewing how to further limit travel, particularly own use travel, by company collaboration and communication tools, including those of Unify which Atos has recently acquired.



My Car, the Atos electric car sharing scheme.



Adrian Gregory,
Head of UK and Ireland, Atos

“Digital inclusion is a pressing challenge not just for governments but for society at large. Organizations such as Atos can play a vital role ensuring that accessibility is improved and access to vital services enabled.”

1^{Bn}

According to the World Health Organisation up to 1 billion people have a disability

Creating positive impacts for society

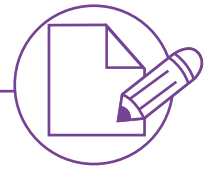
Empowerment through digital technology



As a leading global technology company, Atos has identified that it can make the most positive and sustainable contributions to society in three main areas: improving access to education, increasing the skills and employability of underprivileged youth, and working to include disadvantaged communities in the digital world.

Working at local levels, we aim to encourage digital inclusion so that everyone can prosper in an increasingly digital world. We provide services to organizations, including government departments, which train people in basic IT and computer skills and we support organizations that deliver Internet connectivity.

Atos has a strong focus on accessibility and usability. Highlights include the creation of a center of excellence in the UK which also runs our accessibility academy program, the adaption of our corporate colour palette to take into account accessibility in our branding and our contribution to accessibility standards creation in both the UK and France. Our aim is to design digital services that meet the needs of all users, including those dependent on assistive technology. To this end we have adopted ISO Accessibility standards in our Global Development Portfolio. In the UK we use the Business Disability Forum Accessibility Maturity Model to measure our progress.



Olympic Games apprenticeships for local young people in Rio

In Rio, Atos is participating in a Brazilian Government vocational training program for young people. In preparation for the Rio 2016 Olympic Games, Atos has taken on six local apprentices to work alongside its experts in areas such as venue support, operations and testing. Members of the core

Atos Olympic Games Project team come from a variety of countries, all with many years of Olympic Games experience. They have been joined in Rio by two Atos Japan employees preparing for the Tokyo 2020 Olympic Games and more than 100 local staff who are on long-term employee contracts.



Our team in place for the Rio 2016 Olympic Games

**Number of employees
entering the company [G4-LA1]**

13,048

Digital futures



Cédric and Ayoub integrated in the team at the National Super Computing Institute during their 10-week internships

over a ten-week period, developing confidence from gaining new skills on the job and from being set motivational goals.

Meanwhile, at the Atos headquarters in Bezons, France, week-long business and technology internships are organized for local schoolchildren, opening their eyes to a new world of innovation and inspiring solutions.

The National Super Computing Institute, GENCI, in France is where Atos operates one of the country's most powerful supercomputers - OCCIGEN. In 2015, two local disadvantaged youths who were struggling at school were hired to help with our projects. Cédric and Ayoub were coached

Hands across the divide-bringing IT literacy to marginalized communities in India



Signature of the new partnership between NASSCOM Foundation and Atos in India



In India, we have partnered with the NASSCOM Foundation to launch Digital Literacy Centers in Mumbai, Chennai, Pune and Bangalore. These centers will develop the IT skills of up to 4,000 people a year, teaching underprivileged Indians how to benefit from all the opportunities of computers, mobile phones and the Internet. The initiative aims to teach these citizens how to use and access technology to increase their knowledge, career opportunities and work potential.



Environmental Challenge

17.81

tCO₂ / M€ revenue
Global footprint by
revenue [G4-EN18]

236.82

GJ per Million EUR:
Energy intensity by
revenue [G4-EN5]

95

Major sites certified
ISO 14001 [AO14]

Today's energy and carbon

challenges are distinct opportunities for Atos to further improve operational efficiency, extending new ways of working with digital technologies and generating significant energy savings. The company pursues its aims to actively contribute to combating climate change and preserving natural capital.



Eric Grall,

Head of Global Managed Services, Atos

"Our clients are under huge pressure to reduce their carbon emissions. Thanks to the optimization of our datacenters and our extensive carbon offsetting programs, we have the ability to provide them with carbon-neutral hosting. It is both a clear benefit for them and a business opportunity for us."



Philippe Vannier,

CEO of Bull and Group Advisor for Technology

"Engaging with climate change is no longer a choice but a necessity. Every company that I meet is grappling with how to reduce their energy consumption, and in particular the carbon footprint associated with transporting, storing and processing the large volumes of data they manage nowadays. Applying our digital technologies to datacenters, servers and supercomputers, we can help our clients minimize the energy consumption of IT while transporting ever more data."

Digital solutions to tackle climate change

GRI: [G4-DMA]*

Atos is recognized as a global leader in the IT sector for its environmental performance and for its contribution to combating climate change with digital technologies and solutions.

"The main environmental challenge that we face at Atos is the rapid rise in demand for data processing and storage," Eric Grall, Head of Global Managed Services at Atos, explains. "Our optimization program and much of our R&D activities are focused on ways to decouple the energy consumption of IT systems from the increase in data processing requirements. Our greener datacenters are reducing the carbon footprint of digital technologies, helping our clients move towards a low-carbon economy, and enhancing the contribution of the IT sector to climate challenges."

The Group is acutely aware of the business and environmental challenges that its clients face from consuming energy and emitting greenhouse gases. "Through our suite of leading edge smart solutions, optimized datacenters, highly efficient supercomputers and carbon neutral hosting services, Atos aims to help its clients address their business and environment challenges, which could bring about significant positive impacts on broader energy consumption affecting climate change issues," says Philippe Vannier, CEO of Bull and Group Advisor for Technology. Atos closed 2015 with a commitment to four new climate initiatives ahead of the COP21 international convention on Climate Change, with new far-reaching objectives. From its leadership position in this space, Atos is now helping its customers leverage the environmental potential of digital technologies.

GRI: [G4-DMA-Energy] [G4-DMA-Emissions] [G4-EC2] [G4-EN5] [G4-EN6] [G4-EN18]

• Our Opportunities

Support the transition to a low-carbon economy.

• Our Targets

Improve the environmental efficiency of operations by drastically reducing their energy and carbon intensity.

• Our Results

Continuous improvements to the energy efficiency of operations and ambitious targets achieved in reducing the Group carbon intensity footprint and a sharp increase in the use of decarbonized electricity in the strategic datacenters.



Eric Grall,
Head of Global Managed
Services, Atos

“As a leading provider of digital services, these awards in 2015 demonstrate our commitment to innovating and developing digital solutions that our clients can use to tackle climate change and meet their business challenges.”

5%

Atos is among the top 5% of worldwide leaders that have been awarded an A grade for their performance by the Carbon Disclosure Project.

An industry leader

Thanks to our actions to reduce greenhouse gas emissions, Atos is widely recognized as a global climate leader in the IT sector. Between 2008 and 2012 we halved our absolute carbon emissions and between 2012 and 2015 we reduced our carbon intensity by 56% at constant scope (13.8 tons of CO₂/M€ revenue in 2015 versus 31.6 tons of CO₂/M€ revenue in 2012)*. In 2015, we joined the international 'Commit to Action' platform created by the Carbon Disclosure Project (CDP) and the 'We Mean Business Coalition' to help tackle climate change. We also run optimization programs in our datacenters, offices and travel that contribute to improving our energy efficiency and reducing our CO₂ emissions.

> 50%

**of carbon intensity reduction by the
end of 2015 compared to 2012 baseline**



Atos operates the supercomputer located at the datacenter in Tenerife (Spain), all powered by renewable energy

*In order to measure progress of carbon reduction targets on a yearly basis, the assessment is made against a fixed set of KPIs and countries that were verified in 2012 by external auditors. Details concerning the list of countries, the KPIs and emissions sources included and excluded, the way to calculate estimations and the conversion factors used are described in the Registration Document.



A step ahead

Atos' new environmental commitments 2016-2020

We aspire to excellence on the challenge of climate change which is now critical. Our strategy is to enhance the contribution of the IT sector and to promote our solutions in the transition to a low-carbon and climate-resilient economy. At the end of 2015, we committed to four new climate change initiatives. Foremost among them, we committed to adopt a science-based emissions target of reducing our CO₂ emissions in line with the world effort to limit the rise of climate change to 2°C. We also committed to continue to use carbon pricing, to engage actively and responsibly with our stakeholders on climate change policy, and to publicly disclose climate change information in our reports.



Atos receiving the CDP Award for its climate performance, Corinne Lepage, former French Environment Minister and Patrick Adiba, Atos Group Chief Commercial Officer and Major Events



"A" grade in climate leadership

The Carbon Disclosure Project (CDP) has awarded Atos the highest "A" grade ranking for climate performance and added it to The Climate "A" List. Atos scored a maximum 100 points on the CDP's Climate Disclosure Leadership Index, demonstrating a high level of transparency and comprehensiveness in our disclosure. The CDP's Climate Performance Leadership Index recognizes Atos as the global leader within the IT sector for our actions to reduce carbon emissions and mitigate the business risks of climate change.

2°C
Atos is supporting the world effort to limit the rise of climate change



Gerald Maradan,
CEO, EcoAct

“Within the framework of its environmental program, Atos finances the development of wind farms in India which contributes to the decarbonization of the country’s energy mix and facilitates access for local communities to a cleaner energy.”

1.15

The Power Usage Effectiveness (PUE) of our state-of-the-art datacenter at Longbridge in the UK

From audit to action

GRI: [G4-EN5] [G4-EN6]

As an expanding company with a fast-growing physical footprint, Atos is working hard to improve the energy efficiency of its sites and to minimize emissions of greenhouse gases. In 2015, we carried out the first energy audits of our major locations in Europe. We continued to implement our space optimization program and to use green office criteria when selecting new locations.

Atos is also monitoring a global optimization program for its datacenters. The long-term objective is to improve utilization, enhance energy efficiency and progressively reduce the average PUE (Power Usage Effectiveness). At the same time, the Group’s acquisition policy and the resulting successive integration of existing sites – requiring further optimizations or implying new consolidations – may temporarily increase the average PUE. At the end of 2015, the average PUE of all our datacenters was 1.72 and the average PUE for the strategic datacenters was 1.64.

Wherever possible, we aim to use 100% decarbonized electricity in the strategic datacenters that we own and operate. Residual carbon emissions are offset by means of a specific program to fund wind farms in India. Our carbon offsets allow us to provide carbon-neutral hosting services for our clients.

88%

Decarbonized electricity in strategic datacenters in 2015, up from 64% in 2014

Focusing our efforts [A014]

In January 2015, senior management approved a Global Environmental Policy which sets out the path for minimizing our environmental footprint. The Policy applies to all service lines and all Global Business Units.

In line with this Global Environmental Policy, for Atos a key part of our Corporate Responsibility program is the deployment of an Environmental Management System (EMS) at our major sites. For our EMS, we are pursuing the ISO 14001 certification at our “strategic” datacenters operated by Atos and at all office sites with more than 500 employees. The ISO 14001 certification reduces risks and meets our clients’ expectations for environmental best practices.



80

The number of main office sites covered by ISO 14001 certification, representing more than half of Atos employees



Raising the bar in our datacenters

New technologies are helping us improve the energy efficiency of our datacenters and reduce their carbon emissions. At the end of 2015, we completed the renovation of a datacenter in Fürth, Germany which uses new efficient cooling and power systems to increase energy efficiency. Another of our state-of-the-art datacenters at Longbridge in the UK uses indirect free air cooling and has a PUE of just 1.15. The theoretical optimum PUE score for a datacenter is one. With the Longbridge datacenter, Atos is now approaching that limit.



The datacenter after its renovation in Fürth, Germany

The pursuit of sustainability in our buildings

When we needed new headquarters for our Benelux and the Nordics operation, we chose to refit an existing building in Amstelveen, the Netherlands. To make the building as sustainable as possible, we covered the roof with solar panels and installed LED lighting and motion controls.



A new headquarters for our Benelux operations in Amstelveen, the Netherlands



Professor Thomas Ludwig,
CEO of the German Climate
Computing Center, DKRZ

“Among the biggest challenges in current climate research are the complexity and dynamics of the climate as well as the enormous amount of data that has to be calculated and processed in order to incorporate the various interactions between the atmosphere, land surface, sea ice and the oceans.”

Cutting-edge technology to tackle climate change

Supercomputers push the boundaries of performance

Bull sequana, the new family of supercomputers, has been specifically developed to be energy efficient. Sequana uses multiple sensors to provide high-definition energy efficiency monitoring and relies on a cooling system based on warm water. Meanwhile, Atos is developing a new generation of Exascale supercomputer that will deliver processing power of an entirely new order, while keeping to a strict upper limit of 20MW of energy consumption that is recommended.



Thierry Breton reveals Bull sequana in presence of France's Minister for the Economy, Industry and Digital Affairs

Social collaboration, an effective contributor to the environment

Within Atos, the working environment, promoted through the concept of Smart Campus, combines a digital platform and a physical working environment. Besides providing efficient working conditions on site, it improves the connected mobility thanks to the use of remote digital collaboration tools embedding voice and data sharing capabilities. The concept also allows sharing IT resources and telecom network charges, contributing to reducing IT equipment and costs. Nowadays, remote meetings are the norm for all Atos employees anywhere they are located around the globe.



Météo France

Managing massive volumes of data

Improving weather forecasts and climate prediction is a priority for France's national meteorological agency, Météo France. The agency is now using a new generation of world-class supercomputer from Atos technology brand, Bull, to manage massive volumes of data. The high-performance computing system has a processing power of five million billion floating point operations per second (FLOPS) - more than 36 times greater than the previous system. This enhanced processing power, added to a new state-

of-the-art cooling system creates energy savings and cost efficiencies, enabling Météo France to run up to five more times simulations daily with an improved total cost of ownership (TCO). As a result, Météo France will deliver more accurate short-term forecasts over a two- to four-day period, and also more localized forecasts. In the long term, the new computing system will enable the agency to create more detailed models about climate change and its impacts.

DKRZ

Robust and accurate climate models

In 2015, through its technology brand Bull, Atos began to install the new supercomputer Mistral at the German Climate Computing Center (DKRZ). Mistral is one of the most powerful and energy efficient supercomputers worldwide used for climate simulations. When fully deployed, Mistral will be 20 times more powerful than the former system, enabling DKRZ to run more detailed, robust and accurate climate simulations. The Bull supercomputer is also much more energy efficient than its predecessor. An embedded innovative warm water cooling system means that more than 80% of the electrical consumption of Mistral is used to power its computing operations rather than, for example, to cool the infrastructure.

Atos datacenters' residual carbon emissions' offset

100%

CEA

From petaflops to exaflops by 2020

Bull has now launched Bull sequana X1000, its new range of Exascale-class supercomputers, the forerunners of the generation that will offer a thousand times more performance than current petascale systems. This compute performance is necessary to increase the quality and speed of digital simulations for both research and industry and to tackle the 21st century's socio-economic challenges. In 2015, CEA -the French energy agency- and Atos announced their collaboration to deliver this exaflop supercomputer, named Tera 1000 by 2020. In 2017, the prototype, fully operational, will have a computation capacity of 25 petaflops, and an electricity consumption 20 times lower than Tera 100 which started operating in 2010.



Bull sequana, the new family of supercomputers

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 2015, for the fourth time, Atos has developed a Corporate Responsibility integrated Report composed of two documents:

1

Corporate Responsibility Report

Following the principles of the Integrated Thinking and Reporting recommended by the International Integrated Reporting Committee, this report includes the main Key Performance Indicators (KPIs) and highlights key initiatives and cases studies.

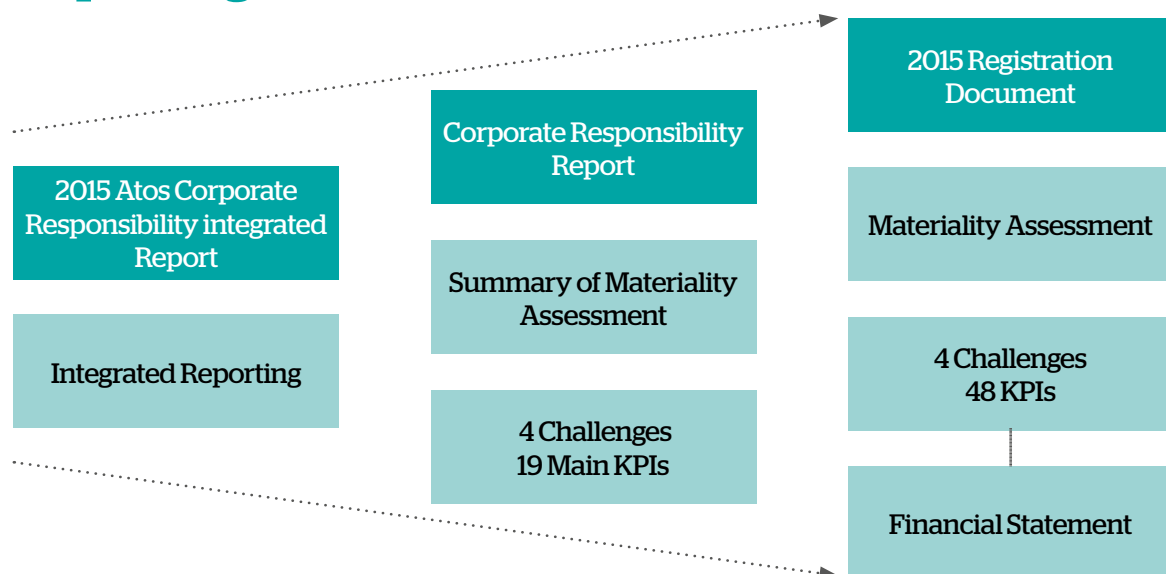
2

Registration Document

With the whole set of finance and extra finance KPIs, this is a detailed document for the investor community and official legal registration in compliance with French law Grenelle II. A detailed Materiality Assessment and scope of the report are included in the Registration Document.

Atos has produced its 2015 Corporate Reports in accordance with the G4 Comprehensive option. Atos has successfully completed the GRI Content Index Service. The overall process is assured by an external auditor. With this approach, Atos demonstrates that its extra financial performance disclosures are accurate and exhaustive.

Fourth year of Integrated Reporting at Atos



GRI G4 Content Index

Atos has produced its 2015 Corporate Responsibility Integrated Report in accordance with the G4 Comprehensive option. Atos has successfully completed the GRI Content Index Service. The overall process is assured by an external auditor. With this approach, Atos demonstrates that its extra financial performance disclosures are accurate and exhaustive. You can find below the entire GRI G4 content index table with general and specific standard disclosures.



Content Index
ATOS



GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
STRATEGY AND ANALYSIS								
G4-1	Registration Document P 7 - Interview with Thierry Breton P 63 - Atos materiality matrix Corporate Responsibility Report P 4/5 - Editorial by Thierry Breton P 8 - Our Corporate Responsibility and Sustainability vision	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Strategy and analysis	II.a) 11	
G4-2	Registration Document P 54 - Building an integrated thinking P 63 - Atos materiality matrix Corporate Responsibility Report P 6 - The crucial digital journey P 7 - Making every risk an opportunity P 10 - Meeting high expectations P 12 - Identifying our challenges	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Description of key impacts, risks, and opportunities.		

ORGANIZATIONAL PROFILE

G4-3	Registration Document P 4 - Business Profile Corporate Responsibility Report P 3 - Profile	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Organizational profile		
G4-4	Registration Document P 4 - Business Profile	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-5	Registration Document P 324/325 - Locations / Contacts	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-6	Registration Document P 6 - By Business Unit P 70 - People, Atos main asset P 113 - Global Reporting Initiative (GRI) guidelines	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-7	Registration Document P 240 - Transformation into a Societas Europaea (European Company)	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-8	Registration Document P 6 - Revenue Profile P 28 - Market sizing and competitive landscape	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-9	Registration Document P 9 - Atos in 2015 P 70 - People, Atos main asset	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile	I.a) 11	
G4-10	Registration Document P 70 - People, Atos main asset P 78 - Smart Working Conditions P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview P 231 - Partnerships and subcontractors	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile	I.a) 1.2: I.a) 1.3	6
G4-11	Registration Document P 81 - Collective bargaining agreements P 82 - Being a Responsible employer - KPI overview	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		3
G4-12	Registration Document P 97 - A permanent dialogue with Atos suppliers Corporate Responsibility Report P 46 - Securing a sustainable supply chain	NA	NA	NA	YES: Registration Document P 68 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Organizational profile	III.c) 2	
G4-13	Registration Document P 28 - Market sizing and competitive landscape P 113 - Scope of the report P 230 - External risk factors P 231 - Business risks P 253 - Corporate Governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		
G4-14	Registration Document P 229 - Risks analysis	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		

NA=Not Applicable

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
G4-15	Registration Document P 59 - Respect of the AA1000 standard P 77 - Enhance the Wellbeing@work =>Working conditions P 105 - Environmental Management System P 113 - New French legal requirements related to the CR Reporting P 113 - Global Reporting Initiative (GRI) guidelines P 296 - Code and charts	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Organizational profile		1, 2, 4, 5
G4-16	Registration Document P 57 - Atos' stakeholders approach P 77 - Enhance the Wellbeing@work =>Working conditions P 95 - Data Protection	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Organizational profile		

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Registration Document P 113 - Scope of the report P 114 - Aspects Boundaries	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principle 4	
G4-18	Registration Document P 58 - Atos materiality assessment and the Corporate Responsibility dashboard P 60 - Integration of new Global reporting initiative G4 guidelines P 113 - Global Reporting Initiative (GRI) guidelines Corporate Responsibility Report P 8 - Our Corporate Responsibility and Sustainability vision P 9 - Integrated approach P 12 - Identifying our challenges P 13 - Addressing our challenges	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principle 4	
G4-19	Registration Document P 58 - Atos materiality assessment and the Corporate Responsibility dashboard P 63 - Atos materiality matrix Corporate Responsibility Report P 8 - Our Corporate Responsibility and Sustainability vision P 9 - Integrated approach P 12 - Identifying our challenges	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Identified material aspects and boundaries		
G4-20	Registration Document P 113 - Global Reporting Initiative (GRI) guidelines P 115 - Methodological detailed information	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principle 2	
G4-21	Registration Document P 113 - Global Reporting Initiative (GRI) guidelines P 115 - Methodological detailed information	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Identified material aspects and boundaries		
G4-22	Registration Document P 113 - Scope of the report P 115 - Information related to G4-22	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principle 1	
G4-23	Registration Document P 60 - Integration of new Global reporting initiative G4 guidelines P 62 - Identification and prioritization of relevant Corporate Responsibility issues P 90 - Shape the digital future with our partners P 113 - Scope of the report	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principles 1 and 2	

STAKEHOLDER ENGAGEMENT

G4-24	Registration Document P 57 - Mapping of stakeholders' expectations Corporate Responsibility Report P 10 - Meeting high expectations P 14/15 - The 6 capitals for sustainable value creation	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Stakeholder engagement		
G4-25	Registration Document P 57 - Mapping of stakeholders' expectations P 58 - Stakeholder dialogue	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Stakeholder engagement		
G4-26	Registration Document P 58 - Stakeholder dialogue	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Stakeholder engagement	III.b) 1	
G4-27	Registration Document P 57 - Mapping of stakeholders' expectations P 58 - Stakeholder dialogue P 63 - Atos materiality matrix Corporate Responsibility Report P 10/11 - Meeting high expectations	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Stakeholder engagement		

NA=Not Applicable

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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REPORT PROFILE

G4-28	Registration Document P 113 - Scope of the report P 113 - Global Reporting Initiative (GRI) guidelines	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Report profile		
G4-29	Registration Document P 113 - Scope of the report P 113 - Global Reporting Initiative (GRI) guidelines	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Report profile		
G4-30	Registration Document P 113 - Scope of the report	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Report profile		
G4-31	Registration Document P 324/325 - Locations / Contacts Corporate Responsibility Report P 69 - Contacts	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Report profile		
G4-32	Registration Document P 113 - Scope of the report P 113 - Global Reporting Initiative (GRI) guidelines P 121 - Report of one of the statutory auditor, appointed as independent third-party Corporate Responsibility Report P 58 - Scope of the report P 59 - GRI G4 Content Index P 68 - Auditor's Assurance Letter	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Report profile	General Principle 3	
G4-33	Registration Document P 113 - Scope of the report P 121 - Report of one of the statutory auditor, appointed as independent third-party Corporate Responsibility Report P 58 - Scope of the report P 59 - GRI G4 Content Index P 68 - Auditor's Assurance Letter	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Report profile	General Principles 5, 6 and 7	

GOVERNANCE

G4-34	Registration Document P 55 - Vision, strategy and governance P 253 - Corporate Governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-35	Registration Document P 55 - Vision, strategy and governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-36	Registration Document P 55 - Vision, strategy and governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-37	Registration Document P 55 - Vision, strategy and governance P 57 - Mapping of stakeholders' expectations	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	III.b) 1	
G4-38	Registration Document P 253 - Corporate Governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-39	Registration Document P 243 - Board of Directors	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-40	Registration Document P 253 - Corporate Governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-41	Registration Document P 253 - Corporate Governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-42	Registration Document P 55 - Vision, strategy and governance P 56 - Governance Corporate Responsibility Report P 13 - International governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-43	Registration Document P 55 - Vision, strategy and governance P 57 - Mapping of stakeholders' expectations	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	II.a) 2	
G4-44	Registration Document P 263 - Assessment of the works of the Board of Directors	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-45	Registration Document P 55 - Vision, strategy and governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-46	Registration Document P 55 - Vision, strategy and governance	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-47	Registration Document P 55 - Vision, strategy and governance P 60 - Integration of new Global reporting initiative G4 guidelines	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		

NA=Not Applicable

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
G4-48	Registration Document P 55 - Vision, strategy and governance P 60 - Integration of new Global reporting initiative G4 guidelines	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-49	Registration Document P 93 - Compliance Monitoring	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-50	Registration Document P 93 - Compliance Monitoring	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance		
G4-51	Registration Document P 270 - Directors' fees P 271 - Executive compensation	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	Ia) 31	
G4-52	Registration Document P 262 - The Nomination and Remuneration Committee	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	Ia) 31	
G4-53	Registration Document P 262 - The Nomination and Remuneration Committee	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	Ia) 31	
G4-54	Registration Document P 76 - Remuneration analysis	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Governance	Ia) 31	
G4-55		NA	NA	NA	Concrete assessment to report this indicator will be performed in order to improve the reporting. An operational test has been done in 2015 and will be reproduced in 2016.	Governance	Ia) 3.2	

ETHICS AND INTEGRITY

G4-56	Registration Document P 93 - Policies to prevent non-compliance risk P 94 - Improvement of Compliance Awareness P 296 - Code and charts	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Ethics and integrity	III(d) 1	10
G4-57	Registration Document P 93 - Policies to prevent non-compliance risk	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Ethics and integrity		10
G4-58	Registration Document P 93 - Policies to prevent non-compliance risk	NA	NA	NA	YES: Registration Document P 121 - Auditor's Assurance Letter	Ethics and integrity	III(d) 1	10

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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CATEGORY: ECONOMIC

MATERIAL ASPECT: ECONOMIC PERFORMANCE

G4-DMA	Registration Document P 54 - Market opportunities & risks P 63 - Atos materiality matrix P 99 - Responsible Company in the territorial anchor Corporate Responsibility Report P 12 - Identifying our challenges P 29 - Changing the shape of business				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC1	Registration Document P 6 - Revenue Profile P 99 - Responsible Company in the territorial anchor P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview P 175 - Detailed information related to G4-EC1 P 172 - Note 3 Personnel expenses P 174 - Note 4 Non personnel operating expenses P 175 - Note 5 Other operating income and expenses P 176 - Note 7 Income tax expenses P 303 - Dividend policy Corporate Responsibility Report P 16 - Business Model				YES: Registration Document P 121 - Auditor's Assurance Letter	Direct economic value generated and distributed	Ia) 31	
G4-EC2	Registration Document P 90 - Trust and Compliance, foundations of a sustainable business P 105 - Risk Management process Corporate Responsibility Report P 7 - Making every risk an opportunity P 51 - Digital solutions to tackle climate change				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Financial implications and other risks and opportunities for the organization's activities due to climate change	IIa) 4	7
G4-EC3	Registration Document P 67/75 - Coverage of the organization's defined benefit plan obligations P 82 - Being a Responsible employer - KPI overview				YES: Registration Document P 121 - Auditor's Assurance Letter	Coverage of the organization's defined benefit plan obligations		
G4-EC4	Registration Document P 99 - Responsible Company in the territorial anchor P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview				YES: Registration Document P 121 - Auditor's Assurance Letter	Financial assistance received from government		

NA=Not Applicable

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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MATERIAL ASPECT: MARKET PRESENCE

G4-DMA	Registration Document P 63 - Atos materiality matrix P 75 - Recognition and Loyalty Corporate Responsibility Report P 12 - Identifying our challenges P 21 - Investing in digital talent				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC5	Registration Document P 75 - Minimum wage comparison P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Ia) 31	6
G4-EC6	Registration Document P 78 - Promote Diversity P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Proportion of senior management hired from the local community at significant locations of operation	Ia) 21 III.a) 1 III.a) 2	6

MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

G4-DMA	Registration Document P 63 - Atos materiality matrix P 88 - Meeting sustainability challenges of clients through offerings Corporate Responsibility Report P 12 - Identifying our challenges P 29 - Changing the shape of business P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC7	Registration Document P 88 - Meeting sustainability challenges of clients through offerings P 90 - Shape the digital future with our partners P 99 - Responsible Company in the territorial anchor P 115 - Detailed information related to G4-EC7 Corporate Responsibility Report P 48 - Creating positive impacts for society				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Development and impact of infrastructure investments and services supported	III.a) 1; III.a) 2; III.b) 2	
G4-EC8	Registration Document P 57 - Mapping of stakeholders' expectations P 98 - Atos spend by country P 99 - Responsible Company in the territorial anchor P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview P 231 - Partnerships and subcontractors Corporate Responsibility Report P 48 - Creating positive impacts for society				YES: Registration Document P 121 - Auditor's Assurance Letter	Significant indirect economic impacts, including the extent of impacts	III.a) 1 III.a) 2	

MATERIAL ASPECT: PROCUREMENT PRACTICES

G4-DMA	Registration Document P 63 - Atos materiality matrix P 97 - Ethics in the Supply Chain Corporate Responsibility Report P 12 - Identifying our challenges P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC9	Registration Document P 98 - Percentage of procurement budget spent on local suppliers by GBU P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 46 - Securing a sustainable supply chain				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Proportion of spending on local suppliers at significant locations of operation	III.a) 1; III.a) 2	

MATERIAL ASPECT: ENERGY

G4-DMA	Registration Document P 63 - Atos materiality matrix P 102 - Ambition, challenges, opportunities, achievements and recognition P 104 - Closer monitoring of activities and main challenges Corporate Responsibility Report P 12 - Identifying our challenges P 51 - Digital solutions to tackle climate change				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EN3	Registration Document P 111 - Managing the corporate environmental footprint - KPI overview P 115 - Detailed information related to G4-EN3				YES: Registration Document P 121 - Auditor's Assurance Letter	Energy consumption within the organization	II.c) 31	7 and 8
G4-EN4	Registration Document P 111 - Managing the corporate environmental footprint - KPI overview				YES: Registration Document P 121 - Auditor's Assurance Letter	Energy consumption outside of the organization	II.c) 31	8
G4-EN5	Registration Document P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN5 Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 51 - Digital solutions to tackle climate change P 54 - From audit to action				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Energy intensity		8

SPECIFIC STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
G4-EN6	Registration Document P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN6 Corporate Responsibility Report P 51 - Digital solutions to tackle climate change P 54 - From audit to action				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Reduction of energy consumption	II.c) 3.2	8 and 9
G4-EN7	Registration Document P 109 - Bull technologies P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN7				YES: Registration Document P 121 - Auditor's Assurance Letter	Reductions in energy requirements of products and services	II.c) 3.2	8 and 9

MATERIAL ASPECT: EMISSIONS

G4-DMA	Registration Document P 63 - Atos materiality matrix P 102 - Ambition, challenges, opportunities, achievements and recognition P 104 - Closer monitoring of activities and main challenges Corporate Responsibility Report P 12 - Identifying our challenges P 51 - Digital solutions to tackle climate change				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EN15	Registration Document P 106 - Strategy in Actions to improve efficiency everywhere P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Direct greenhouse gas (GHG) emissions (Scope 1)	II.d) 1	7 and 8
G4-EN16	Registration Document P 106 - Strategy in Actions to improve efficiency everywhere P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	II.d) 1	7 and 8
G4-EN17	Registration Document P 106 - Strategy in Actions to improve efficiency everywhere P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Other indirect greenhouse gas (GHG) emissions (Scope 3)	II.d) 1	7 and 8
G4-EN18	Registration Document P 106 - Strategy in Actions to improve efficiency everywhere P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 51 - Digital solutions to tackle climate change				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Greenhouse gas (GHG) emissions intensity	II.d) 1	8
G4-EN19	Registration Document P 106 - Strategy in Actions to improve efficiency everywhere P 111 - Managing the corporate environmental footprint - KPI overview P 116 - Detailed information related to G4-EN19				YES: Registration Document P 121 - Auditor's Assurance Letter	Reduction of greenhouse gas (GHG) emissions	II.d) 1	8 and 9
G4-EN20		The entire indicator is missing	The Standard Disclosure is not applicable	Regarding air emissions GHG are the most important source of impacts. Others emissions are not significant for Atos activities.	NO			
G4-EN21		The entire indicator is missing	The Standard Disclosure is not applicable	Regarding air emissions GHG are the most important source of impacts. Others emissions are not significant for Atos activities.	NO			

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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CATEGORY: SOCIAL // SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK MATERIAL ASPECT: EMPLOYMENT

G4-DMA	Registration Document P 63 - Atos materiality matrix P 70 - People, Atos main asset Corporate Responsibility Report P 12 - Identifying our challenges P 21 - Investing in digital talent				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA1	Registration Document P 70 - People, Atos main asset P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 12 - Identifying our challenges P 18/19 - Our main Key Performance Indicators P 21 - Investing in digital talent				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Total number and rates of new employee hires and employee turnover by age group, gender and region	la) 1.2; la) 1.3; la) 1.4; la) 2.1; la) 2.2	6
G4-LA2	Registration Document P 75 - Health care coverage, death and disability benefits P 75 - Employees participating in risk benefit arrangement per contract type P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		
G4-LA3	Registration Document P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Return to work and retention rates after parental leave, by gender	lf) 1	6

MATERIAL ASPECT: TRAINING AND EDUCATION

G4-DMA	Registration Document P 63 - Atos materiality matrix P 71 - Attract and Develop people P 74 - Right People with the right skills Corporate Responsibility Report P 12 - Identifying our challenges P 21 - Investing in digital talent				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA9	Registration Document P 74 - Right People with the right skills P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 21 - Investing in digital talent P 23 - Expert knowledge - confirmed				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Average hours of training per year per employee by gender, and by employee category	le) 2	6
G4-LA10	Registration Document P 74 - Right People with the right skills P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	le) 1	
G4-LA11	Registration Document P 74 - Right People with the right skills P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 23 - Bespoke career planning tools				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	le) 1	6

MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

G4-DMA	Registration Document P 63 - Atos materiality matrix P 78 - Promote Diversity Corporate Responsibility Report P 12 - Identifying our challenges P 21 - Investing in digital talent P 24 - Strength in diversity				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA12	Registration Document P 78 - Promote Diversity P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	la) 1.2; la) 1.3; la) 1.4; lf) 1; lf) 2.2; lf) 3	6

MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Registration Document P 63 - Atos materiality matrix P 78 - Promote Diversity Corporate Responsibility Report P 12 - Identifying our challenges				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA13	Registration Document P 78 - Promote Diversity P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIs				YES: Registration Document P 121 - Auditor's Assurance Letter	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	lf) 1	6

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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SUB-CATEGORY: SOCIETY

MATERIAL ASPECT: ANTI-CORRUPTION

G4-DMA	Registration Document P 63 - Atos materiality matrix P 93 - Compliance Corporate Responsibility Report P 12 - Identifying our challenges P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-SO3	Registration Document P 93 - Policies to prevent non-compliance risk P 98 - Enhance Sustainable relation P 118 - Detailed information related to AO17 and G4-SO3				YES: Registration Document P 121 - Auditor's Assurance Letter	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	III.d) 1	10
G4-SO4	Registration Document P 94 - Improvement of Compliance Awareness P 95 - Number of people who completed the e-learning on the Code of Ethics in 2015 P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 44 - Compliance, central to our operations				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Communication and training on anti-corruption policies and procedures	III.d) 1	10
G4-SO5	Registration Document P 93 - Policies to prevent non-compliance risk P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview				YES: Registration Document P 68 - Auditor's Assurance Letter	Confirmed incidents of corruption and actions taken	II.f) 1	10

MATERIAL ASPECT: COMPLIANCE

G4-DMA	Registration Document P 63 - Atos materiality matrix P 93 - Compliance Corporate Responsibility Report P 12 - Identifying our challenges P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-SO8	Registration Document P 93 - Policies to prevent non-compliance risk P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview P 117 - Detailed information related to G4-SO8 Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		

SUB-CATEGORY: PRODUCT RESPONSIBILITY

MATERIAL ASPECT: PRODUCT AND SERVICE LABELING

G4-DMA	Registration Document P 63 - Atos materiality matrix P 85 - Meeting Clients needs and expectations Corporate Responsibility Report P 12 - Identifying our challenges P 29 - Changing the shape of business				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-PR3		The entire indicator is missing	The Standard Disclosure is not applicable	Atos services (ICT) are not subject to labelling	NO			
G4-PR4		The entire indicator is missing.	The Standard Disclosure is not applicable	Atos as a BtoB company is not communicating widely to its consumers	NO			
G4-PR5	Registration Document P 85 - Meeting Clients needs and expectations P 92 - Generating value for clients through sustainable and innovative solutions - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 31 - Innovation generates customer satisfaction				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Results of surveys measuring customer satisfaction		

MATERIAL ASPECT: CUSTOMER PRIVACY

G4-DMA	Registration Document P 63 - Atos materiality matrix P 90 - Trust and Compliance, foundations of a sustainable business P 95 - Data Protection P 95 - Atos' comprehensive data protection approach Corporate Responsibility Report P 12 - Identifying our challenges P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-PR8	Registration Document P 92 - Generating value for clients through sustainable and innovative solutions - KPI overview P 95 - Atos' comprehensive data protection approach Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		

SPECIFIC STANDARD DISCLOSURES

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	UN Global Compact Principles
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MATERIAL ASPECT: COMPLIANCE

G4-DMA	Registration Document P 63 - Atos materiality matrix P 93 - Compliance Corporate Responsibility Report P 12 - Identifying our challenges P 43 - Ethical business culture supports Atos growth				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-PR9	Registration Document P 110 - Hardware Technologies				YES: Registration Document P 121 - Auditor's Assurance Letter	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	III.d) 2	

ATOS SPECIFIC KPIS

AO2	Registration Document P 82 - Being a Responsible employer - KPI overview P 118 - Detailed information related to AO2 Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 21 - Investing in digital talent				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Percentage of positive responses to «taking everything into account, I would say Atos is a Great place to work»		
AO3	Registration Document P 92 - Generating value for clients through sustainable and innovative solutions - KPI overview P 95 - Atos' comprehensive data protection approach P 96 - Security Key Performance Indicators and reporting Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 45 - Strict global security measures in operation				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Information security and percentage of coverage of ISO27001 certification		
AO6	Registration Document P 82 - Being a Responsible employer - KPI overview P 117 - Detailed information related to Human Resources KPIS P 117 - Detailed information related to AO6 KPI Corporate Responsibility Report P 24 - Strength in diversity				YES: Registration Document P 121 - Auditor's Assurance Letter	Great Place To Work diversity perception		
AO7	Registration Document P 92 - Generating value for clients through sustainable and innovative solutions - KPI overview P 118 - Detailed information related to AO7 Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Total contract value of "sustainability offering"		
AO10	Registration Document P 81 - Taking into account employees' expectations P 87 - Anticipate Customers' expectations regarding innovation P 92 - Generating value for clients through sustainable and innovative solutions - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 30 - Innovating side by side with our customers				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Customer innovation workshops (number)		
AO11	Registration Document P 80 - Social collaboration P 82 - Being a Responsible employer - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 25 - A unique digitally focused working culture				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Collaborative technologies development / Total number of collaborative working communities		
AO14	Registration Document P 105 - Environmental Management System P 111 - Managing the corporate environmental footprint - KPI overview Registration Document P 18/19 - Our main Key Performance Indicators P 54 - Focusing our efforts				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Number of sites certified ISO 14001		
AO16	Registration Document P 78 - Smart Working Conditions P 82 - Being a Responsible employer - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Lost working days/ Absenteeism rate	I.b) 2	
AO17	Registration Document P 98 - Enhance Sustainable relation P 118 - Detailed information related to AO17 and G4-SO3 P 100 - Being an ethical and fair player within Atos' sphere of influence - KPI overview Corporate Responsibility Report P 18/19 - Our main Key Performance Indicators P 47 - Minimizing risks in our supply chain				YES: Registration Document P 121 - Auditor's Assurance Letter Corporate Responsibility Report P 68 - Auditor's Assurance Letter	Supplier Screening		
AO19	Registration Document P 110 - E-waste P 110 - Office Waste P 111 - Managing the corporate environmental footprint - KPI overview				YES: Registration Document P 121 - Auditor's Assurance Letter	Waste Electrical and Electronic Equipment (WEEE)		

Auditor's Assurance Letter

Report of one of the Statutory Auditors, on the social, environmental and societal information published in the corporate responsibility report.

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

For the attention of the general management.

Pursuant to your request and in our capacity as Statutory Auditors of ATOS SE, we hereby present you with our limited assurance report on the social, environmental and societal information presented in the corporate responsibility report on pages 1 to 58 (hereinafter the "Information").

Responsibility of the company

This Information has been prepared under the responsibility of the Corporate Responsibility Department in conjunction with the Human Resources Department, in accordance with internal protocols for measuring and reporting used by the ATOS SE (the "Reporting Criteria") at the company's headquarters within these Departments.

As disclosed in the Corporate Responsibility Report, ATOS SE takes into account the GRI (Global Reporting Initiative) "G4 Comprehensive" 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 a limited assurance on the fact that the social, environmental and societal information presented in the corporate responsibility report, taken as a whole, are 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 the professional standard for the services related to social and environmental information which are directly related to the mission of the auditor (NEP 9090)¹ and ISAE (International Standard on Assurance Engagements) 3000².

Nature and scope of procedures

We have carried interviews with the people responsible of preparing the Information within the departments in charge of the data collection process and, when appropriate, those responsible for internal control and risk management procedures, in order to:

- > assess the appropriateness of the Reporting Criteria with respect to its relevance, completeness, neutrality, clarity and reliability, by taking into consideration, when relevant, the sector's best practices;
- > review the procedures of establishing the material information and their perimeters "Identified Material Aspects and Boundaries" and managing of the dialogue with stakeholders "Stakeholders engagement";
- > verify the set-up of a process to collect, compile, process, and check the completeness and consistency of the selected Data.

We determined the nature and scope of the tests and controls according to the nature and significance of the Information with regard to the company's characteristics, the social and environmental challenges of its activities, its sustainable development strategies and the sector's best practices. Concerning the Information that we have considered to be most important and identified, for quantitative information, by the sign ✓ in the "Key Performance Indicators" table in pages 18 and 19³:

- > for the consolidating entity, we consulted the documentary sources and conducted interviews to corroborate the qualitative information (organization, policies, actions), we performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the data consolidation, and we verified their consistency with the other information presented in the corporate responsibility report;

> for a representative sample of entities⁴ that we have selected according to their activity, their contribution to the consolidated indicators, their location and a risk analysis, we held interviews to verify the correct application of the procedures and performed substantive tests using sampling techniques, consisting in verifying the calculations made and reconciling the data with supporting evidence. The selected sample represents between 20 and 100% of the social and societal quantitative information and between 24% and 33% of the environmental quantitative information published.

Regarding the other consolidated Information, we have assessed its consistency in relation to our understanding of the Group.

We believe that the sampling methods and sizes of the samples we have used in exercising our professional judgment enable us to express limited assurance; a higher level of assurance would have required more in-depth verifications. Due to the use of sampling techniques and the other limits inherent to the operations of any information and internal control system, the risk that a material anomaly be identified in the Information cannot be totally eliminated.

Conclusion

Based on our work, we did not identify any material anomaly likely to call into question the fact that the social, environmental and societal information, published by ATOS SE as requested by the GRI "G4 Comprehensive" and presented in pages 1 to 58 of the corporate responsibility report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines.

Neuilly-sur-Seine, April 20th 2016

One of the Statutory Auditors
DELOITTE & ASSOCIÉS

Jean-Pierre Agazzi
Partner

Florence Didier-Noaro
Partner

^{1/} NEP 9090 - « Prestations relatives aux informations sociales et environnementales entrant dans le cadre des diligences directement liées à la mission du commissaire aux comptes »

^{2/} ISAE 3000 - Assurance engagements other than audits or reviews of historical information

^{3/} Quantitative information:

Energy intensity (revenue); Energy intensity (employee); CO2 emissions by revenue; CO2 emissions by employee; Number of sites certified ISO 14001; Average hours of training that employees have undertaken during the year; Percentage of management employees trained in Code of Ethics - Classroom; Percentage of total employees who received performance and career development review during the year; Percentage of females; Percentage of female in Governance bodies (Board of Directors); Trust Index; Number of active users in Communities; Absentee rate (%); Results of surveys measuring customer satisfaction (strategic); Total contract value of « sustainability offering »; New employee hires during the Reporting Period; Proportion of spending on local suppliers at significant locations of operation; Percentage of strategic suppliers evaluated by EcoVadis; Total percentage of spend assessed by EcoVadis; Total number of substantiated complaints; Monetary value of significant fines for non-compliance; Delivered customer innovation workshops; Percentage of coverage of ISO 27001 certifications.

Qualitative Information:

Encouraging our suppliers to achieve excellence; Changing the shape of business; Description concerning the carbon objective

^{4/} Brazil, Austria, Germany, WL, Germany, WL, France

Contacts

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Head of corporate responsibility

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Group General Secretary

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Corporate responsibility report contributions & assurance

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Peter Hobday, Global Procurement

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More than 700 employees from around the world have contributed to reaching our global 2015 corporate responsibility performance goals by collecting and interpreting all relevant data and KPIs. Their dedication is crucial to transform Atos into a sustainable Firm of the Future.

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About the Corporate Responsibility Report 2015

Integrated Reporting

For the fourth year running, Atos has produced an integrated Corporate Responsibility Report containing key information about the Atos Group, its financial results, strategy and operations.

The Atos Corporate Responsibility Report 2015 has been prepared in line with the latest G4 guidelines of the Global Reporting Initiative. It forms part of our regular corporate communication with stakeholders. This document sets out how Atos seeks to maintain its leadership role in corporate responsibility and covers Atos' priorities, programs and progress in this area. The main highlights of 2015 and the testimonials from our employees, clients, partners and other key stakeholders clearly illustrate the importance of corporate responsibility at Atos as a key driver for business competitiveness.

In today's connected world, Atos addresses the 4 very specific challenges that its customers meet to run their businesses successfully in the digital age. Atos offers to its clients an enhanced **customer experience**, ensures **operational excellence** at all levels, and puts **trust and security** at the very heart of their business thanks to its global expertise in data protection. Finally, Atos helps its customers to **reinvent and transform their activities**, by identifying for them new ways to thrive in the digital era.

None of the successes achieved in 2015 could have happened without the involvement and dedication of Atos' 100,000 business technologists in 72 countries around the world.

Atos 2015 Reports

