Corporate Responsibility Report

2016

2019
Ambition

Integrated
Reporting

Trusted partner for your **Digital Journey**

Atos

Contents

Atos' Corporate Responsibility and Sustainability Challenges

Atos has produced this 2016 Corporate Responsibility Integrated Report in accordance with the G4 Comprehensive option and IIRC framework principles. Atos has successfully completed the GRI Content Index Service. The overall process and reports are assured by an external auditor. This document contains the Atos Integrated Dashboard and 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].

Interview with Thierry Breton, Chairman and Chief Executive Officer

An integrated strategy for
our 2019 Ambition to embark on our next chapter of sustainable growth

What has Atos achieved in the last few years?

In our 2013 strategic plan, we announced ambitious objectives to achieve sustainable growth. Three years later, we have delivered on those promises with impressive results. We have exceeded our revenue target to reach circa € 12 bn in 2016 and we have grown from 72,000 people to 100,000. Atos' profile has significantly changed with an even stronger focus on technology; this is largely due to our recent acquisitions of Bull with High Performance Computing and security, and Unify with integrated Communication and Collaboration.

As a result, Atos was among the top 5 digital leaders in 2016. We are the #1 leader in Europe, and we are now strongly established in North America, our largest region.

What are the aims of the 2019 Ambition strategic plan?

As Digital Shockwaves accelerate, sending out wave after wave of transformative disruption, digital will become the cornerstone of enterprise and public services competitiveness and growth, bringing both opportunities and risks.

In this ever more connected world where data should be protected and valued, organizations need both pragmatic and innovative partners to help them in their digital transformation. We are increasingly well positioned as their trusted partner for this digital journey. This is the essence of our new strategic 2019 Ambition: to help all our customers navigate towards digital transformation while providing

them with enhanced security, greater computing power, application transformation and deeper collaboration. We will continue to capitalize on our technological strengths and people skills by bringing to the market what we call the Digital Transformation Factory based on four growth pillars. These include: Atos Canopy Orchestrated Hybrid Cloud, SAP HANA by Atos, Atos Digital Workplace and Atos Codex. We will also continue to enhance our state-of-the-art cybersecurity technologies across all our offerings. In addition, Worldline, now the largest payment service provider in Europe, will continue to expand its powerful payment and transaction technology services.

How important is corporate responsibility and sustainability to Atos' clients and to Atos?

Our customers come to Atos because they want to transform their business for the digital era. Becoming more sustainable is an integral part of that transformation. Sustainability is a major driver in the IT services market, and it is growing every year. All of our clients are requesting sustainable outcomes from us. One example is our zero carbon datacenter services. As the digital partner of choice for our customers, we have embedded corporate sustainability and responsibility into all our operations and all our innovations. That is why at the Atos Board of Directors' and Executive Committee levels we follow the indicators of our performance very closely two times a year. And we insist on improvements and progress year after year.

How does the extra-financial performance of Atos relate to the company's financial performance?

I don't believe that in today's fast-moving world you can separate the two elements. If we don't invest in our people and in innovation, if we don't minimize our environmental footprint and if we don't act fairly and ethically at all times, then we cannot achieve our financial targets on a sustainable basis. I'm a strong believer that the success of a company should be measured as much by its ability to progress in areas such as social impact, innovation, governance and the environment as by its financial statements. That is why, at Atos, we have an integrated approach to our performance. In everything we do, we try to create shared value. Our objectives for 2019 include extra-financial areas such as managing our carbon footprint and our supply chain as well as offering our people the best possible working environment in our open, collaborative workplaces. Their digital expertise, understanding and capacity for innovation form the foundation of our growth.

What were the main achievements for Atos in terms of corporate social responsibility in 2016?

Our performance speaks for itself. Since 2012, we have cut our carbon intensity by 50% which has led the CDP to rank us as best-in-class for reducing carbon emissions. I am also proud that the Dow Jones Sustainability Index (DJSI) has ranked Atos as the most sustainable company in the IT services sector (#1 of its Gold level) and that our Corporate Responsibility Integrated Report was rated once again at the G4 comprehensive level, the highest rating from the Global Reporting Initiative. In addition we have doubled our investment in digital training in the last three years. Just in 2016, we completed 14,000 digital certifications and we intend to multiply this number in the coming years.

In short, innovation and sustainability are inseparable parts of our DNA. Building on the main capital that is invaluable for Atos – our people – they are the main drivers of our strategy of creating long-term value for our clients and all our stakeholders, as well as for society as a whole.

A timeline of Corporate Responsibility and Sustainability at Atos

2009
Creation of the Corporate Responsibility and Sustainability program.

2010
Atos starts to carry out regular materiality assessments in order to identify the main challenges it faces (GRI guidelines).

Atos becomes the first IT company to offset residual CO_2 emissions from its datacenters.

Launch of the global workplace transformation program, Wellbeing@work.

Atos signs up to the United Nations Global Compact.

2011
First annual meeting of Global Stakeholders.

2012
Atos is assessed by major Corporate Responsibility rating agencies including Dow Jones Sustainability Index (DJSI), Euronext Vigeo and FTSE4good.

Launch of the Client Innovation Workshops.

2013
Launch of e-learning for employees about the Code of Ethics.

2015
Atos achieves a -50% reduction in carbon intensity from a 2012 baseline.

2016
Atos achieves the GRI G4 Comprehensive Level, the highest rating, for its Corporate Responsibility Integrated Report for the third consecutive year.

Atos is recognized as the best performer in the IT services sector by DJSI (#1 of the Gold level).

Integrated approach

Using integrated thinking
to create long-term value

As a leader in digital services, Atos aims to deploy technology and innovation to promote a more sustainable society. At Atos we believe that corporate responsibility and sustainability form an integral part of a successful digital transformation journey, creating lasting value for stakeholders and ensuring sustainable growth. In 2016, Atos presented its three-year strategic plan "2019 Ambition" including both financial and extra financial targets.

Atos management promotes integrated thinking criteria in its decision-making processes. In this context, the Group has adopted an integrated reporting framework to communicate its strategy for growth, report on its progress, and explain how its actions benefit its stakeholders and society at large.

- **Since 2014 and for the third year in a row,** Atos has produced its Corporate Responsibility Integrated Report in accordance with the Global Reporting Initiative (GRI) G4 Comprehensive option. This option includes financial and extra-financial performance figures, following the AA1000 Standards for an integrated approach to stakeholder engagement.

- **As an active member of** the Integrated Reporting Business Network and of its Technological Initiative, Atos believes in long-term value creation and the key role of digital technologies to support companies to advance towards a fully integrated management approach.

- **Atos' integrated approach is embedded** in its annual materiality review, using key performance indicators for the six capitals – financial, manufactured, human, intellectual, social & relationship and natural – mobilized to create lasting value.

As a result of its annual materiality review process, Atos identified in 2016 four principal challenges determining its continuous success in the market: people, business & innovation, ethics & supply chain, and environment.

Profile

Atos, trusted partner for
your Digital Transformation

In this fast-changing world driven increasingly by data, Atos brings together people, business and technology to create the firm of the future and deliver sustainable growth. As technology and increasing social and environmental expectations continuously raise the bar higher, our clients can rely on Atos to guide them through a successful digital transformation creating long-term value for themselves and for society as a whole.

€ 12 billion annual revenue

€ 230 million investment in the Atos-Siemens Alliance

5,000 active patents owned by the Group

€ 1,104 million operating margin

27% female employees

100,096 employees in **72** countries

We are experts in:

Infrastructure & Data Management
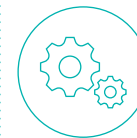
Business & Platform Solutions

Big Data & Cybersecurity

Digital Payments & e-Transactions

Communication Software & Platforms

Integrated reporting for the digital age

• **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.

• **By investing in innovation and bringing best practices to our customers** we embrace the Digital Journey as their trusted partner.

• **With its cutting edge technologies, digital expertise and industry knowledge,** the Atos Group supports the digital transformation of its clients across different business sectors including: Defense, Financial Services, Health, Manufacturing, Media, Utilities, Public sector, Retail, Telecommunications, and Transportation.

Corporate sustainability
recognition in 2016

R ecognition of Atos' firm commitment to operating a truly sustainable business resulted in several prestigious awards and high rankings from a variety of leading independent ratings agencies in 2016.

In May 2016, Atos published its 2015 Corporate Responsibility Integrated Report in compliance with the highly demanding recommendations from the **Global Reporting Initiative G4** comprehensive option and the International Integrated Reporting Framework. This was the second year in a row that Atos successfully completed the GRI Content Index Service with the G4 comprehensive option, demonstrating the Group's continued excellence in corporate sustainability.

In September Atos was ranked number 1 in the IT services sector in the **Dow Jones Sustainability Index** for its sustainability commitment and performance both globally (2016 DJSI World Gold Level) and in Europe (2016 DJSI Europe Gold Level). While this was the fifth consecutive year that Atos had been selected as a member of the Dow Jones Sustainability Indices, Atos has been recognized as the most sustainable company in its industry group, which includes around 150 companies worldwide.

One month later, international non-profit global disclosure system **CDP** rated Atos as a world leader for corporate action on climate change, placing the company on its 2016 Climate "A" List. The accolade was given in the presence of the French Minister Ségolène Royal in respect of the company's continuous efforts to integrate environmental priorities into its overall strategy, to reduce its own footprint and to innovate and develop digital solutions that its clients can use to meet both their business and climate challenges.

Atos was granted gold status for its performance in sustainable development by **EcoVadis**, an independent agency specialized in supplier sustainability rating. Atos increased its score from 2015 in the four key areas assessed by EcoVadis: fair business practices, environment, labor practices and sustainable procurement. This excellent result positions Atos among the 2% of companies which have advanced engagement with a corporate sustainability and responsibility. The score confirms Atos as a trusted partner with strong commitment to reducing risk in its supply chain.

How leading extra financial rating agencies assessed Atos in 2016

In March 2017, Atos was ranked at the top of the CAC 40 Governance Index, a new corporate governance index based on the CAC 40, developed by Euronext together with corporate social responsibility (CSR) rating agency Vigeo Eiris.
The index rates companies listed in the CAC 40 Paris stock index on their corporate governance performance, in particular the extent to which they have integrated social responsibility and sustainability into their decision-making processes.

Entered in the CAC 40 on March 20, 2017, Atos is ranked in the top 10 CAC 40 companies, based on 45 indicators that address the following four criteria:
• Responsible board practice and organization: effectiveness, balance of power integration of social responsibility factors;
• Audit and internal controls: independence of specialized committees and review of CSR risks;
• Shareholders' rights: fair treatment and protection of minorities;
• Responsible executive remuneration.

"Our world-class performance in corporate responsibility and in integrated thinking differentiates Atos as a trusted business partner and as a responsible employer.
External organizations such as the GRI and the Dow Jones Sustainability Index have awarded us their very highest rankings. Our leadership in corporate responsibility and sustainable innovation is a core part of who we are and is key for our clients in their digital transformation."

Olivier Cuny
General Secretary, Atos

Awards and recognition
for our teams

Best Risk Monitoring Award 2016

As part of the Awards for Risk Management, Atos received the prize for the best risk monitoring, awarded by Crowe Horwath Global Risk Consulting, the IFACI (French Institute of Audit and Control) and law firm Dechert.

The risk management system at Atos is based on a set of procedures and tools implemented as true competitive advantages that promote quality. Known as Atos™ Rainbow, this system facilitates the analysis and processing of risks linked to the project life cycle. Atos™ Rainbow encourages managers to extend their operational excellence through relevant checks and best practices among their operations and support teams.

Employee Engagement Company of the Year 2016

Atos was awarded both the Employee Engagement Company of the Year and the Wellbeing Award at the North American Employee Engagement Awards held in Chicago in 2016. Several aspects of the unique Atos Wellbeing@work program were singled out for praise. These included the Atos Accolade program which honors employees for their key contributions to successful projects and delivers multiple points of employee appreciation. The judges noted that Atos' prioritization of career development was one of the most impactful drivers of employee engagement. The awards were also given in view of the increased employee collaboration through the adoption of blueKiwi, the social network environment for Atos employees.

Atos Digital Chair with the ENS and the CEA

The ENS (École normale supérieure) Paris-Saclay, a prestigious public institution of higher education in France, together with the CEA (the French Alternative Energies and Atomic Energy Commission) and Atos agreed in 2016 to form a partnership that will last at least five years. The partnership will include the creation of an Industrial Data Analytics & Machine Learning Chair, to be based at ENS Paris-Saclay. This Chair will support a program of collaboration to stimulate industrial applications of artificial intelligence and the development of disruptive technologies.

The new data-driven economy

Digital transformation continues to drive fundamental business and organizational changes. With digital transformation, clients will move from legacy infrastructure, through cloud orchestration, to autonomics and cognitive solutions. As a consequence, enterprises need strong partners to accompany them in their digital journeys, providing them with enhanced security, greater computing power, application transformation and deeper collaboration.

Digital Shockwaves in business will radically change end-to-end production and service processes in all sectors of the economy. Some Digital Shockwaves will impact certain industries more than others. Some will bring positive effects, others will bring potential threats. The business and social impacts of these shockwaves will intensify competition in all industries, and will require the development of new employee skills, new forms of security and new business models.

GLOBALIZATION

Evolving Challenges
Beginning with security, whose constant evolution demands radically new reexamination.

Business Models
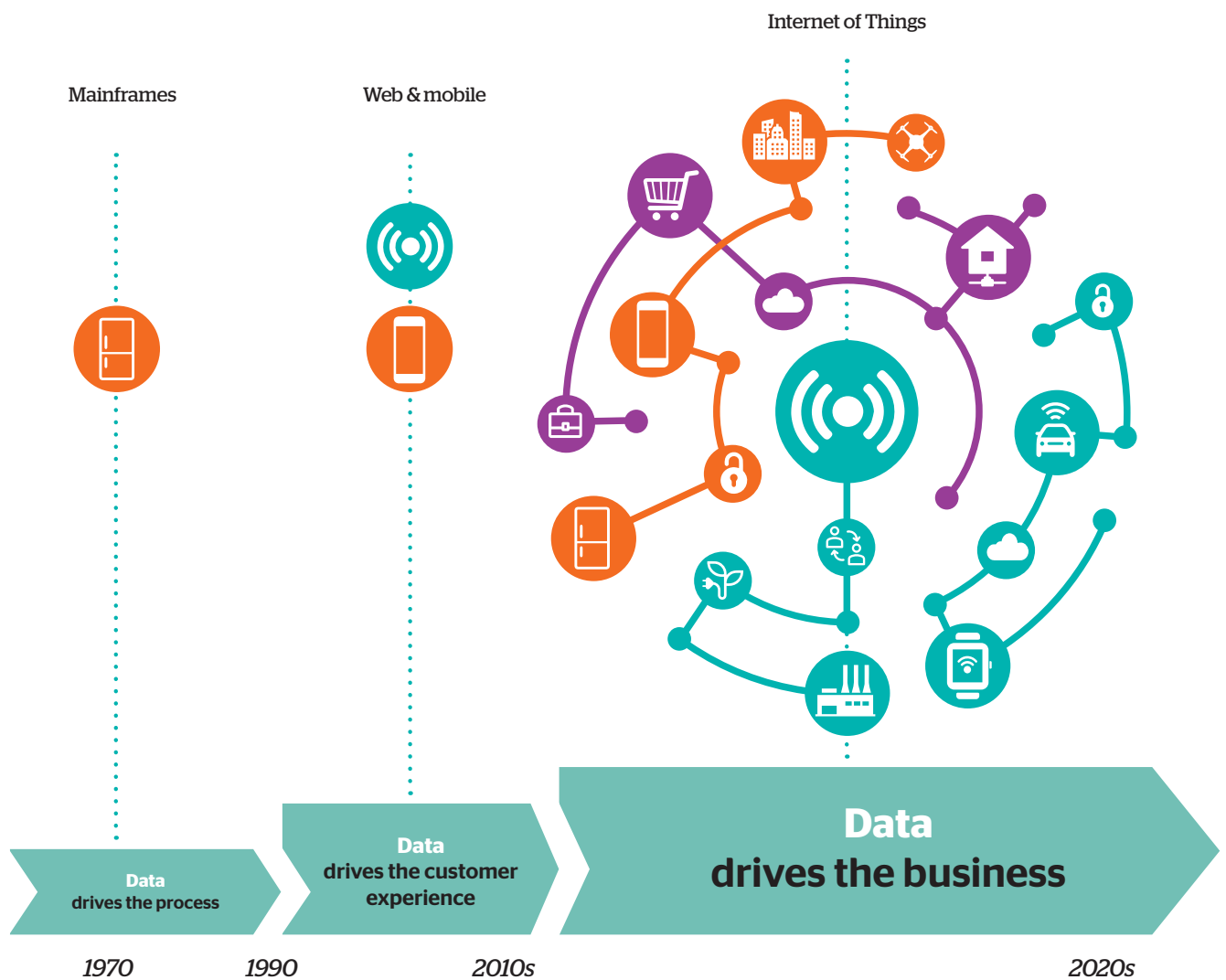How companies are taking advantage of digital technologies to find new markets, business models and revenue streams.

AUTOMATION

DEMOGRAPHICS

Digital Blended Business Models

Digitalization of Energy

Business Models

Intelligent Networked Entreprise

Deep learning

DevOps in large Organizations

IT for Life

Blockchain

Interactive & Dynamic Media

Evolving Challenges

Ways of Working

Identity

Quantum safe Cryptography

Augmented Interactive Reality

Fast Data

Identity & Privacy

Additive Manufacturing

Wearables

Ways of Working
How people will collaborate with people, machines and virtual 'beings' in entirely new ways.

Disruptive Technologies

CLIMATE CHANGE & SUSTAINABILITY

Cloud Continuum

Cloud & Containerization

Computing Memories

IoT & Future Networks

TRUST

Disruptive Technologies
How certain specific technologies may single-handedly create major societal and economic disruptions.

In the age of digital transformation, the ability to collect personal data is unparalleled in human history. Virtually everything can be collected, monitored, and analyzed, whether it is credit card numbers, family medical histories or shopping patterns. As the use of mobile devices and new technologies (such as 3D printers, artificial intelligence, etc.) becomes an increasing part of daily life, the need to assure ethical behaviors, protect data privacy, avoid digital breaches and even conserve natural resources is critical in the digital journey.

Internet of Things

Mainframes

Web & mobile

Data drives the process

Data drives the customer experience

Data drives the business

1970   *1990*   *2010s*   *2020s*

Being the trusted partner
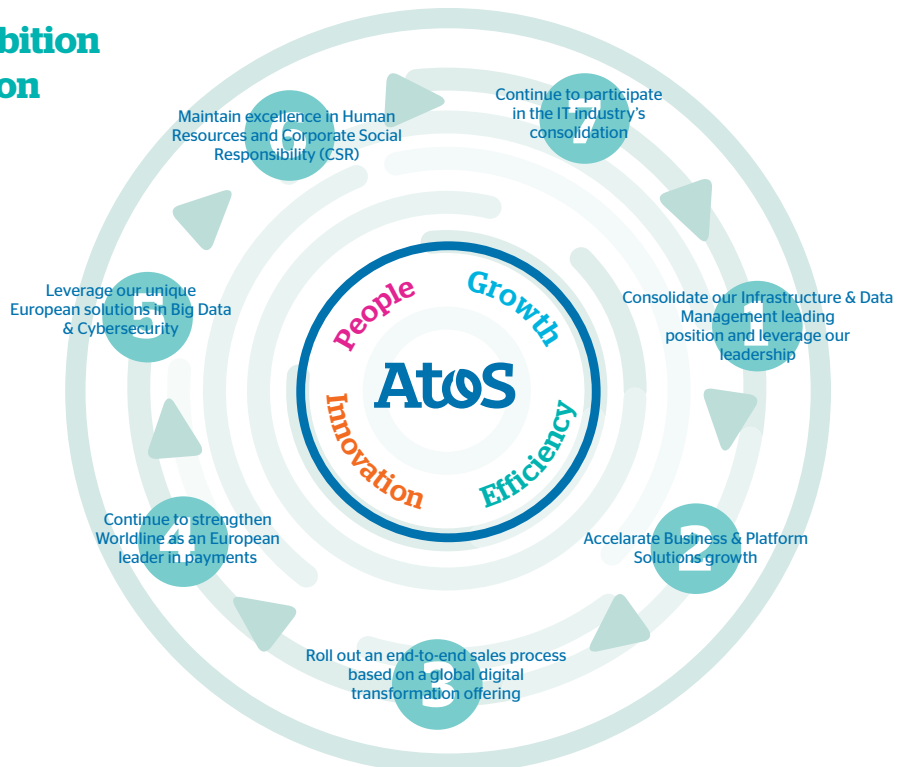## of our clients in their digital transformation journey

For the period 2017-2019, Atos has set a far-reaching 3-year strategic plan, 2019 Ambition, so as to accompany all of its customers in their digital transformation and the massive "data-ization" of their businesses in a secured cyberspace, capitalizing on the Group's technological strengths and people skills.

The digital transformation that Atos clients require will necessarily involve the orchestration of our expertise across all our technologies. Many clients will need a mixture of solutions, ranging from high performance computing to managed services, systems integration and agile development to collaborative solutions, data analytics and e-payments.

Atos is well positioned to capture the growth from this new IT market wave. The Group has a more technological profile than ever and, with more than 70% of revenue based on multi-year contracts, Atos' business model is predictable.

The Group also has the required financial strength and strategic partnerships in place to move forward and be an active player in the continuous consolidation of the IT sector. The Group is investing to attract the best digital talents to design and deliver highly technological innovative solutions, improving our customer satisfaction ratios driven by delivery performance, reducing our environmental impact and securing ethical business behaviors within our spheres of influence including the supply chain.

To reach its 2019 Ambition the Group will focus on 7 operational levers

Continue to participate in the IT industry's consolidation

Maintain excellence in Human Resources and Corporate Social Responsibility (CSR)

Consolidate our Infrastructure & Data Management leading position and leverage our leadership

Leverage our unique European solutions in Big Data & Cybersecurity

People Growth

Atos

Innovation Efficiency

Accelarate Business & Platform Solutions growth

Continue to strengthen Worldline as an European leader in payments

Roll out an end-to-end sales process based on a global digital transformation offering
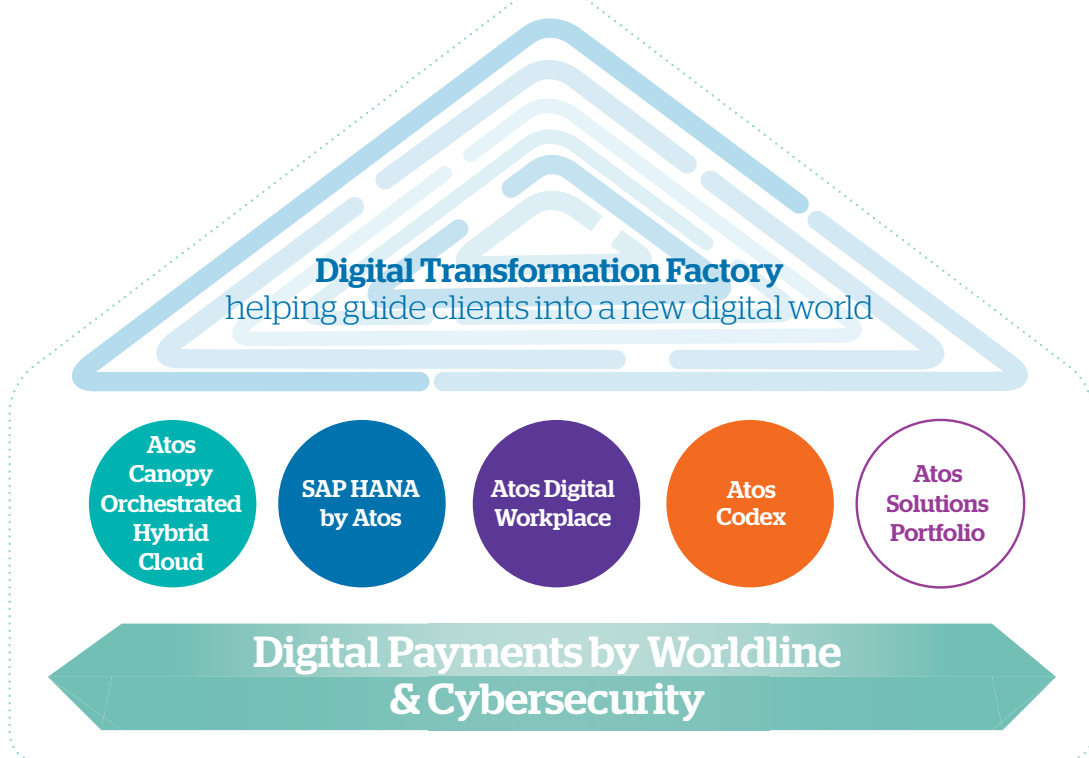
Digital Transformation
Factory

The strategy to achieve our 2019 Ambition focuses on the Atos Digital Transformation Factory which is based on four high growth pillars:

1 Ensuring agile IT foundations with Atos **Canopy** Hybrid Cloud Orchestration

2 Enabling real-time organization with next generation in-memory enterprise applications, based on **SAP HANA** by Atos

3 Better engaging our clients' workforces with Atos **Digital Workplace** and fostering collaboration; with their own employees and customers

4 Transforming data into business outcomes with **Atos Codex** cognitive analytics

These services are underpinned by the powerful digital payment and e-transaction technology services provided by Worldline and by our ability to ensure end-to-end Cybersecurity for trust and compliance.

Our vision is to mobilize the knowledge and passion of our clients by using our technology and solutions to achieve successful business outcomes in their digital transformation.

Digital Transformation Factory
helping guide clients into a new digital world

Atos Canopy Orchestrated Hybrid Cloud

SAP HANA by Atos

Atos Digital Workplace

Atos Codex

Atos Solutions Portfolio

Digital Payments by Worldline & Cybersecurity

Aiming high: financial and
extra-financial targets for the future

Atos is fully geared to reach ambitious targets in 2019 to the benefit of its customers, employees, and stakeholders. These targets, both financial and extra-financial, are embedded into our strategy and across our operations.

Financial targets

Organic growth revenue +1.8% organically in 2016

+2% to +3%
CAGR over the 2017-2019 period

An operating margin conversion rate to free cash flow
52.5% in 2016
circa **65%** in 2019

Operating margin rate
9.4% of revenue in 2016
10.5% to 11.0%
of revenue in 2019

Extra-financial targets

People

Great Place To Work Trust Index®

54% in 2016

Reflecting employees' satisfaction

to **top 10%** Industry benchmark by 2019

Innovation

Digital Transformation Factory

13% of total revenue in 2016

to **40%** of total revenue by 2019

Business

Net Promoter Score

48% for 55% of total revenue in 2016

to above **50%** for 80% of total revenue by 2019

Environment

Global footprint

24.06 t CO_2 per Million € baseline 2016

Reduction in CO_2 emissions between **-5%** to **-15%** by 2020

Ethics & Supply chain

Suppliers

49% of total spend assessed by supplier sustainability rating agency EcoVadis in 2016

to **70%** by 2019

Stakeholders' expectations

Our dialogue with
all our stakeholders is essential

Atos' corporate responsibility process is intrinsically linked to its ongoing dialogue with all stakeholders, including clients, employees, business partners and suppliers, as well as communities and public authorities. Stakeholder dialogue plays a critical role in our business operations, whether by showcasing Atos' capacity for innovation, enhancing its appeal among clients, investors and employees, creating opportunities to develop services and solutions with high growth potential or protecting the Group's reputation.

On October 21, 2016 Atos hosted its annual **Global Stakeholders** meeting in Paris, France. This was part of a wider event, dedicated to the digital transformation of Africa, organized by Atos and the Land of African Business. This year, we shared with our stakeholders the benefits derived from integrated reporting and how this approach seeks to contribute to the creation of value for our stakeholders. A special session also covered cognitive IT, exploring its applications and ethical issues.

On November 8, 2016 Atos presented its new 3-year plan, 2019 Ambition, to the financial community at its **Investor Day** held at its headquarters in Bezons, France. To ensure clarity and transparency in the market, Atos regularly informs investors, analysts and the financial community about the Group strategy, its achievements and objectives, including corporate responsibility components. In addition to regularly publishing its financial results, Atos top management and the Investor Relations team meet investors at roadshows in several key locations as well as the Group headquarters in Bezons. Overall, the Group engages with more than 500 individuals, over and above its regular contacts with a small group of sell-side analysts.

On December 30, 2016, Atos presented its new 3-year strategic plan, 2019 Ambition, at the **General Meeting of shareholders** at the Atos headquarters in Bezons, France. The new strategic plan was approved by 99.99% of Atos shareholders. At this meeting, Atos submitted to the vote of its shareholders a specific resolution on the detailed components of the elements of compensation of the Chairman and Chief Executive Officer which are closely linked to the strategic plan. This resolution was approved by 81.73% of the shareholders.

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.

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. The integrated reporting approach allows it to demonstrate the sustainability of its business model.

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.

Atos

Atos creates shared value when meeting stakeholders' expectations

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.

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.

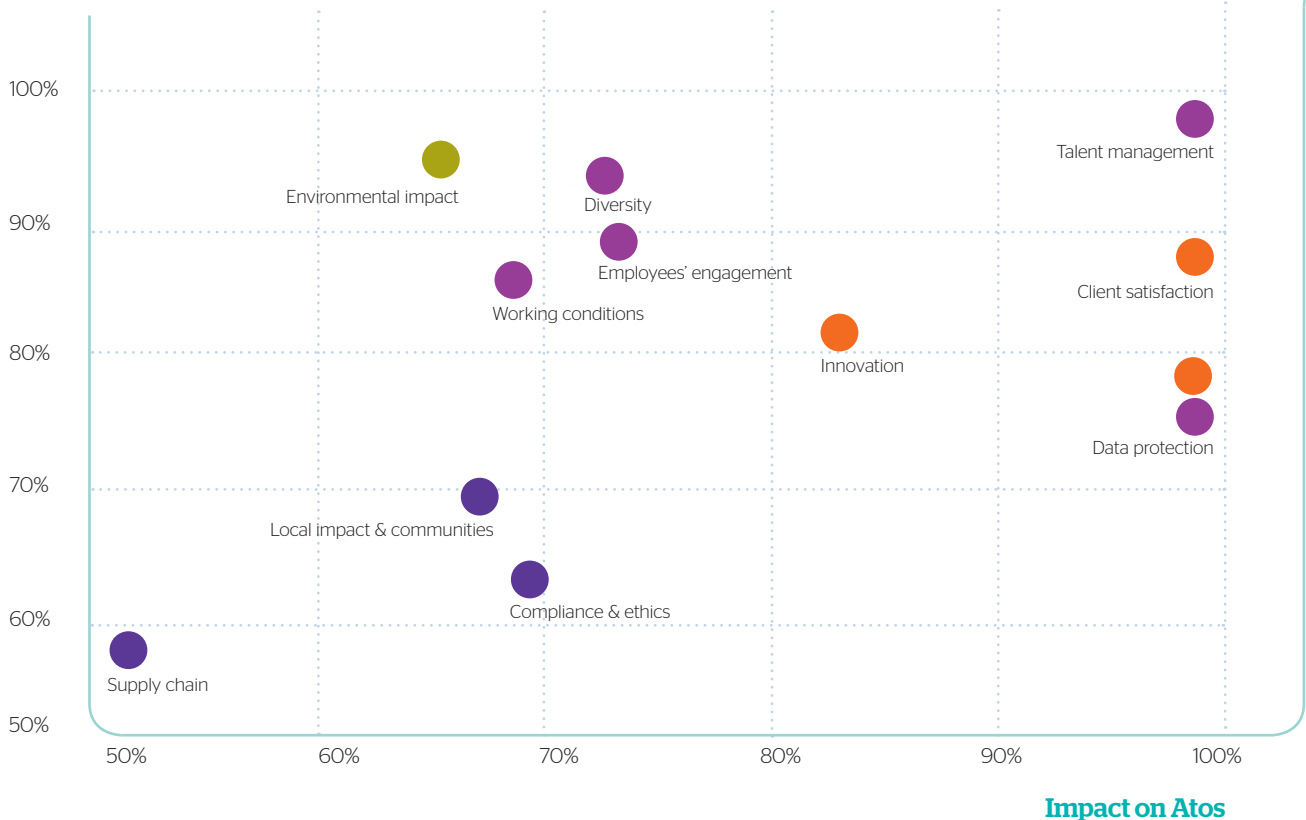## Dialogue takes place at every level of the organization

• **In day-to-day business operations e.g. with clients working together** in innovation workshops, meeting regularly with employee representatives to update them on our latest plans and achievements, with investors via regular roadshows to present results and forecasts, and with public entities and local organizations to better understand the concerns of the communities where Atos runs its operations;

• **And every year, at our global stakeholder event where panels of experts** are invited to discuss and bring to the table best practices and recommendations and where Atos presents developments of interest to its stakeholders. In 2016, integrated thinking and ethical issues raised by new cognitive IT solutions were addressed.

Materiality and challenges

Prioritizing the
critical challenges

Atos materiality and integrated reporting processes aim to demonstrate to stakeholders how Atos is creating value, what the challenges impacting on the ability to generate value are, and how progress is measured when addressing these challenges. Materiality assessment helps to prioritize actions on the most relevant subjects, taking on board business activities and stakeholders' expectations (employees, clients, investors...). This allows Atos to focus on those issues that are truly critical in order to achieve the organization's goals, secure its business model and manage its impacts on society.

Relevance to stakeholders

Materiality matrix chart with axes "Relevance to stakeholders" (vertical, 50% to 100%) and "Impact on Atos" (horizontal, 50% to 100%). Data points: Talent management, Environmental impact, Diversity, Employees' engagement, Client satisfaction, Working conditions, Innovation, Data protection, Local impact & communities, Compliance & ethics, Supply chain.

Impact on Atos

Since 2010, the Group has carried out regular materiality assessments in order to identify the principal challenges that the market and prime stakeholders consider as essential for Atos. The 2016 results of the analysis led the Group to design the above **Atos Materiality Matrix** that summarizes our company challenges weighted by impact on Atos business and relevance to stakeholders.

In line with AA1000 principles, a standard to assure an integrated approach to stakeholder engagement, as part of the annual materiality assessment an external third party carries out interviews every year with external and internal stakeholders, including Atos top management, in order to confirm that the results of the materiality assessment are fully aligned with Atos' business objectives.

Four challenges that Atos is addressing as a priority

PEOPLE
Being a responsible employer

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

Talent management: Atos has developed a well-coordinated and optimized recruitment system, comprising performance management, learning and development, and mobility and succession, supported by workforce planning.

Data protection: A permanent investment in training employees at all levels of the organization is in place to implement the best practices and ensure our compliance with national and international regulations on data protection.

Diversity: Atos has deployed a Diversity program worldwide in order to take into consideration and spread best practices around the world on gender equity, disability, different generations and cultural diversity.

Employees' engagement & Working conditions: Atos launched a Wellbeing@work program which has the ambition to improve employees' working environment and their overall satisfaction as well as to promote the use of social communities and collaborative working. Employee engagement is tracked via the Great Place to Work survey.

BUSINESS & INNOVATION
### Generating value for clients through sustainable and innovative solutions

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

Client satisfaction: Atos is committed to ensuring a high level of customer satisfaction and improving survey scores every year. This is closely monitored through specific customer experience programs.

Data protection: Atos has developed a comprehensive data protection approach that relies on the Group Data Protection Policy and the principle of privacy by design.

Innovation: The Group is continually strengthening its portfolio of sustainable offerings, and enhances sustainability in other Global Key Offerings. Innovation is encouraged via the development of relationships with industrial analysts and partners.
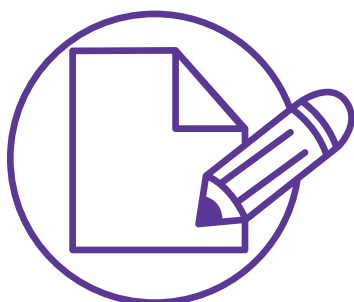
ETHICS & SUPPLY CHAIN
Being an ethical and fair player within Atos' sphere of influence

The material issues for Atos in relation to its supply chain:

Local impact and communities: With the development of innovative ICT solutions that help reduce the digital divide, Atos contributes to improving the company's social impact in the community.

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

Supply chain: Atos has developed a permanent dialogue with its suppliers to enforce strong and fair relationships and to ensure the respect of its values and rules.

ENVIRONMENT
Managing the corporate environmental footprint

One of the main material challenges in relation to broader society is:

Environmental impact Atos deploys its environmental policy to develop, promote, share and consolidate green initiatives while measuring, monitoring and reducing the Group's impact on the environment (carbon, energy efficiency, renewable energy, waste, purchasing, travel, etc.).

Atos' value creation model

The Digital Transformation Factory powers our value creation model

The value creation model of Atos aims at responding to the expectations of our external and internal stakeholders. It is a summary of our strategy of powering the digital transformation of our customers in a fast-changing world, while at all times maintaining financial discipline and sustainable performance. This strategy rests on our Digital Transformation Factory based on four growth pillars: Atos Canopy Orchestrated Hybrid Cloud, SAP HANA by Atos, Atos Digital Workplace and Atos Codex.

THE 6 CAPITALS MOBILIZED

HUMAN

SOCIAL & RELATIONSHIP

INTELLECTUAL

FINANCIAL

MANUFACTURED

4 AXES

People

Innovation

7 OPERATIONAL LEVERS

Consolidate our **Infrastructure & Data Management leading position** and leverage our leadership

Accelerate **Business & Platform Solutions** growth

Roll out an end-to-end sales process based on a global digital transformation offering

MONITORING & INTEGRATED MANAGEMENT DASHBOARD

9 KEY PERFORMANCE INDICATORS

Organic growth	**Customer satisfaction**	**Ethics**
Operating margin	**Innovative offerings**	**Sustainable procurement**
Free Cash Flow	**Employee satisfaction**	**Carbon intensity**

ETHICS & GOVERNANCE

CYBERSECURITY & TRUST

VALUE CREATED FOR ALL STAKEHOLDERS

Highly skilled employees

Know-how/ Motivation/ Innovation

Increase of Intellectual Property assets

Minimization of risks within the supply chain

Eco-efficiency cost savings

Creation of synergies within Atos' ecosystem

New profitable revenue streams

Carbon neutral offerings

Green Datacenters

Added value solutions

More accurate activity prediction

NATURAL

Efficiency

Growth

Continue to strengthen Worldline as an European leader in digital payments

Leverage our unique European solutions in **Big Data & Cybersecurity**

Maintain excellence in **Human Resources** and **Corporate Social Responsibility** (CSR)

Continue to participate **in the IT industry's consolidation**

Atos' continuous focus
on Corporate Responsibility

Corporate governance issues are regularly addressed by Atos' Board of Directors.

The Board of Directors

The Board of Directors determines the strategy of the Company's business and monitors its implementation. During 2016, the Board reviewed and approved the Group's three-year strategic plan, 2019 Ambition and the company's external growth operations. There were 12 Board meetings in 2016, and Directors approved the report of the Chairman and CEO relating to internal control and risk management, the 2016 employee stock ownership plan, and confirmed the achievement of the Group's Corporate Responsibility and Sustainability performance targets, including in relation to performance incentives for the Chairman and CEO, executives and key employees. The Board's activities are annually assessed by the Lead Director who is in charge of ensuring continuous commitment and the implementation of best corporate governance standards by the Board of Directors.
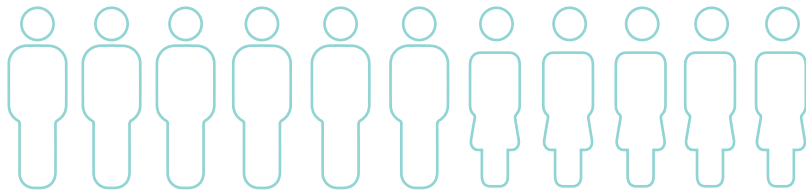
45%
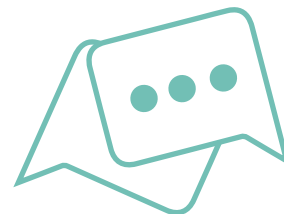Percentage of women within the Board of Directors

6
Number of nationalities within the Board of Directors

12
Board of Directors' meetings held in 2016

The Board's Audit Committee

The Audit Committee proposes recommendations to the Board of Directors on the Company and consolidated accounts, reviews financial statements and reports, and proposes the appointment or assignment of auditors. The Committee also ensures the efficiency and reliability of the internal control and risk-monitoring. In 2016 it reviewed internal audit activities, oversaw the mission performed by independent statutory auditors and dealt with the risk management report on critical contracts.

The Board's Nomination and Remuneration Committee

The Nomination and Remuneration Committee prepares and facilitates nominations for members of the Board of Directors and Executive Committee. It also formulates proposals in relation to top management compensation and fees and makes recommendations for the company's profit sharing policy and pension and insurance plans. In 2016 it applied the company's Corporate Responsibility and Sustainability targets in decisions, for example, on the terms and conditions of on-going performance share plans and in relation to the required skills, diversity, and independence of the members of the Board of Directors.

The Group Executive Committee

The Executive Committee develops and executes the Group strategy, with the objective of ensuring that value is delivered to clients, shareholders and employees. Members of the Committee represent Atos' Global divisions, Global Markets, Global Functions and the Global Business Units.

The Group Ethics & Compliance Steering Committee

The Ethics & Compliance Steering Committee determines the direction and priorities of the ethics and compliance annual action plans, producing a quarterly report allocating the necessary resources to achieve the implementation of the action plans. In 2016, the Committee enhanced compliance processes and control tools, and was active in raising awareness of managers' ethical conduct and in ensuring that all employees are appropriately trained in Atos' Code of Ethics.

The Group Risk Management Committee

The Group Risk Management Committee reviews the most significant and sensitive contracts. This involves monitoring on a monthly basis financial, delivery, technology, customer, legal and supplier key performance indicators. In 2016 the Committee identified potential exposures that could have an impact during the life cycle of certain projects, and evaluated the significance and materiality of any exposures. It ensured that appropriate and cost-effective risk control/risk mitigation measures were initiated to reduce the likelihood and impact of negative outcomes of projects.

The Group Corporate Responsibility & Sustainability Committee

The Corporate Responsibility & Sustainability Committee supervises the Corporate Responsibility & Sustainability Program and the actions and targets to be performed. This program is led by the General Secretary and a program director and rests on an international team which includes specific work stream managers on people, business, ethics, procurement, social and environment.

Main Key Performance Indicators

The following tables set out the main Key Performance Indicators (KPIs) relating to Atos' corporate responsibility performance in 2016 linked to its 4 challenges. The complete set of KPIs is contained in the Registration Document.
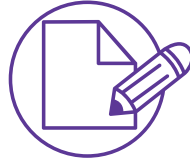
1 • BEING A RESPONSIBLE EMPLOYER

CHALLENGE 1	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI	REVIEWED BY DELOITTE √	2016	2015	2014	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being a responsible employer	Talent management	Average hours of training that employees have undertaken during the year	G4-LA9	√	18,47	21,29	16,87	92,08%	–
		Percentage of total employees who received a regular performance and career development review during the year	G4-LA11	√	83,90%	86,86%	92,39%	80,80%	–
	Diversity	Percentage of females within Atos	G4-LA12	√	27,07%	27,09%	27,86%	92,35%	–
		Percentage of females within the board of directors	G4-LA12	√	45%	45%	36%	100%	–
	Employee engagement	Atos Trust Index® informed by Great Place to Work (GPTW)	AO2	√	54%	56%	56%	56,40%	–
	Working conditions	Number of active users in Communities	AO11	√	23,880	24,620	7,264	100%	–
		Absentee Rate (%)	AO16	√	2,53%	2,79%	2,98%	59,00%	–

2 • GENERATING VALUE FOR CLIENTS THROUGH SUSTAINABLE AND INNOVATIVE SOLUTIONS

CHALLENGE 2	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI	REVIEWED BY DELOITTE √	2016	2015	2014	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Generating value for clients through sustainable and innovative solutions	Client satisfaction	Net Promoter Score	G4-PR5	√	48%	Not disclosed	Not disclosed	–	100%
	Innovation	Total Revenue of "sustainability offering" (M Eur)	AO7		1670	Not disclosed	Not disclosed	–	100%
		Digital transformation factory revenue (M Eur)	AO12		1500	Not disclosed	Not disclosed	–	100%
	Data protection and Security	Percentage of coverage of ISO 27001 certifications	AO3	√	100%	100%	100%	–	100%
		Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	G4-PR8	√	0	0	0	–	100%

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

CHALLENGE 3	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI	REVIEWED BY DELOITTE √	2016	2015	2014	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Being an ethical and fair player within Atos' sphere of influence	Compliance and ethics	Percentage of management employees trained in Code of Ethics - Classroom	G4-SO4	√	49%	43%	72%	100,00%	–
		Number of significant fines (higher than 100K EUR)	G4-SO8	√	1	0	0	–	100%
	Local impact and communities	Total number of employees recruited	G4-EC6	√	16,005	13,048	12,417	92,35%	–
		Innovation workshops with clients delivered in countries	AO10	√	290	264	123	–	100%
	Supply chain	Percentage of strategic suppliers evaluated by EcoVadis	AO17	√	41%	Not disclosed	Not disclosed	–	70%
		Total percentage of spend assessed by EcoVadis		√	49%	Not disclosed	Not disclosed	–	70%

4 • MANAGING THE CORPORATE ENVIRONMENTAL FOOTPRINT

CHALLENGE 4	ASPECTS	KEY PERFORMANCE INDICATORS (KPIs)	GRI	REVIEWED BY DELOITTE √	2016	2015	2014	PERIMETER PER EMPLOYEE	PERIMETER PER TURNOVER
Managing the corporate environmental footprint	Environmental impact	Global average PUE (Power Usage Effectiveness) of the strategic datacenters	G4-EN7	√	1,62	1,64	Not disclosed	–	82,88%
		Energy intensity by revenue (GJ per Million EUR)	G4-EN5	√	243,41	236,82	262,68	–	93,44%
		Energy intensity by employee (GJ per employee)		√	32,18	29,05	30,84	88,07%	–
		GHG emissions by revenue (tCO_2 per Million EUR)	G4-EN18	√	22,14	17,81	19,64	–	93,98%
		GHG emissions by employee (tCO_2 per employee)		√	2,901	2,165	2,262	85,92%	–
		Number of sites certified ISO 14001	AO14	√	124	95	65	–	100%

NOTES

√ See Deloitte assurance letter in page 61

AO7 and AO12 definitions have been renewed in 2016. Assurance by statutory auditors is planned for 2017.
G4-LA9: excludes Unify, Equens and Anthelio.
G4-LA11: excludes Unify, Equens (including ex-Worldline employees), Anthelio, Germany, Corporate Germany & Austria.
G4-LA12: excludes Unify, Equens (including ex-Worldline employees) and Anthelio
AO2: includes the countries which performed Great Place to Work surveys during the year. Change in methodology to be aligned with new GPTW communication standard
AO16_B (Global absenteeism rate): excludes Amesys, Elexo, Serviware, TRCom, India, Worldline India, Mexico, United Kingdom BPS, Germany and Corporate Germany.
AO7: change in methodology. Figures are in revenue (instead of Total Contract Value in previous years)
AO17: change in methodology. Figures related to strategic suppliers

All environmental KPIs exclude Anthelio, Equens (including exWorldline employees), Paysquare and Cataps scope

G4-EN5 and G4-EN18 for Offices include Argentina, Austria, Belgium, Brazil, Bulgaria, Canada, Colombia, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay, USA, Worldline Argentina, Worldline Belgium, Worldline France, Worldline Germany, Worldline Spain and Worldline United Kingdom.

G4-EN5 and G4-EN18 for datacenters include Argentina, Canada, China, Denmark, Finland, France, Germany, Netherlands, Poland, Serbia, Slovakia, Spain, Switzerland, Thailand, Turkey, UK, USA, Worldline Belgium, Worldline France and Worldline Germany.

G4-EN5 and G4-EN18 for Travels include Argentina, Austria, Brazil, Bulgaria, Canada, China, Croatia, Czech Republic, Corporate France, Corporate Germany, Corporate Netherlands, Corporate UK, Corporate Switzerland, Finland, France, Germany, Hong Kong, Hungary, Italy, Luxembourg, Major Events, Spain, Malaysia, Morocco, Netherlands, Philippines, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates, UK, Uruguay, USA, Worldline Argentina, Worldline Belgium, Worldline France, Worldline Germany, Worldline Hong Kong and Worldline Spain.

People

A diverse, talented
and motivated workforce

We are investing in training and developing all Atos talents to deliver digital transformation

"In 2016, the Atos workforce became larger, more diverse, younger and more technological. We welcomed our 100,000th employee and we launched a new corporate diversity project to help us develop talents from all sources. Thanks to our supportive and collaborative working environment, Atos is becoming every year a more attractive place for young digital natives to start working, grow their skills and develop their careers."

As Atos grows in size and our profile becomes more technological, the skills and engagement of our people are more important than ever before. When it comes to digital transformation, our customers have high expectations of us. We are making sure our employees can provide them with all the digital services, skills and solutions they need.

We have significantly increased our investment in training, learning and development. In 2016, Atos employees completed training programs that led to over 14,000 digital certifications, more than double the level of 2015. Nearly 3,000 employees applied to join our community of technology experts and share their unique knowledge across Atos. In India, we have started work on the Atos University, which will play a central role in training Atos employees around the world.

Our successful Wellbeing@work program, and our commitment to internal promotion, are key drivers for employee motivation and engagement. In 2016, our Great Place to Work Trust Index score was at 54% [AO2]. Our ambition for 2019 is to be in the top 10% of this index. As part of the people strategy supporting our new 3-year plan, 2019 Ambition, Atos has established an objective to significantly improve gender diversity aiming at 40% versus 27% in 2016.

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

5 key
achievements in 2016

1

Great Place to Work

54% Great Place to Work Trust Index score

2

Training

In 2016 close to **17,000** certifications were achieved, of which 14,000 were digital certifications (5,000 in 2015)

3

Mobility

65% of senior positions filled internally

4

Recruitment

55% increase in traffic to the recruitment website

5

Interns

4,000 interns onboarded in 2016, of which 2,720 were still with the company by end of the year

Investing in employee
engagement and wellbeing

Training Industry 4.0 leaders

Atos and HEC Paris Digital Center are joining forces to help develop the new generation of digital leaders. Atos teams will share their expertise and skills with students at the Digital Center of this leading business school in Paris. Atos will also run a series of digital workshops, where company experts will spend time with students looking at issues connected to digital transformation and the rise of Industry 4.0.

Focusing on the digitalization of the supply chain and 3D printing, Industry 4.0 is upending the traditional separation between front office and back office in a connected world. Thanks to a convergence between technologies and operations, Industry 4.0 is opening up the way to intelligent product and maintenance lifecycle management processes. Atos is supporting HEC Paris' ambition to become an international leader in teaching and training managers with the vision and capacity to deliver in the digital world, particularly in the field of Industry 4.0.

Building expertise in data science

"I work on machine learning in the eXtreme Big Data Research & Development team of the Big Data Security department. We are working on enabling large neural networks to learn to do specific tasks from data. In this field, knowledge of data science is essential. It is an area that is changing quickly, with new ideas emerging every day. It is critical to stay up to date. In 2016, I completed special online training from Atos in data science. Atos also gave me the opportunity to take an intensive data science training course at the University of Passau in Germany at the end of which I received a certificate in data science."

Matthieu Ospici,
Software Engineer, R&D team, Big Data & Security, Atos

An intern in Senegal

How did you get to start working for Atos?
There is a close relationship between my university, Polytechnic College of Dakar, and Atos. I joined the Global Delivery Center (GDC) in Senegal for an internship in 2015.

What were your impressions of the Atos workplace?
The GDC has a team of young people. That was the first thing I noticed and it made me feel more relaxed. Everybody shared their experiences and their workspaces, even the head of the team, and they helped me develop my skills. We were free to ask anyone about anything, regardless of their status. We were always supported in our work.

What happened when your internship ended?
I was happy when Atos offered me a permanent contract as a development engineer after my internship finished in September 2016. I am now working on client projects as a front-end developer, modelling online banking platforms. It's a dream job for a new graduate!

Marie Ndiogoye
Development Engineer, Atos

41.98 Average hours per employee of learning in a digital environment

13,821 Accolades awarded

Yuri Rodrigues who did an internship during the Olympic Games Rio 2016.

Keepers of the flame

In recognition of the hard work by the enthusiastic Atos employees working towards the outstanding success of the Olympic and Paralympic Games Rio 2016, 40 top-performing employees from the Olympic project teams were nominated to run with the Olympic flame.

Yuri Rodrigues was one of the lucky few to participate in the relay in Brazil. "I never imagined I would be able to run with the Olympic torch and contribute to the history of the Games," he said after the event. "I am so happy that I was able to learn so much. We are a great team and I was proud to represent Atos. The values that I have learned with Atos I will take with me all my life. I feel like an athlete who has won gold."

Yuri joined Atos as part of the official Young Apprentice program for young people in Brazil entering the world of work. In total, Atos hired six people for the Olympic project as part of this government initiative, giving them an invaluable experience of participating in a complex IT project and interacting in English with other professionals in a leading multinational company.

"It was a huge surprise when I was chosen to be part of the Paralympic Torch Relay. The torch represents so much. On the day, I was very emotional, thinking about the end of the project, the colleagues I had worked with, the athletes and of course my family. It was a very proud moment. The torch for me is a symbol of hope and pride in our work. It is a memory I will never forget."

Bernardo Pales,
Venue IT Manager member of the Atos Rio 2016 team

Sharing our success

In recent years, Atos has launched a series of employee shareholding initiatives, the Sprint plans. Increasing numbers of staff members are eligible to participate and have purchased shares under these programs.
In December 2016, under the Share 2016 plan, Atos employees were able to purchase newly issued Atos shares at a 20% discount to the reference share price while getting from Atos up to 3 shares for free. Subscribers are required to hold onto the shares until May 2022.
The aim of the shareholding plan is to strengthen the relationship between Atos and its employees by offering them the possibility of benefiting financially from the company's future performance.
More than 10,500 employees in 23 countries acquired shares under Share 2016, a participation rate of more than 12%.

Challenge	Target 2019	Result 2016
To increase employee satisfaction and make Atos the most attractive place to work	Increase the Atos GPTW Trust Index® reflecting employees' satisfaction to Top 10% Industry benchmark	**54%** Great Place to Work Trust Index score

62% employees with Individual Development Plans

143 nationalities represented in the workforce [G4-LA12]

Opportunities for all our people

"Our people are essential to help our clients in their digital transformation. They have to be flexible, proactive, resourceful and responsible. By being trained and able to thrive in this challenging environment, they create incredible value for Atos and for our customers. We will do everything we can to support them grow and develop. Our people are our future."

Marc Meyer
Head of Executive & Talent Management and Head of Communications, Atos

Dialogue and transparency

Communication and dialogue with employee representatives play a major part in the culture and governance of Atos. On November 3rd 2016, Thierry Breton, Chairman and CEO of Atos, presented the strategic plan to the Atos European Works Council, Societas Europeas Council (SEC).
In addition, a selection of employee representative members of the SEC, attended a meeting of the Board of Directors to discuss the company's three-year plan, 2019 Ambition.

United in diversity

GRI : [G4-DMA- Diversity and equal opportunity]

"The diversity of our workforce is a major factor in our continued growth and competitiveness and in our ability to create value for our customers.
Our Diversity Program focuses on embracing people's differences to create a productive environment where diverse talents are identified and retained so that they can thrive and succeed. The Program is sponsored by an Executive Steering Committee which includes seven members of the Group Executive Committee.
In 2016, to enhance internal awareness, we launched an online community through our Wellbeing@work initiative for the Diversity Program on the Atos enterprise social network, blueKiwi. We also organized a series of training campaigns and diversity-related events, including a global Diversity Day during the Wellbeing@work week.
Diversity Charters were signed in several European countries and we set up local diversity committees in a number of business units.
Gender diversity is one of the pillars of the Diversity Program. We are identifying a substantial number of new opportunities for women. Worldwide, 27% of our workforce are women: our target is to improve this to 40%."

Maria Pernas
Group General Counsel, Operations and Group Diversity Program Manager, Atos

The power of UK networks

The Group Diversity Program addresses four main dimensions: gender, disability, different generations and cultural diversity.
In the UK, Atos has set up a series of blueKiwi networks to help raise awareness of all these diversity issues and ensure an inclusive and supportive culture in the workplace.

Aeon is an intergenerational network that is focused on bringing the different generations together. Atos Adapt is the staff disability network, while Atos Aspire highlights gender issues. The Together Network supports a better understanding of different cultures.

Embracing differences driving diversity
Group Diversity Program

10,500 Employees participating in Share 2016 **20,000** Followers of MyMobility platform

Living the mobility dream

How supportive was Atos of your ambitions to move country?

I have always kept a close eye on mobility positions and when I told my manager that I aspired to a global role he supported me tremendously. We put it in my Individual Development Plan and it became part of our monthly discussions. He assigned me a mentor to help me prepare for my next job.

What has been your own experience of mobility and diversity at Atos?

Since I have been in this organization, I have worked in six different Global Business Units. I moved from Turkey to the US over three years ago. When I was interviewing for my current position, my gender or location was never an issue. My new manager told me that in a global organization like ours I could do this job from anywhere with some travel.

What is your message to other Atos employees who want to move countries?

As well as being in charge of the mobility function, I'm proud to say I am also a living example of diversity and mobility opportunities at Atos. I am passionate about the field I work in and I cannot wait to help employees like me fulfill their dreams.

Banu Akdeniz Tomruk
Global Head of Career and Mobility

Recognizing and celebrating our employees

Wellbeing@work is a unique global initiative for Atos, launched in 2010 across all geographies. The program has helped enhance the work culture of our company, increase collaboration, inspire and reward employees, and deliver opportunities for all our talents to develop their skills and progress in their careers.

In September 2016, thousands of Atos employees worldwide participated in a series of activities as part of the annual Wellbeing@work week. Separate days were dedicated to training, strategy sharing, diversity, recognition and family activities.

In Germany, more than 150 Accolades were awarded over the course of the week to recognize employee achievements, a special Diversity Charter was presented, and festive celebrations were held at various sites, with outdoor meals and sports competitions. A total of 300 employees in the Philippines and their families participated in 10 different team-building activities at a special resort. Employees in the country were also treated to a 15-minute massage and organized an art competition to celebrate 'beauty in diversity'.

Meanwhile, in North America, Atos won two awards at the North American Employee Engagement Awards and Summit for its Wellbeing@Work scheme (see pages 8-9).

Challenge
To provide opportunities for our employees to actively develop their career within the Group

Target 2019
100%
of employees with an Individual Development Plan

Result 2016
62%
Employees with Individual Development Plans

Meet our 100,000th employee

"I am delighted to be part of the new Big Data & Security team at Atos and proud to be employee number 100,000. I specialize in cybersecurity and I was looking for a new challenge in my life. Joining Atos has given me the skills for a whole new world of work and a wonderful opportunity to grow. From the outside, Atos looks like a very large company but from the inside it is more like a start-up organization. I am developing my own app in my spare time. In a few years I would like to be the CEO of my own organization!"

Vanessa Zemmourt,
Big Data & Security, Atos
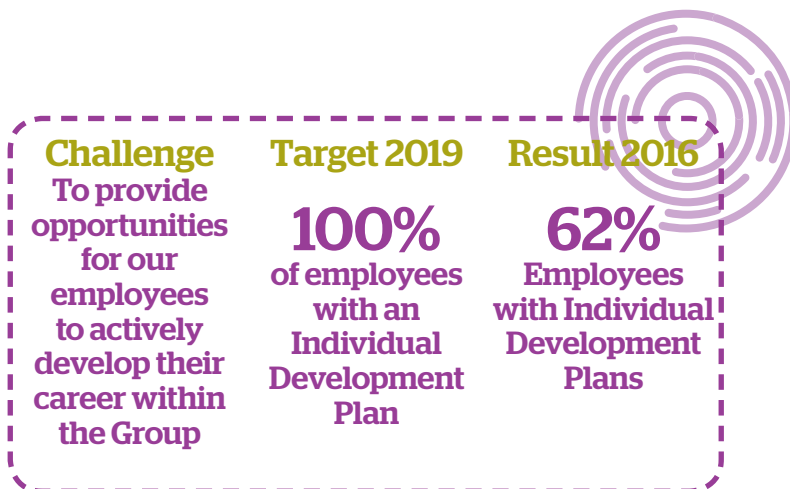
10,000 Training courses freely available to Atos employees

83.90% of employees who received performance and career development reviews in 2016 [G4-LA11]

Business & Innovation

The partner of choice
for sustainable innovation

The Atos approach to digital transformation is focused on business outcomes and technology partnerships

"Sustainable innovation is the key to our success. We work closely with partners from across the entire ecosystem to help our customers implement new technologies, transform their processes and achieve their targets. Innovations and business outcomes from Atos are now making real differences to the business models of our clients. Our best ambassadors are our customers who move to the Digital Transformation Factory of Atos."

As Atos' customers progress on their journey of digital transformation, sustainability is no longer an option. It has become a core part of our solutions. All of our top clients now request solutions from Atos that are sustainable in terms of their impact on the environment, people and on society. Innovation in sustainability is at the heart of everything we do.

In 2016, Atos innovation approaches evolved yet further. During our innovation workshops with customers, we are focusing not just on technology but on delivering tangible sustainable business outcomes. We are also reaching out increasingly to other members of the innovation ecosystem, including start-ups that can complement our core offerings and established partners such as Siemens and Dell EMC.

Our customers have responded very positively to our enhanced approach to innovation. Our Net Promoter Score has reached 48%. These results are a clear indication of the value that Atos innovations can create for organizations undergoing digital transformation.

Patrick Adiba,
Chief Commercial Officer and
Chief Executive Officer Olympics Games & Major Events, Atos

5 key
achievements
in 2016

1

Satisfaction

Customer satisfaction score **7.9** versus 7.7 in 2015

2

Net promoter score

48% Net Promoter Score for 55% of total revenue

3

Revenue

Annual revenue **€12 billion**

4

Certification

100% Percentage of coverage of ISO 27001 certifications

5

Alliance

Increased the funding of the joint innovation investment program of Atos and Siemens by an additional **€80 million** to €230 million

Business & Innovation

Adding value with
sustainable innovations

Creativity at work

In 2016 Atos increased the number of innovation workshops it runs for clients. The Client Innovation Workshops Program, launched in 2012, brings Atos and its customers together to imagine and develop jointly creative solutions to meet the challenges of today and tomorrow.

The workshops are focused on a wide range of emerging technologies and trends in the digital era, including Sustainability, Cybersecurity, Data Analytics and Cognitive Technologies, High-Performance Computing, Cloud Orchestration, Industry 4.0 and Digital Workplace. Each workshop is uniquely tailored for every client, and the whole program is focused on the specific business objectives of each different customer.

In 2016, Atos delivered 290 workshops, up from 264 workshops in 2015.

Fresh thinking in the UK

Innovative ideas from Atos are helping transform NS&I, the UK state-owned investments organization, for the digital era. As one of the largest savings organizations in the UK, with over 25 million customers, the NS&I called on Atos to solve a sensitive business challenge. Atos mobilized a multi-disciplinary team to prepare the groundwork for a board level strategy brainstorm – a StratHack (for strategic hackathon).

Team members interviewed NS&I executives and customers, examined reports, analyzed huge volumes of data and explored innovations from competitors. During the StratHack, Atos consultants and members of our global executive explored the implications of new and emerging technologies identified by our Scientific Community. We worked with NS&I board members to consider how to transform the experience for each customer segment and to co-create the solution to the challenge. By the end of the StratHack we had developed a series of ideas for progression, designed a new methodology and identified a set of additional opportunities for NS&I to explore.

"Atos' board level StratHack helped us to address a substantial business challenge for NS&I, and also opened our eyes to some other significant opportunities we had not considered carefully enough previously. A very professional approach, and one we enjoyed enormously too."

Steve Owen,
Chief Executive Officer, NS&I

290
**Client Innovation
Workshops delivered
in GBUs [AO10]**

Quantum leap forward

November 2016 saw the launch of Atos Quantum, the first quantum computing industry program in Europe. The program aims to prepare customers for the quantum revolution that will transform today's digital world with a colossal level of computing power compared to conventional supercomputers.

Atos Quantum is focused on the development of solutions for quantum computing, as well as quantum safe cybersecurity products. Research areas include the development of a portfolio of quantum applications, in particular for Big Data, artificial intelligence, supercomputing and cybersecurity. The program was launched in the presence of world-renowned quantum physicists and mathematicians and fits into Atos' rich technological ecosystem.

As part of the program, Atos has created a new quantum research and development laboratory in France, near Paris, with a dedicated quantum team.

GREENSPECTOR

Partnering for eco-design

Atos has teamed up with French start-up Greenspector to reduce the energy consumption of software processes on mobile te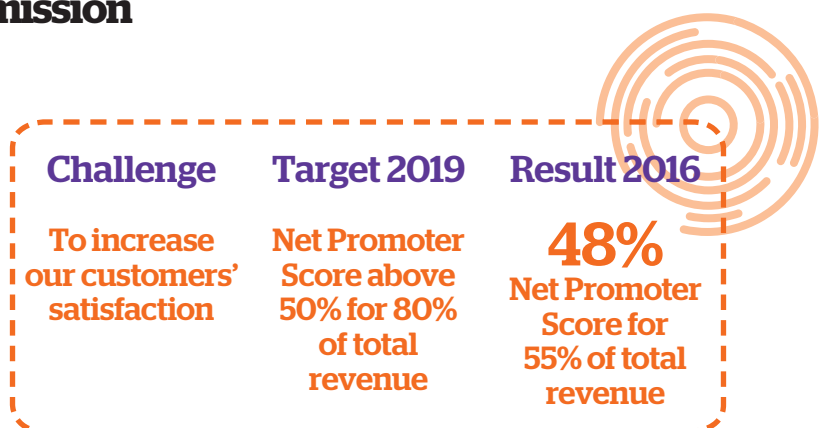lephones, tablets, servers and other platforms. Greenspector has developed an innovative ecodesign solution that allows software developers to monitor the energy usage of each application, analyze patterns of consumption and make their code more environmentally friendly. Atos has successfully used the Greenspector solution to increase the battery life of its Auxylium app for the French armed forces.

Customer satisfaction mission [G4-PR5]

Customer satisfaction is a strategic priority for Atos and a major driver of our growth. As a trusted partner, we aim to continue to create value for our clients through sustainable and innovative solutions.

We track two Key Performance Indicators to measure our performance: our overall Customer Satisfaction Score and our Net Promoter Score. Both metrics have increased significantly in recent years in all divisions, thanks to our efficient delivery of high-value end-to-end services and the development of service behaviors built on proactivity, accountability and trust. Overall, in 2016, our Net Promoter Score rose from 29% to 48%.

Challenge

To increase our customers' satisfaction

Target 2019

Net Promoter Score above 50% for 80% of total revenue

Result 2016

48%
Net Promoter Score for 55% of total revenue

7.9/10 Overall customer satisfaction from strategic surveys [G4-PR5]

1,670 M€ Total revenue of sustainability offerings [AO7]

Competitive advantage from digital innovations

Cloud helps transform the Olympic Games for 4 billion sports fans

DIGITAL	CLOUD	SECURITY

Atos | Worldwide IT Partner

Enabling the most **digitally-connected** Olympic Games

100M Messages sent to the media to share results and data	**1st** Time cloud is used at a Summer Olympic Games	**300K** Accreditations. That's 20% more accreditations than 2012
42 Olympic sports monitoring in real time, featuring 2 new sports -- Golf and Rugby Sevens	**250** Servers for Rio 2016. That's 75% fewer servers than 2012	**400** IT security events per second compared to 200/sec in 2012

Atos, the Worldwide IT Partner of the Olympic and Paralympic Games, along with the International Olympic Committee (IOC) technology partners, used the power of the Cloud and other digital technologies at the Olympic Games Rio 2016 to bring all the excitement of the Games to a worldwide audience of billions.

The Olympic Games Rio 2016 were the first Summer Olympic Games to rely on a partner's domestic Cloud for key applications such as the volunteer portal, workforce systems and the management of more than 300,000 accreditations.

The solutions from Atos meant that the world's media and sports fans were able to access real-time results and analytics from 37 competition venues, for all 66 Olympic and Paralympic disciplines.

The Olympic Games in Rio had the highest level of digital coverage in Olympic and Paralympic history to-date. Atos has provided IT solutions to the Olympic Games since 1992 and is a crucial partner of the International Olympic Committee and the International Paralympic Committee. The Olympic Winter Games PyeongChang 2018 will be the first time that all IT systems for the Olympic and Paralympic Games will be delivered through the Canopy Cloud, reducing costs, strengthening operational performance, and improving our social impact while minimizing our environmental footprint.

Engaging citizens in Australia

Atos has been appointed as one of the three suppliers of information and communications technology infrastructure (ICT) to the government of Western Australia. This marks the beginning of an exciting new digital era for the public sector which will transform the way citizens engage with the state administration.

Under a five-year contract, Atos will help to transition ICT in the state from an 'own and operate' model to a 'consumption-based' model. This will deliver efficiencies, cost savings and improved service outcomes across Western Australia and meet the growing demands of the state's mobile and digitally savvy citizens. This solution is part of the transition to a smarter country, where digital interactions between citizens and the State shape a more efficient and sustainable society.

100 million

Number of messages sent to media customers to share real time results and data at the Olympic Games Rio 2016

Manufacturing and Industry innovations with Siemens

Siemens and Atos reinforced their cooperation to offer digital innovations for manufacturing companies in 2016 through MindSphere. MindSphere is an open, cloud-based Internet of Things operating system from Siemens, with Atos as a strategic partner, to optimize plant performance by collecting and analyzing large datasets across different industries. It forms the basis for applications and data-based services from Siemens and third parties, such as predictive maintenance, energy data management or resource optimization.

The platform provides manufacturers with a new source of competitive advantage and is helping to power the digital transformation of the sector.

Siemens provides the MindSphere ecosystem and Atos contributes ready-made applications, as well as all the integration, infrastructure and security services necessary to build customer-specific applications on the MindSphere platform.

Smarter energy at home

Atos has teamed up with Netatmo, a producer of 'smart home' devices, to help households reduce their energy bills, combining the analytic power of Atos Codex with the latest innovations in connected consumer electronics.

With the Netatmo Smart Thermostat, designed by world-famous product designer Philippe Starck, consumers can save 37% of the energy needed to heat their homes. The Atos Codex analytics platform allows users to check energy consumption data, schedule the thermostat and send out automatic boiler maintenance alerts. The offering provides utilities with a compelling smart home opportunity, helping their customers monitor their everyday usage and reduce their energy consumption.

Digital transformation in packaging

Atos has signed major deals to provide digital services to Coca-Cola Hellenic Bottling Company, one of the world's largest bottlers of Coca-Cola brands, and Elopak, a multinational food packaging company.

Atos is playing a key role in helping Coca-Cola Hellenic Bottling Company drive change and innovation in business critical processes across 28 countries, supporting growth, accelerating time-to-market and optimizing IT spend.

For Elopak, Atos is supporting the transition to a new ERP system based on SAP HANA, providing the company with state-of-the-art supply chain technology, low-risk processes and a lower cost of ownership.

Challenge
To embrace the global digital transformation while offering stronger visibility and resilience in a less predictable environment

Target 2019
Increase the revenue share of Digital Transformation Factory to
40%

Result 2016
Digital Transformation Factory contributed
13%
of revenue

Cutting-edge computing for cancer research

In Barcelona, Atos has supported pioneering research in personalized medicine at the National Center of Genomic Analysis (CNAG), by increasing the center's high-end computation capabilities and unleashing the analytics power of Atos Codex.

At CNAG, researchers determine DNA sequences to help find cures for cancer and other rare diseases. The main challenge facing the center is to quickly identify critical variations when sequencing over 800 billion genomic bases every day.

Atos technology, Bull, developed a tailor-made compute cluster for CNAG, enabling the center to conduct in-depth high-performance data analytics on genome sequences. The new platform from Atos enables CNAG to increase its research output while achieving cost savings. CNAG will soon produce and analyze 3.2TBases per week, equal to 32 full human genomes. Speeding up the production and analysis of genomes reduces research costs and helps find cures faster.

A total of 20 supercomputers developed by Atos are currently ranked in the Top 500 list of the most powerful supercomputers in the world.

100%
of coverage of
ISO 27001 certifications [A03]

New solutions for the digital age

Serious gaming saves lives

In the Netherlands, Atos and digital software developer IJsfontein have helped improve rail transport safety by developing an interactive computer game that raises the awareness of track and maintenance workers.

The Life Savers Game simulates various rail safety scenarios for employees of ProRail, the company responsible for the maintenance of the Dutch rail network. It has proved to be a more effective way of engaging people than traditional methods such as following classes or participating in e-learning. The focus of the game is not on learning rules but on creating a sense of collective responsibility and developing a mindset in which safety at work is of paramount importance.

The awareness of safety dilemmas increases after employees have played the innovative and educational game. As well as the Life Savers Game, Atos has provided employees with an app for reporting incidents and is using big data analytics to help ProRail maintain a vigilant and proactive attitude towards safety.

Happy talk

Thanks to a managed services agreement with Unify, multinational chemical group Solvay has rejuvenated its communications and its working methods.

Using the OpenScape UC Application from Unify, Solvay staff are able to work remotely on their preferred mobile devices, while still staying in full control of their communications. The application streamlines business processes and increases the workforce's availability and productivity. It creates a more flexible working environment, giving staff a sense of control and freedom and helping Solvay recruit and retain employees.

Combined with the centralization of its fixed voice infrastructure in Europe, the agreement with Unify has also delivered Solvay cost savings of 30%.

All in the wrist

There is a new, simple and secure way to authenticate user access to data, based on the unique pattern of each person's heartbeat.

Atos has integrated into its Evidian Enterprise SSO solution a pioneering wireless wristband developed by Nymi. Users who wear the Nymi wristband can sign in to workstations, hands-free, by simply pressing the band against an NFC (Near Field Communication) reader. They are then authenticated by Bluetooth and wireless connectivity will keep this going until they leave their workstation.

This solution represents a major advance for sectors such as health, the pharmaceutical industry and research laboratories. It enables employees to access company data and applications, without having to remember and enter passwords or even use their hands.

Supporting a digitally connected Africa

In October 2016 in Paris, Atos brought together more than 200 representatives of African governments, start-ups and private companies to discuss digital opportunities at the Land of African Business event. The forum was dedicated to African business opportunities and to the role of the digital industry as a lever for sustainable economic growth on the continent. Issues discussed included the concepts of smart cities and smart countries, and the role of cybersecurity in delivering digital trust in Africa. At the event, Atos also showcased innovative technologies that can help support the transition towards a digitally connected Africa.

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

"Our development in Africa is part of the local ecosystem. It's based on strong partnerships with governments, companies, schools and universities. Cooperation means moving forward together for a sustainable future."

Digital services growth in Senegal

In June 2016, Senegal's President Macky Sall inaugurated, alongside Thierry Breton, CEO of Atos, the Atos digital services center for West Africa.
The new Global Delivery Center is now playing a key role in providing digital services to major African and international organizations.

Senegal is one of the largest platforms for Atos operations in the continent. Our inclusive development relies on close relationships with leading schools and universities (including ESP Senegal part of Atos Tier One Program) and on recruiting some of the brightest young talents in the country to our organization. In partnerships with local and multinational customers, we are strengthening the digital economy in Senegal while providing new opportunities to a young and growing population.

Mobile payments in Morocco

Mobile payments are transforming financial services in North Africa and increasing social and economic inclusion. In 2016, the Moroccan telecommunications authority awarded a contract to a consortium including Atos to prepare the way for mobile payments in the Moroccan market. With consortium partners BearingPoint and Jones Day, Atos is analyzing the best technological and business solutions for launching mobile payments in Morocco.

The development of mobile payment should support the emergence of new job-creating activities and accelerate economic growth and benefit society.

Strong global partnership with SAP

Atos has been a major partner of SAP almost from day one. Together, SAP and Atos provide customers with state of the art solutions in the areas of sustainability and IT. In 2016, Atos and SAP strengthened their Global Partnership, helping customers to achieve their sustainability goals, operational excellence, profitable growth and business continuity.

Expanding the Siemens alliance

Siemens and Atos have enjoyed a successful strategic alliance for over 5 years and strengthened their collaboration in 2016 by increasing the funding of their joint innovation investment program by an additional €80 million to €230 million.

Since 2011, Siemens and Atos have achieved a joint order intake of more than €1.7 billion. In those five years, the two companies have built a unique partnership, a joint vision and extensive business and technology collaboration that benefit the customers of both partners. The Atos-Siemens strategic Alliance has been recognized as the preferred European player for digital services for global companies and is in the Top 3 worldwide in most digital activities (such as Cloud, Big Data and Mobility).

Technology as a service with Dell EMC

With the completion in 2016 of the historic merger between Dell and EMC, Atos is now a major partner of one of the world's largest privately controlled technology companies. The partnership with Dell technologies is based on the common view that customers want to consume technology as a service, supported by a cloud-based infrastructure that lowers IT operational costs while boosting efficiency and agility.

Ethics & Supply Chain

Walking the walk
to stand tall

Ensuring we are leaders in ethics and supply chain compliance as an integral part of our business offering

"The culture of Atos is characterized by our support for Corporate Social Responsibility and by our commitment to ethics. This culture is a source of significant competitive advantage for Atos in all our markets. We require all of our suppliers to carry out their business responsibly and ethically. As our supply chain expands into different sectors and countries, we are working closely with our new suppliers to ensure they meet the Atos standards for Corporate Social Responsibility."

As the partner of choice for transforming our customers' core business models, it is critical for Atos to maintain a world-class ethics and compliance culture to cope with today's fast-changing rules and regulations. In all of our markets we are committed to upholding the most stringent standards of ethical behavior. Compliance is embedded throughout Atos and wherever we operate, we ensure that we meet the specific legal requirements of every jurisdiction.

We invest significantly in training employees at all levels of the organization to follow best practices and in particular ensure our compliance with national and international regulations on data protection. For Atos, compliance is more than just about ticking boxes: it is a major differentiator for our entire business. In 2016, we elaborated and improved several tools on legal risk management to support closely our operations, especially concerning sanctions and export controls.

We also take very seriously our responsibility to set an example to our partners in the supply chain. We see our suppliers as long-term partners, whatever their size, whatever their sector, and we support their efforts to become more sustainable. When we choose our suppliers, one of the selection criteria is their approach to Corporate Social Responsibility (CSR). We use internal questionnaires and partner with the EcoVadis consultancy to score their performance. In 2016, EcoVadis audited suppliers equivalent to almost 50% of our spending. Our target is to increase that to 70% by 2019.

If a supplier's score is below our internally set benchmark score, we work closely with them to implement corrective action plans to improve their results. We know how to walk the walk because CSR and continuous improvement are key parts of the Atos DNA: in 2016 our own EcoVadis score went up four points, from 74 to 78.

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

Enguerrand de Pontevès,
Chief Procurement Officer, Atos

5 key
achievements in 2016

1

Ethics

Launch of a **new enriched** and updated version of the Code of Ethics

2

EcoVadis

49% of suppliers' spend covered by EcoVadis assessments in 2016

3

Suppliers

Our target is to spend **80%** of our budget with fewer than 450 suppliers

4

Local impact

290 innovation workshops held with customers versus 264 in 2015

5

Training

49% Percentage of management employees with classroom training in Code of Ethics

Ethics & Supply Chain

Global policies, local compliance

What are the main challenges in terms of Ethics & Compliance for the Iberia region?
Ensuring that each employee knows and respects Atos corporate ethical values and compliance policies and receives the adequate training or information, at his/her level. This is a permanent mission of supervision and awareness, requiring close cooperation with HR.

Can you explain your action plan to deploy the Code of Ethics in Iberia?
Our objective is to make sure that the Code of Ethics and the specific Iberia Code of Conduct are actually signed off by all employees. We therefore required them to read and validate the documents on an electronic platform in 2016. Each new joiner must sign them together with his/her labour contract. In parallel, we significantly increased the number of managers who receive the ETO²S face-to-face training, as they should lead by example.

How is compliance embedded in the GBU management review?
A GBU Compliance Committee composed of our CEO and the top managers was created in 2015. Meeting every 2 months, it closely monitors any compliance related issue and the implementation of our risk prevention program, in interaction with the Group Compliance Team.

Romain Courlet de Vregille,
Legal Counsel, Atos

Responding to new data protection laws

It is critical for Atos to be fully compliant with evolving regulatory frameworks for data protection such as the European General Data Protection Regulation (GDPR) and information security. Our reputation in the market partly depends on our strong and innovative policies, procedures, guidelines and commitments to the protection of personal data. We were the first IT company to obtain certification from European data protection authorities of our Binding Corporate Rules (BCR) for processing personal data.

Our top management and data protection specialists closely followed the development of the new legislation which aims to create a uniform set of rules across the EU fit for the digital era.

During 2016, in response to the GDPR, we refreshed our Data Protection Organization, which was created in 2013 and has a presence in almost all jurisdictions. Our team of data protection officers and legal managers are extensively trained in the challenges and procedures associated with the GDPR and have been certified as experts.

Strengthening training in ethics

Atos provides all employees with a specific mandatory e-learning program about its Code of Ethics that promotes fair practices in daily business activities.

In 2016, a new version of the e-learning module on the Code of Ethics was developed and will be launched in 2017. To reinforce the importance of managers' responsibilities regarding Ethics and awareness on risks of non-compliance specific classroom training sessions were organized for top managers from a number of business units, providing concrete examples of the behavior expected from management in their daily work.

In 2016, 86% of employees completed e-learning on the Code of Ethics and 49% of management employees participated in classroom training [G4-SO4].

16,005 Total number of employees recruited [G4-EC6]

1 Number of significant fines (higher than 100k€) [G4 SO8]
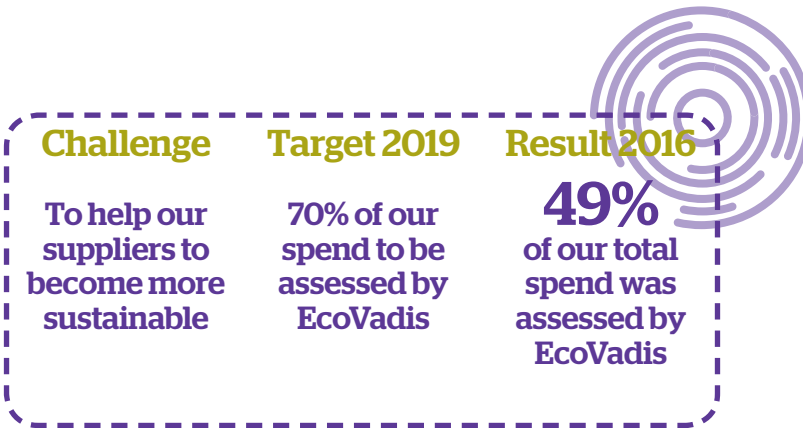
Partners in the 2019 procurement journey

Atos' suppliers play a fundamental role in the continued growth and success of our company.

The relationships between Atos, our suppliers and our customers can take many forms, ranging from outsourcing and insourcing to category management and auctions. Whatever the contractual arrangements, we aim to generate competitive advantage from the expertise, experience and efficiency of the companies in our supply base. When choosing a supplier, we look at a range of criteria including quality, cost delivery, innovation, management and sustainability.

Our procurement goals for 2019 include developing closer working relationships with a select group of suppliers. Our target is to spend 80% of our budget with fewer than 450 vendors.

"In setting our goals for 2019, we have been clear that we want to partner with fewer suppliers and develop closer working relationships with them. We want partnerships that give Atos access not only to reliable day-to-day performance but also to useful new technologies."

Peter Hobday,
Deputy Chief Procurement Officer, Atos

Challenge	Target 2019	Result 2016
To help our suppliers to become more sustainable	70% of our spend to be assessed by EcoVadis	**49%** of our total spend was assessed by EcoVadis

Advocates for sustainability

Corporate and social responsibility (CSR) is a major factor in determining the relationship between Atos and its partners in the supply chain. As well as carrying out our own assessments, we use the services of the EcoVadis consultancy to analyze the CSR performance of our top suppliers and recommend potential improvement schemes.

Interview with Atos supplier ZeroChaos, Charles Faigle - Vice President, Enterprise Solutions, ZeroChaos

ZeroChaos is a global provider of workforce management solutions and has worked with Atos, as a supplier, in Europe and North America since 2012. In a recent EcoVadis assessment, the company scored 31 points and subsequently worked to improve the score to 49 points.

What did you learn from the EcoVadis assessment of ZeroChaos?
ZeroChaos operates in a culture of continuous improvement. We apply best practice ideas to improve in all areas where we operate. The EcoVadis survey helped us ensure that our practices are properly communicated both internally and externally. Combined with proper documentation and understanding of our goals, it has helped us achieve better results and increase our EcoVadis score.

How has the relationship with Atos helped ZeroChaos adopt more sustainable working practices and increase its EcoVadis score?
By sharing best practices applied by the Atos organization ZeroChaos has been able to take a different view and look at issues we may not have considered before, all of which helps our organization establish more complete and broader sustainability goals.

How do you think a higher EcoVadis score and a more sustainable operation can help ZeroChaos grow its business?
We have a continued global focus on sustainability. This is not just a compliance item for us but rather something that we as a corporation are taking on as a part of our corporate responsibilities. Corporate responsibility is a core priority at ZeroChaos. We drive this priority internally as part of the onboarding of all new ZeroChaos team members and utilize these factors in working with our customers globally. Our plan is to continue growing our relationships with Atos and to expand our services to new markets.

49% Total percentage of spend assessed by EcoVadis

85% Proportion of spending on local suppliers [G4-EC9]

Volunteers from Atos supporting social initiatives

## Atos IT Challenge: Inspiring the next generation of digital professionals

How to manage one's online persona and to protect the right to be forgotten were the digital challenges that university teams from around the world needed to develop solutions for in the 2016 Atos IT Challenge. This popular annual international student competition dedicated to technological innovation invited students to create a smart mobile device app to help users track and manage their personal data from the perspective of an individual, a citizen, an employee or a consumer.

In total, 53 teams of students from 19 countries submitted their ideas. The winning team from Loughborough University in the UK presented an app that makes it easy for people to manage their online reputations through a sentiment analysis algorithm and 'credit scoring' feature.

The 2017 Atos IT Challenge is to develop an innovative concept for an app based on blockchain technologies.

Building digital opportunities in Africa
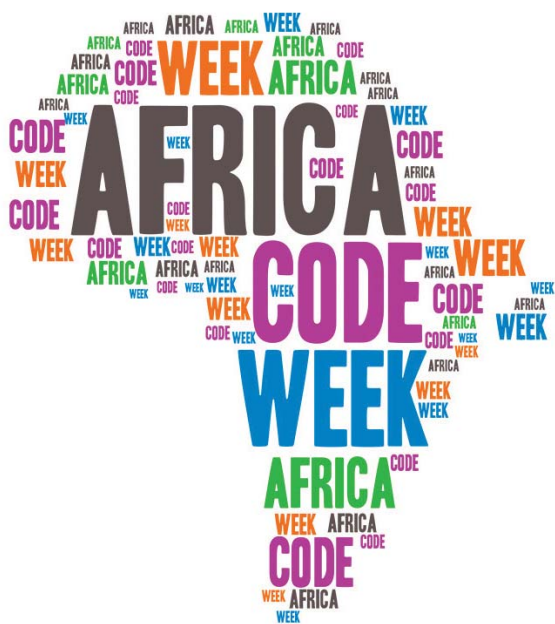
Atos is a strategic partner of Africa Code Week, the largest digital literacy initiative ever organized on the continent. In 2016, the initiative from SAP, the Cape Town Science Center and the Galway Education center empowered 426,758 young people from 30 African countries by providing training in basic computer coding.

Volunteers from Atos business units in Morocco and Senegal helped introduce young people to coding through hands-on and fun learning.

This award-winning initiative aims to narrow the digital skills gap in Africa's fast-growing population and provide the young generation with the coding tools and skills they need to thrive in the 21st century workforce.

Cycling for cancer charities

Atos business technologists from 8 different European countries came together in September 2016 to raise funds for cancer charities by cycling from the Atos global headquarters near Paris, France to Eindhoven, where major Dutch Atos operations are based. Now in its thirteenth year and known as the Atos Tour, this sporty fundraising initiative saw more than 60 Atos work colleagues successfully covering 470 km over two days, across a variety of terrains, including steep climbs and descents. The participants were extremely pleased to have raised €27,800 for eight cancer charities in Europe.

Giving opportunities to local youngsters

Through Atos' partnership with Energie Jeunes, Atos employees continue to give their time and expertise to introduce young people from socially deprived areas to the world of work. The relationship with Energie Jeunes, a French not-for-profit organization, has been in place since 2011 and involves Atos employees voluntarily visiting secondary schools near to Atos' major sites and discussing with young people the importance of higher education and encouraging perseverance and fulfilling one's potential.

Atos also has strong ties in place with two local secondary schools based in Bezons, who send between 10 and 15 students every year for observation internships. The students spend a week working in different departments of the company so as to experience working life in a digital services company.

"We use all the means made available by Energie Jeunes and secondary schools to run a dynamic and powerful program in order to convince these students to take care of their own lives individually. We support them in the realization of an engagement until they reach the results to which they have committed themselves."

Christian Lang,
Atos Energie Jeunes volunteer

Environment

Innovative leadership
for the environment

To be the best in business today, we and our customers see raising environmental performance as intrinsic to our success

As a major IT service player operating datacenters around the world, the most material environmental challenges for Atos are the energy consumption and carbon intensity of our business as well as the impact of business travel. Since 2008, we have reduced our greenhouse gas emissions by 50% both in absolute and intensity terms. Across our business, we are cutting emissions by reducing travel, using remote collaboration tools and encouraging car sharing and low carbon transport. We aim to use as much decarbonized electricity as possible in our strategic datacenters, and we offset 100% of their residual CO_2 emissions. We are committed to continuously improving the energy efficiency of our datacenters, as measured by their power usage effectiveness. In 2016, our strategic datacenters are now more energy efficient than ever before.

Because the environment and climate change are increasingly important for our customers, we offer carbon neutral hosting services. These enable IT-intensive clients to drastically reduce their indirect emissions of greenhouse gases.

Thanks to our technology brand Bull, Atos is also on the cutting edge of the development of energy-aware supercomputers. Our products are among the leaders in the Green 500 list of energy-efficient supercomputers. Our computing power and digital transformation capabilities are helping customers in all markets develop innovative solutions for a more sustainable future.

In 2016, we set ambitious new environmental targets for our business. Among them, we aim to further reduce our CO_2 emissions as a proportion of revenue by an additional 5% to 15% by 2020*.

"Thanks to our continuing actions to reduce carbon emissions and mitigate the business risks of climate change, key players such as the Carbon Disclosure Project and the Dow Jones Sustainability Index recognize Atos as a global environmental leader within the IT sector."

Eric Grall,**
Head of Infrastructure & Data Management, Atos

Philippe Vannier,
Chief Executive Officer of Bull and Group Advisor for Technology

* Operational scopes 1, 2 and 3A including energy consumption and travel - baseline 2016
** as of April 3, 2017, Peter Pluim, COO of Infrastructure & Data Management, succeeded Eric Grall as Head of Infrastructure & Data Management. Peter Pluim joined the Executive Committee in this capacity.

5 key
achievements
in 2016

1

Carbon reduction

50% reduction in carbon absolute and intensity emissions since 2008

2

Efficiency

Power usage effectiveness ratio of our strategic datacenters improved to **1.62**, from 1.64 in 2015 (IDM scope*)

3

Sequana supercomputers

Ranked among the leaders in the Green 500 list evaluating the most energy-efficiency supercomputers.

4

Offsetting

100% offsetting of residual CO_2 emissions from datacenters (IDM scope*)

5

Certification

124 strategic datacenters and main office sites certified ISO 14001

* IDM scope = Infrastructure & Data Management division scope

Environment

Keeping our carbon
footprint to the minimum

A world leader in tackling climate change

International non-profit organization CDP recognized Atos as a world leader for corporate action on climate change in October 2016, placing the company on its 2016 Climate "A" List.

The accolade was earned through the company's continuous efforts to integrate environmental priorities into its overall strategy, to reduce its own footprint and to innovate and develop digital solutions that its clients can use to meet both their business and climate challenges.

While thousands of companies submitted information to be independently assessed against CDP scoring methodology, just 9% were awarded an "A" grade.

Going solar in the UK

In Blackpool in the UK, Atos installed solar panels on the roof to help the UK Government's investments organization, NS&I, reduce its carbon footprint and improve its environmental credentials.

The combination of energy consumption and revenue savings from feeding energy into the grid means the project will generate a return on investment within 6.5 years. The panels were simple to install, with minimal disruption to the business. Atos managed the procurement, installation, and commissioning of the array and is maintaining and operating the system for the client.
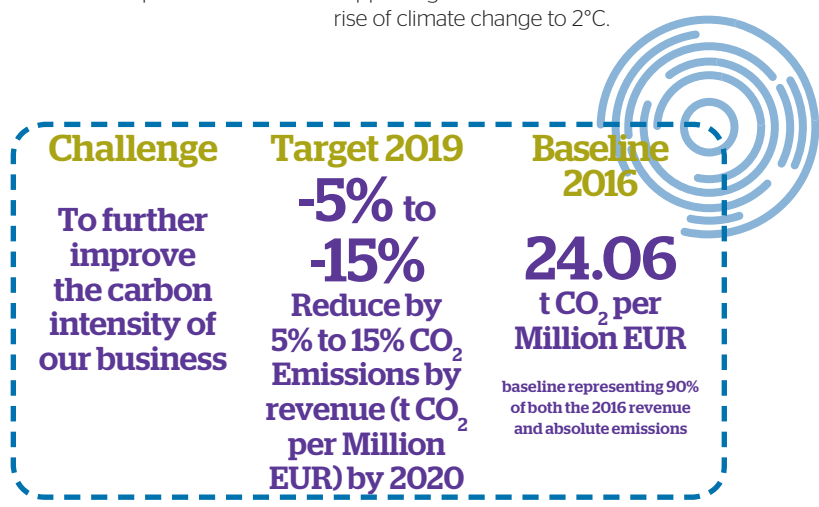
Keeping ambitions high

Atos' commitment to reducing carbon emissions is longstanding. The company achieved carbon reduction targets of -50% twice in a row: between 2008 and 2012 in tons of CO_2 and between 2012 and 2015 in tons of CO_2/M€ revenue. It has offset 100% of its datacenters' energy residual CO_2 emissions since 2010.
At the end of 2016, Atos announced its new target of reducing by 2020 its CO_2 emissions as a proportion of revenue by an additional 5% to 15%.
Furthermore, in 2015 ahead of the COP 21 international convention on Climate Change, Atos committed to being active with the 4 following initiatives:

- **Engaging more actively with stakeholders** to contribute effectively to building a low-carbon and climate resilient economy.
- **Publicly disclosing climate change information** in our mainstream reports, including our Annual Report, Reference Document and financial publications.

- **Putting a price on carbon** to advocate the importance of carbon in performance management and to materially affect investment decisions to reduce greenhouse gas emissions.
- **Adopting a science-based carbon emissions reduction target**, supporting the world effort to limit the rise of climate change to 2°C.

Challenge	Target 2019	Baseline 2016
To further improve the carbon intensity of our business	**-5%** to **-15%** Reduce by 5% to 15% CO_2 Emissions by revenue (t CO_2 per Million EUR) by 2020	**24.06** t CO_2 per Million EUR baseline representing 90% of both the 2016 revenue and absolute emissions

1.62

Global average Power Usage Effectiveness (PUE) of strategic datacenters [G4-EN7]
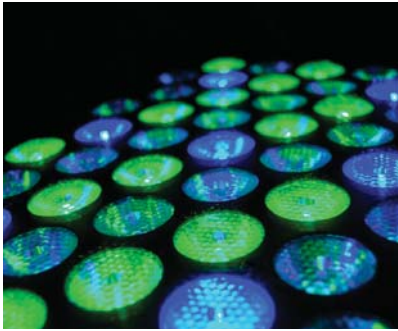
Saving energy in offices

In 2016, a global consolidation and optimization program saved more than 10% of the real estate expenditure of our offices. A range of energy savings initiatives were implemented. For example, at our site in Bydgoszcz, Poland, we gradually replaced the mostly fluorescent lighting with LED lighting, affecting around 10,000 points of light over a 15,000sqm office surface.

The new lighting system has made the workplace more pleasant, cut electricity bills and reduced our emissions.

Decarbonizing datacenters

Atos' carbon neutral hosting services support Atos clients in addressing their business and environment challenges to achieve more sustainable operations. These services form part of Atos' global efforts to reduce carbon emissions.

Wherever possible (in terms of technical and financial feasibility), Atos uses 100% decarbonized electricity in the strategic datacenters that it owns and operates. Moreover, every year, Atos offsets 100% of any residual carbon emissions from all of its datacenters through investing in carbon credits from wind farm projects in India. Financing the installation of wind farms in India generates 53.6MW from 67 wind turbines. The power generated is supplied to the state electricity grids to bring electricity to 32,000 households in rural areas according to EcoAct, an Atos partner working on carbon offsetting for Atos clients, and to help Indian industries and businesses meet their increasing energy needs through a range of energy sources.

By providing carbon neutral hosting services, Atos clients can declare "zero" in their public carbon report (scope 3, outsourced services) for the ICT solutions hosted by Atos.

Challenge	Target 2019	Result 2016
To support energy transition	**100%** Wherever possible aim to consume 100% decarbonized electricity in strategic datacenters operated by Atos	**90%** Decarbonized electricity in strategic datacenters operated by Atos

Keeping the focus on datacenter efficiency

Atos has taken a series of actions to optimize the energy performance of its datacenters, as measured by the power usage effectiveness (PUE). Our long-term objective is to progressively improve the average PUE of our datacenters.

At the end of 2016, after major acquisitions incorporating some datacenters that require further optimization or consolidation, the average PUE for the strategic datacenters was 1.62 (1.64 in 2015).

In 2016, Atos' most efficient strategic datacenter was Longbridge, near Birmingham, UK, with a theoretical PUE of 1.15 obtained by indirect free air cooling and a renewed infrastructure, very near to the theoretical minimum of one.

Taking datacenter management to the next level

Atos took a major step forward in 2016 with the installation of the Data Center Clarity Life Cycle (DC Clarity LC) tool on an Atos central cloud platform, providing a single solution for smarter decision making in DCIM - datacenter infrastructure management.

Jointly developed by Atos/Siemens and now licensed by Siemens, DC Clarity LC delivers a single, consolidated view of all of a datacenter's IT and facilities installations from one workstation, making it possible to improve the management of assets and workflows, lowering costs and increasing energy savings.

The implementation of Datacenter Clarity LC in the Atos datacenters is already proving its value, helping to ensure maximum uptime, reduce the carbon footprint and improve energy efficiency.

2,901 GHG emissions by employee (tCO$_2$ per employee) [G4-EN18]

243.41 Energy intensity by revenue (GJ per Million €) [G4-EN5]

Environment

Certifying our sites for ISO 14001

Challenge

To actively monitor Atos operations' environmental impacts

Target 2019

80% of strategic datacenters and main offices to be certified ISO 14001 or in the process of being certified

Result 2016

124 sites certified [AO14]

In India, a team comprising 45 people contributed to the preparation of six large sites simultaneously for ISO 14001 certification. Strongly supported by local management committees, the team defined management action plans for issues such as waste control, launched awareness training for employees and implemented EMS controls in key areas in line with practices from other companies in India. The final audit was successfully completed in December 2015. All the six sites received the new ISO 14001:2015 standard certification in February 2016. Atos India was the first company in India to be certified under the new standard. India has been leading by example.

Since July 2016, Atos has started a global multi-site ISO 14001 certification process to further standardize and rationalize its environmental management process. Our aim is to certify or have in the process of being certified 80% of our strategic datacenters (operated by Atos co-located sites excluded) and our main office sites with more than 500 employees by 2019.

Atos Digital Workplace reduces travel needs

Collaboration is at the center of all our work at Atos, and the Atos Digital Workplace provides a secure and open platform for easy sharing of knowledge between employees, clients and partners.

These new ways of working, including the use of remote digital collaboration tools such as Circuit from Unify, enable our employees to reduce their environmental footprint and be much more flexible about where they work. Circuit is our new and innovative virtual workplace. Circuit is everything teams need to communicate in a single app: voice, video, screen share, chat, and file sharing, available on any device. Prior to making travel arrangements, Atos' employees and managers must balance time, cost and environmental impact factors in their decision-making. Travelers must consider if instead of traveling, they could achieve their business objectives using remote tools. Throughout the company, our travel practices aim to reduce the number of trips made and to favor less carbon-emitting means of transportation, for example by using train travel rather than cars or planes for business trips and by encouraging car sharing for commuting. In countries such as France, electric cars are made available to employees. The MyCar electric fleet has been available for employees' business travel since 2012.

Design award for satellite solar panels [G4-EC2]

A conceptual design from Atos that optimizes the control of solar panels was recognized with an international award, the Best Design for Additive Manufacturing 2016.

The revolutionary solution of Atos designers includes a self-adjusting ball joint to orientate the solar panels of a satellite so that they can capture the most sunlight at any time of the day, a great improvement on current models that only deploy panels from a fixed position.

The design includes an inner sphere as a ball-joint inside a structural support, which is totally new. It adds movement to what currently is simply a hinge. It can be manufactured in just one part with additive manufacturing.

Cool green datacenters for a global automotive manufacturer

To provide a global automotive manufacturer with the increased computing capacity it needs to design and develop the vehicles of tomorrow, Atos is using innovative mobile datacenters from its technology brand Bull. Mobull containers make it possible to avoid heavy investment in buildings, while offering ease of installation, high density and low energy consumption. These Mobull containers in the Paris region have a 'free cooling' solution that uses low external air temperatures to assist in chilling water, which is then used to cool the datacenter. The free cooling mode guarantees a power usage effectiveness of 1.14. The powerful Mobull datacenters equipped with Bull supercomputers are fully in line with the customer's environmental requirements.

Adriatic powerhouse

Atos installed the most powerful supercomputer in the Adriatic region at the University of Rijeka, Croatia in 2016.

The supercomputer, designed by Atos technology brand Bull, is called Bura after the Croatian name for the powerful north wind. With its 'free cooling' system (using outside air at ambient temperature to cool its infrastructure), it is one of the greenest computers in the world.

The computer is being used in biotechnological and biomedical research and will be available to researchers and students at the university as well as to institutions and companies from outside Croatia.

SURFsara to boost Dutch research

Atos has installed a Bull sequana supercomputer at SURFsara in the Netherlands to expand the capacity of the national supercomputer Cartesius.

The Bull sequana range of supercomputers is ready to support future exascale technologies – which will make it possible to process a billion billion operations per second. Bull sequana is more energy-efficient and much denser than previous systems and fully complies with customer targets for sustainability.

Best practices in eco-design [G4-EC2]

To meet our customers' increasing expectations for the environmental sustainability of their IT hardware, the Atos' division Big Data & Security (BDS) incorporates best practices right from the design stage. These practices are intended to limit the use of hazardous materials and the consumption of energy, and facilitate recycling when the equipment reaches the end of its life.

Patented innovations from Atos BDS include an ultracapacitor that reduces power consumption by 15% and a Direct Liquid Cooling (DLC) solution that minimizes a system's energy consumption by using warm water up to 40°C. 100% of the components of our Bull sequana supercomputers – both compute nodes and switches - are cooled using an enhanced version of the Bull DLC technology. To optimize their energy use, they also incorporate fine-grain energy sensors and a new generation of energy efficiency monitoring software.

CEA Tera1000 Bull sequana enters world super computer ranks

The first building block of the Tera1000 Bull sequana supercomputer that Atos is supplying to the French Alternative Energies and Atomic Energy Commission (CEA) has been ranked among the most powerful supercomputers in the world in the TOP 500 list.

The exascale BXI architecture of the Bull sequana heralds the arrival of the next generation of supercomputers. It will help the CEA simulate complex physical phenomena and industrial systems and enhance the contribution of low-carbon energy.

GRI G4 Content Index

Content Index ATOS — Mar 2017 Service

Atos has produced its 2016 Corporate Responsibility Integrated Report in accordance with the G4 Comprehensive option of the Global Reporting Initiative (GRI). 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.

• 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	ONU Global Compact Principles
			• Strategy and Analysis •					
G4-1	Registration Document P 08 - Interview with Thierry Breton P 59 - Atos materiality matrix Corporate Responsibility Report P 04/05 - Interview with Thierry Breton P 12/13 - Ambition & Strategy P 14/15 - 2019 Financial and Extra-Financial Targets	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Strategy and analysis	II.a) 1.1	
G4-2	Registration Document P 59 - Atos materiality matrix Corporate Responsibility Report P 10/11 - Market Trends P 16/17 - Stakeholders' expectations P 18/19 - Materiality & challenges P 23 - The Group Risk Management Committee	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Description of key impacts, risks, and opportunities.		
			• Organizational profile •					
G4-3	Registration Document P 05 - Business Profile Corporate Responsibility Report P 07 - Profile	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Organizational profile		
G4-4	Registration Document P 05 - Business Profile	Not applicable	Not applicable	Not applicable	YES : Registration Document P 140 - Auditor's Assurance Letter (CRR)	Organizational profile		
G4-5	Registration Document P 320 - Contacts	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		
G4-6	Registration Document P 04 - By Business Unit P 65 - Employees, Atos main asset P 105 - Alignment with Global Reporting Initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		
G4-7	Registration Document P 240- Corporate form	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		
G4-8	Registration Document P 04 - Revenue Profile P 28 - Market sizing and competitive landscape	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		
G4-9	Registration Document P 10 - Atos in 2016 P 65 - Employees, Atos main asset	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile	I.a) 1.1	
G4-10	Registration Document P 65 - Employees, Atos main asset P 72 - Smart Working Conditions P 76 - Being a Responsible employer - KPI overview P 229 - Partnerships and subcontractors	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile	I.a) 1.2; I.a) 1.3;	6
G4-11	Registration Document P 75 - Collective bargaining agreements P 76 - Being a Responsible employer - KPI overview	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		3
G4-12	Registration Document P 91 - A permanent dialogue with Atos suppliers P 92 - Atos' spend 2016 by category Corporate Responsibility Report P 43 - Partners in the 2019 procurement journey	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Organizational profile	III.c) 2	
G4-13	Registration Document P 28 - Market sizing and competitive landscape P 104 - Scope of the report P 228 - External risk factors P 227 - Business risks P 252 - Corporate Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		
G4-14	Registration Document P 227 - Risks analysis	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Organizational profile		

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	ONU Global Compact Principles
• Organizational profile •								
G4-15	Registration Document P 71 - General statement of respect of international labor rights P 95 - Environmental Management P 104 - French legal requirements related to the CR reporting P 104 - Respect of the AA1000 standard P 105 - Alignment with Global reporting initiative G4 guidelines P 291 - Code and charts	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Organizational profile		1, 2, 4, 5
G4-16	Registration Document P 55 - Atos' stakeholders approach P 71 - General statement of respect of international labor rights P 89 - Data Protection	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Organizational profile		
• Identified material aspects and boundaries •								
G4-17	Registration Document P 104 - Scope of the report P 105 - Aspects Boundaries P 198 - Note 30 Main operating entities part of scope of consolidation...	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Identified material aspects and boundaries	General Principle 4	
G4-18	Registration Document P 57 - Atos materiality assessment and the Corporate Responsibility dashboard P 105 - Alignment with Global reporting initiative G4 guidelines **Corporate Responsibility Report** P 06 - Integrated Approach P 18/19 - Materiality & challenges	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Identified material aspects and boundaries	General Principle 4	
G4-19	Registration Document P 57 - Atos materiality assessment and the Corporate Responsibility dashboard P 59 - Atos materiality matrix **Corporate Responsibility Report** P 06 - Integrated Approach P 18/19 - Materiality & challenges	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Identified material aspects and boundaries		
G4-20	Registration Document P 105 - Alignment with Global reporting initiative G4 guidelines P 107 - Methodological detailed information	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Identified material aspects and boundaries	General Principle 2	
G4-21	Registration Document P 105 - Alignment with Global reporting initiative G4 guidelines P 107 - Methodological detailed information	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Identified material aspects and boundaries		
G4-22	Registration Document P 104 - Scope of the report P 107 - Information related to G4-22	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Identified material aspects and boundaries	General Principle 1	
G4-23	Registration Document P 58 - Identification and prioritization of relevant Corporate Responsibility issues P 84 - Shape the digital future with the Group partners P 104 - Scope of the report P 105 - Alignment with Global reporting initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Identified material aspects and boundaries	General Principles 1 and 2	
• Stakeholder Engagement •								
G4-24	Registration Document P 56 - Mapping of stakeholders' expectations **Corporate Responsibility Report** P 16/17 - Stakeholders' expectations	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Stakeholder engagement		
G4-25	Registration Document P 56 - Mapping of stakeholders' expectations P 57 - Stakeholder dialogue	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Stakeholder engagement		
G4-26	Registration Document P 57 - Stakeholder dialogue	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Stakeholder engagement	III.b) 1	
G4-27	Registration Document P 56 - Mapping of stakeholders' expectations P 57 - Stakeholder dialogue P 59 - Atos materiality matrix **Corporate Responsibility Report** P 16/17 - Stakeholders' expectations	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Stakeholder engagement		
• Report profile •								
G4-28	Registration Document P 104 - Scope of the report P 105 - Alignment with Global reporting initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Report profile		
G4-29	Registration Document P 104 - Scope of the report P 105 - Alignment with Global reporting initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Report profile		
G4-30	Registration Document P 104 - Scope of the report	Not applicable	Not applicable	Not applicable	YES : **Registration Document** P 111 - Report of one of the statutory auditors	Report profile		

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	ONU Global Compact Principles
			• Report profile •					
G4-31	Registration Document P 320 - Contacts **Corporate Responsibility Report** P 62 - Contacts	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Report profile		
G4-32	Registration Document P 104 - Scope of the report P 105 - Alignment with Global reporting initiative G4 guidelines P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 63 - Scope of the report P 52/60 - GRI-G4 Content Index Table P 61 - Auditor's Assurance Letter	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Report profile	General Principle 3	
G4-33	Registration Document P 104 - Scope of the report P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 63 - Scope of the report P 52/60 - GRI-G4 Content Index Table P 61 - Auditor's Assurance Letter	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Report profile	General Principles 5, 6 and 7	
			• Governance •					
G4-34	Registration Document P 54 - Building an integrated thinking P 252 - Corporate Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-35	Registration Document P 54 - Building an integrated thinking	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-36	Registration Document P 54 - Building an integrated thinking	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-37	Registration Document P 54 - Building an integrated thinking P 56 - Mapping of stakeholders' expectations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	III.b) 1	
G4-38	Registration Document P 252 - Corporate Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-39	Registration Document P 243 - Board of Directors	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-40	Registration Document P 252 - Corporate Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-41	Registration Document P 252 - Corporate Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-42	Registration Document P 54 - Building an integrated thinking P 55 - Governance **Corporate Responsibility Report** P 22/23 - Governance	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Governance		
G4-43	Registration Document P 54 - Building an integrated thinking P 56 - Mapping of stakeholders' expectations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	II.a) 2	
G4-44	Registration Document P 261 - Assessment of the works of the Board of Directors	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-45	Registration Document P 54 - Building an integrated thinking	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-46	Registration Document P 54 - Building an integrated thinking	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-47	Registration Document P 54 - Building an integrated thinking P 105 - Alignment with Global reporting initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-48	Registration Document P 54 - Building an integrated thinking P 105 - Alignment with Global reporting initiative G4 guidelines	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-49	Registration Document P 88 - A whistleblowing procedure and Internal Investigations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		
G4-50	Registration Document P 88 - A whistleblowing procedure and Internal Investigations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance		

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	ONU Global Compact Principles
			• Governance •					
G4-51	Registration Document P 268 - Directors' fees P 269 - Executive compensation P 276 - Performance share plans and stock subscription or purchase option plans	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	I.a) 3.1	
G4-52	Registration Document P 260 - The Nomination and Remuneration Committee	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	I.a) 3.1	
G4-53	Registration Document P 260 - The Nomination and Remuneration Committee	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	I.a) 3.1	
G4-54	Registration Document P 70 - Remuneration analysis	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	I.a) 3.1	
G4-55	Registration Document P 70 - Remuneration analysis	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Governance	I.a) 3.2	
			• Ethics and integrity •					
G4-56	Registration Document P 86 - Policies, processes and Internal controls to prevent non-compliance risk P 87 - Improvement of Compliance Awareness P 291 - Code and charts	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Ethics and integrity	III.d) 1	10
G4-57	Registration Document P 86 - Policies, processes and Internal controls to prevent non-compliance risk P 88 - A whistleblowing procedure and Internal Investigations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Ethics and integrity		10
G4-58	Registration Document P 86 - Policies, processes and Internal controls to prevent non-compliance risk P 88 - A whistleblowing procedure and Internal Investigations	Not applicable	Not applicable	Not applicable	YES : Registration Document P 111 - Report of one of the statutory auditors	Ethics and integrity	III.d) 1	10

• SPECIFIC STANDARD DISCLOSURES •

• Category : Economic • Material Aspect : Economic Performance •

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	ONU Global Compact Principles
G4-DMA- Economic performance	Registration Document P 59 - Atos materiality matrix P 93 - Responsible Company in the territorial anchor Corporate Responsibility Report P 18/19 - Materiality & challenges P 32 - The partner of choice for sustainable innovation				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC1	Registration Document P 04 - Revenue Profile P 93 - Responsible Company in the territorial anchor P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview P 107 - Detailed information related to G4-EC1 P 168 - Note 3 Personnel expenses P 168 - Note 4 Non personnel operating expenses P 169 - Note 5 Other operating income and expenses P 173 - Note 7 Income tax expenses P 298 - Dividend policy Corporate Responsibility Report P 20/21 - The Atos' value creation model				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Direct economic value generated and distributed	I.a) 3.1	
G4-EC2	Registration Document P 96 - Main opportunities and specific risks P 228 - Environmental risks Corporate Responsibility Report P 51 - Best practices in eco-design P 51 - Design award for satellite solar panels				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Financial implications and other risks and opportunities for the organization's activities due to climate change	II.a) 4	7
G4-EC3	Registration Document P 69 - Coverage of the organization's defined benefit plan obligations P 76 - Being a Responsible employer - KPI overview P 183 - Note 20 Pensions				YES : Registration Document P 111 - Report of one of the statutory auditors	Coverage of the organization's defined benefit plan obligations		
G4-EC4	Registration Document P 93 - Responsible Company in the territorial anchor P 93 - Being an ethical and fair player within Atos' sphere of influence - KPI overview				YES : Registration Document P 111 - Report of one of the statutory auditors	Financial assistance received from government		

• Category : Economic • Material Aspect: market presence •

General Standard Disclosures	Page number	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External assurance	Name of disclosures	Grenelle 2	ONU Global Compact Principles
G4-DMA- Market presence	Registration Document P 59 - Atos materiality matrix P 69 - Recognition and Loyalty Corporate Responsibility Report P 18/19 - Materiality & challenges P 26 - A diverse, talented and motivated workforce				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC5	Registration Document P 69 - Minimum wage comparison P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs				YES : Registration Document P 111 - Report of one of the statutory auditors	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	I.a) 3.1	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
Category : Economic • Material Aspect: market presence							
G4-EC6	**Registration Document** P 72 - Promote Diversity P 93 - Being an Ethical and fair player within Atos' sphere of influence - KPI overview P 109 - Detailed information related to Human Resources KPIs **Corporate Responsibility Report** P 24/25 - Main Key Performance Indicators				YES : **Registration Document** P 111 - Report of one of the statutory auditors"	Proportion of senior management hired from the local community at significant locations of operation	"I.a) 21; III.a) 1; III.a) 2"	6
Category : Economic • Material Aspect: indirect economic impacts							
G4-DMA- Indirect economic impacts	**Registration Document** P 59 - Atos materiality matrix P 84 - Meeting sustainability challenges of clients through offerings **Corporate Responsibility Report** P 18/19 - Materiality & challenges P 32 - The partner of choice for sustainable innovation P 40 - Walking the walk to stand tall				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC7	**Registration Document** P 84 - Meeting sustainability challenges of clients through offerings P 84 - Shape the digital future with the Group partners P 93 - Responsible Company in the territorial anchor P 107 - Detailed information related to G4-EC1 and G4-EC7 KPIs **Corporate Responsibility Report** P 44/45 - Volunteers from Atos supporting social initiatives				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - 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 56 - Mapping of stakeholders' expectations P 91 - Atos spend by country P 93 - Responsible Company in the territorial anchor P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview P 229 - Partnerships and subcontractors **Corporate Responsibility Report** P 44/45 - Volunteers from Atos supporting social initiatives				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Significant indirect economic impacts, including the extent of impacts	III.a) 1; III.a) 2	
Category : Economic • Material Aspect : Procurement Practices							
G4-DMA- Procurement practices	**Registration Document** P 59 - Atos materiality matrix P 91 - Ethics in the Supply Chain **Corporate Responsibility Report** P 18/19 - Materiality & challenges P 40 - Walking the walk to stand tall				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EC9	**Registration Document** P 92 - Atos' spend 2016 by category P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61- Auditor's Assurance Letter	Proportion of spending on local suppliers at significant locations of operation	III.a) 1; III.a) 2	
Category : Environmental • Material Aspect : Energy							
G4-DMA- Energy	**Registration Document** P 59 - Atos materiality matrix P 95 - Main challenges and achievements P 95 - Environmental Management **Corporate Responsibility Report** P 18/19 - Materiality & challenges P 46 - Innovative leadership for the environment				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EN3	**Registration Document** P 95 - Main challenges and achievements P 98 - Energy consumption and intensity ratios P 101 - Managing the corporate environmental footprint – KPI overview P 107 - Detailed information related to G4-EN3				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Energy consumption within the organization	II.c) 3.1	7 and 8
G4-EN4	**Registration Document** P 99 - Travel and new ways of working P 101 - Managing the corporate environmental footprint – KPI overview				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Energy consumption outside of the organization	II.c) 3.1	8
G4-EN5	**Registration Document** P 98 - Energy consumption and intensity ratios P 98 - Offices: Energy efficiency and saving initiatives P 99 - Datacenters: energy Efficiency and saving initiatives P 101 - Managing the corporate environmental footprint – KPI overview P 108 - Detailed information related to G4-EN5 **Corporate Responsibility Report** P 24/25 - Main Key Performance Indicators				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Energy intensity		8
G4-EN6	**Registration Document** P 98 - Offices: Energy efficiency and saving initiatives P 101 - Managing the corporate environmental footprint – KPI overview P 108 - Detailed information related to G4-EN6				YES : **Registration Document** P 111 - Report of one of the statutory auditors) **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Reduction of energy consumption	II.c) 3.2	8 and 9
G4-EN7	**Registration Document** P 95 - Main challenges and achievements P 99 - Datacenters: energy Efficiency and saving initiatives P 99 - Atos' supercomputers: energy optimization P 101 - Managing the corporate environmental footprint – KPI overview P 108 - Detailed information related to G4-EN7 **Corporate Responsibility Report** P 24/25 - Main Key Performance Indicators				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Reductions in energy requirements of products and services	II.c) 3.2	8 and 9

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
			• Category : Environmental • **Material Aspect : Emissions** •					
G4-DMA-Emissions	**Registration Document** P 59 - Atos materiality matrix P 95 - Main challenges and achievements P 95 - Environmental Management **Corporate Responsibility Report** P 18/19 - Materiality & challenges P 46 - Innovative leadership for the environment				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-EN15	**Registration Document** P 97 - Main action plans and levers P 97 - Absolute CO_2 emissions P 101 - Managing the corporate environmental footprint – KPI overview P 107 - Detailed information related to GHG protocol scopes 1, 2 and 3 P 108 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Direct greenhouse gas (GHG) emissions (Scope 1)	II.d) 1	7 and 8
G4-EN16	**Registration Document** P 97 - Main action plans and levers P 97 - Absolute CO_2 emissions P 101 - Managing the corporate environmental footprint – KPI overview P 107 - Detailed information related to GHG protocol scopes 1, 2 and 3 P 108 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	II.d) 1	7 and 8
G4-EN17	**Registration Document** P 97 - Main action plans and levers P 97 - Absolute CO_2 emissions P 101 - Managing the corporate environmental footprint – KPI overview P 107 - Detailed information related to GHG protocol scopes 1, 2 and 3 P 108 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs				YES : **Registration Document** P 111 - Report of one of the statutory auditors	Other indirect greenhouse gas (GHG) emissions (Scope 3)	II.d) 1	7 and 8
G4-EN18	**Registration Document** P 97 - Main action plans and levers P 98 - Intensity CO_2 emissions P 101 - Managing the corporate environmental footprint – KPI overview P 108 - Detailed information related to G4-EN15, G4-EN16, G4-EN17 and G4-EN18 KPIs **Corporate Responsibility Report** P 24/25 - Main Key Performance Indicators P 46 - Innovative leadership for the environment				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Greenhouse gas (GHG) emissions intensity	II.d) 1	8
G4-EN19	**Registration Document** P 95 - Main challenges and achievements P 97 - Main action plans and levers P 98 - Carbon-saving initiatives P 98 - Decarbonized energy P 101 - Managing the corporate environmental footprint – KPI overview P 109 - Detailed information related to G4-EN19				YES : **Registration Document** P 111 - Report of one of the statutory auditors	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. Other 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. Other emissions are not significant for Atos activities.	NO			
		• Category : Social • Sub-Category : Labor practices and decent work : **Material Aspect : Employment** •						
G4-DMA-Employment	**Registration Document** P 59 - Atos materiality matrix P 65 - Employees, Atos main asset **Corporate Responsibility Report** P 18/19 - Materiality & challenges P 26 - A diverse, talented and motivated workforce				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA1	**Registration Document** P 65 - Employees, Atos main asset P 65 - Legal Staff breakdown per gender and age P 66 - Number of people entering in the company per Business Unit P 66 - Number and rate of people entering in the company per gender and age P 67 - Number of people leaving the company per Business Unit P 67 - Number and rate of people leaving the company per gender and age P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs P 109 - Detailed information related to LA1				YES : **Registration Document** P 111 - Report of one of the statutory auditors **Corporate Responsibility Report** P 61 - Auditor's Assurance Letter	Total number and rates of new employee hires and employee turnover by age group, gender and region	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.a) 2.1; I.a) 2.2	6

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
Category : Social • Sub-Category : Labor practices and decent work : Material Aspect : Employment•								
G4-LA2	Registration Document P 69 - Health care coverage, death and disability benefits P 69 - Employees participating in risk benefit arrangement per contract type P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs				YES : Registration Document P 111 - Report of one of the statutory auditors	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 75 - Collective bargaining agreements P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs				YES : Registration Document P 111 - Report of one of the statutory auditors	Return to work and retention rates after parental leave, by gender	I.f) 1	6
Category : Social : Material Aspect : Training and Education •								
G4-DMA-Training and education	Registration Document P 59 - Atos materiality matrix P 65 - Attract and Develop talents P 68 - Right People with the right skills Corporate Responsibility Report P 18/19 - Materiality & challenges P 26 - A diverse, talented and motivated workforce				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA9	Registration Document P 68 - Right People with the right skills P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs P 109 - Detailed information related to G4-LA9 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Average hours of training per year per employee by gender, and by employee category	I.e) 2	6
G4-LA10	Registration Document P 68 - Right People with the right skills P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - 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	I.e) 1	
G4-LA11	Registration Document P 68 - Right People with the right skills P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	I.e) 1	6
Category : Social : Material Aspect : Diversity and Equal Opportunity •								
G4-DMA-Diversity and equal opportunity	Registration Document P 59 - Atos materiality matrix P 72 - Promote Diversity Corporate Responsibility Report P 18/19 - Materiality & challenges P 26 - A diverse, talented and motivated workforce P 30 - United in diversity				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 62 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA12	Registration Document P 72 - Promote Diversity P 73 - Promoting gender P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - 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	I.a) 1.2; I.a) 1.3; I.a) 1.4; I.f) 1; I.f) 2.2; I.f) 3	6
Category : Social : Material Aspect : Equal Remuneration for Women and Men •								
G4-DMA-Equal remuneration for women and men	Registration Document P 59 - Atos materiality matrix P 72 - Promote Diversity Corporate Responsibility Report P 18/19 - Materiality & challenges				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-LA13	Registration Document P 73 - Ratio of total remuneration of men to women by Job Family P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs				YES : Registration Document P 111 - Report of one of the statutory auditors	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	I.f) 1	6
Sub Category : Society : Material Aspect : Anti-Corruption •								
G4-DMA-Anti-corruption	Registration Document P 59 - Atos materiality matrix P 86 - Compliance Corporate Responsibility Report P 18/19 - Materiality & challenges				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-SO3	Registration Document P 87 - Risk assessment and mapping process P 92 - Enhance Sustainable relationship P 110 - Detailed information related to AO17 and G4-SO3				YES : Registration Document P 111 - Report of one of the statutory auditors	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	III.d) 1	10

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

• Sub Category : Society : Material Aspect : Anti-Corruption •

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
G4-SO4	Registration Document P 87 - Improvement of Compliance Awareness P 88 - Number of people who completed the e-learning on the Code of Ethics in 2016 P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview P 109 - Detailed information related to G4-SO4 Corporate Responsibility Report P 24/25 - Main Key performance Indicators P 42 - Strengthening training in ethics				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Communication and training on anti-corruption policies and procedures	III.d) 1	10
G4-SO5	Registration Document P 86 - Policies, processes and Internal controls to prevent non-compliance risk P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview				YES : Registration Document P 111 - Report of one of the statutory auditors	Confirmed incidents of corruption and actions taken	III.d) 1	10

• Sub Category : Society : Material Aspect : Compliance •

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
G4-DMA-Compliance	Registration Document P 59 - Atos materiality matrix P 86 - Compliance Corporate Responsibility Report P 18/19 - Materiality & challenges P 40 - Walking the walk to stand tall				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-SO8	Registration Document P 86 - Policies, processes and Internal controls to prevent non-compliance risk P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview P 109/119 - Detailed information related to G4-SO8 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - 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 •

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
G4-DMA-Product and service labeling	Registration Document P 59 - Atos materiality matrix P 80 - Meeting Client needs and expectations Corporate Responsibility Report P 18/19 - Materiality & challenges P 32 - The partner of choice for sustainable innovation				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - 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 B2B company is not communicating widely to its consumers.	NO			
G4-PR5	Registration Document P 80 - Meeting Client needs and expectations P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview Corporate Responsibility Report P 24/25 - Main Key Performance Indicators P 35 - Customer satisfaction mission				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Results of surveys measuring customer satisfaction		

• Material Aspect : Customer Privacy •

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
G4-DMA-Customer privacy	Registration Document P 59 - Atos materiality matrix P 89 - Data Protection Corporate Responsibility Report P 18/19 - Materiality & challenges P 40 - Walking the walk to stand tall				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-PR8	Registration Document P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview P 89 - Atos' comprehensive data protection approach Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		

• Material Aspect : Compliance •

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
G4-DMA-Compliance	Registration Document P 59 - Atos materiality matrix P 86 - Compliance Corporate Responsibility Report P 18/19 - Materiality & challenges P 40 - Walking the walk to stand tall				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Generic Disclosures on Management Approach		
G4-PR9	Registration Document P 100 - Big Data & Cybersecurity Hardware Technologies P 101 - Managing the corporate environmental footprint – KPI overview				YES : Registration Document P 111 - Report of one of the statutory auditors	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	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
AO2	Registration Document P 75 - Taking into account employees' expectations P 76 - Being a Responsible employer - KPI overview P 110 - Detailed information related to AO2 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators P 26 - A diverse, talented and motivated workforce				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Atos Trust Index® informed by Great Place to Work		
AO3	Registration Document P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview P 89 - Data Protection P 90 - Security Key Performance Indicators and reporting P 110 - ISO 27001 Audits Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Information security and percentage of coverage of ISO27001 certification		
AO6	Registration Document P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to Human Resources KPIs P 109 - Detailed information related to AO6				YES : Registration Document P 111 - Report of one of the statutory auditors	Great Place To Work diversity perception		
AO7	Registration Document P 84 - Meeting sustainability challenges of clients through offerings P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview P 96 - Main opportunities and specific risks P 110 - Detailed information related to AO7 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Total Revenue of "sustainability offering"		
AO10	Registration Document P 83 - Innovative approach of sustainable business P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Customer innovation workshops (number)		
AO11	Registration Document P 74 - Social collaboration P 76 - Being a Responsible employer - KPI overview Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Collaborative technologies development / Total number of collaborative working communities		
AO12	Registration Document P 85 - Generating value for clients through sustainable and innovative solutions – KPI overview Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Digital trasformation factory revenue		
AO14	Registration Document P 95 - Main challenges and achievements P 95 - Environmental Certification P 101 - Managing the corporate environmental footprint – KPI overview Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Number of sites certified ISO 14001		
AO16	Registration Document P 72 - Smart Working Conditions P 76 - Being a Responsible employer - KPI overview P 109 - Detailed information related to AO16 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Lost working days/ Absenteeism rate	I.b) 2	
AO17	Registration Document P 92 - Enhance Sustainable relations P 93 - Being an ethical and fair player within Atos' sphere of influence – KPI overview P 110 - Detailed information related to AO17 and G4-SO3 Corporate Responsibility Report P 24/25 - Main Key Performance Indicators				YES : Registration Document P 111 - Report of one of the statutory auditors Corporate Responsibility Report P 61 - Auditor's Assurance Letter	Supplier Screening		
AO19	Registration Document P 100 - Waste and E-waste P 101 - Managing the corporate environmental footprint – KPI overview				YES : Registration Document P 111 - Report of one of the statutory auditors	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.

Year ended December 31, 2016.
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 51 (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 French Code of ethics (*Code de déontologie*) of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Responsibility of the Statutory Auditor

Based on our work, it is our responsibility to express a limited assurance on the fact that the social, environmental and societal information presented in the 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 guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and with ISAE (International Standard on Assurance Engagements) 3000[1] .

Nature and scope of procedures

We have carried out 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 for 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 24 and 25[2] :
• **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 entities[3]** 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 29 and 100% of the social and societal quantitative information published and between 43% and 45% 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 51 of the corporate responsibility report, taken as a whole, are presented fairly, in accordance with the Reporting Guidelines

Neuilly-sur-Seine, April, 24th 2017

One of the Statutory Auditors
DELOITTE & ASSOCIÉS

Jean-Pierre Agazzi   **Erwan Harscoët**
Partner   Director

1/ ISAE 3000 – Assurance engagements other than audits or reviews of historical information

2/ **Quantitative information:**
Average hours of training that employees have undertaken during the year; Percentage of total employees who received a regular performance and career development review during the year; Percentage of females within Atos; Percentage of females within the board of directors; Atos Trust Index® informed by Great Place to Work (GPTW); Number of active users in Communities; Absentee Rate (%); Net Promoter Score; Percentage of coverage of ISO 27001 certifications; Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data; Percentage of management employees trained in Code of Ethics - Classroom; Number of significant fines (higher than 100K EUR); Total number of employees recruited; Innovation workshops with local clients delivered in countries; Percentage of strategic suppliers evaluated by EcoVadis ; Total percentage of spend assessed by EcoVadis ; Global average PUE (Power Usage Effectiveness) of the strategic datacenters; Energy intensity by revenue (GJ per Million EUR); Energy intensity by employee (GJ per employee); GHG emissions by revenue (tCO2 per Million EUR); GHG emissions by employee (tCO$_2$ per employee); Number of sites certified ISO 14001.
Qualitative Information:
A diverse, talented and motivated workforce; Sharing our success; Decarbonizing datacenters.

3/ France, USA, Netherlands, WL Belgium, WL Spain

Contacts

For further information or questions related to Atos' Sustainability program, please contact:
sustainabletopics@atos.net

Head of corporate responsibility

Olivier Cuny, Executive Vice President,
Group General Secretary

Corporate responsibility & sustainability office

Pilar Barea, Global Program Leader

Sophie Chambon, Business Development

Benjamin Bergeron, Environmental Commitment

Audrey Morin, Legal and Compliance

Delphine Delsaux, Global Communications & Social Responsibility

Sebastien Mandron, Worldline

Leon Emmen, Benelux & The Nordics Stakeholders Dialogue

Jeff Chater, UK & Ireland Carbon Reporting

Andreas Koeller, Germany ISO 14001 Certifications

Jeremy Mussilier, Global Human Resources

Yuliya Zhadan, Global Innovation

Beata Baumann, Global Procurement

Murli Menon, India

Benjamin Bergeron, France

Eva Carro Solana, Iberia

Gregory Chocoloff, APAC

James Flowers, NAO

Petar Opacic, CEE

Ricardo Laurino, SAM

Corporate responsibility report contributions & assurance

Peter Kerstern, Global Human Resources

Jean-Baptiste Siproudhis, Global Compliance

Lionel de Souza, Global Data Protection

Luc Barbier, Global Innovation

Peter Hobday, Global Procurement

Paul Bayle, Global Security

Joop Overeem, Global Data Center Program

Ralf Van Houtem, Global IT

François Baudhuin, Group Logistics & Housing & Real Estate

Patrick Frinault, Quality and Customer Satisfaction

Jean Pierre Creusat, Infrastructure & Data Management

Pierre Gros, Global Safety

Loic Renaud, Global Risks Management

David Jond Necand, Global Finance

Kaci Saheb, Corporate Tax Department

Delphine Sak Bun, Global Litigation

Date Reitsema, Global Wellbeing@work program

Lydia Borchers, Atos University

Slobodan Tanasijevic, NAO reporting

Jaap Struijk, BNL Reporting

Andrea Gomez Vesga, Worldline

Eva Carro Solana, Global Data Consolidation

Patrick Huntjens, Global IT

Herman Verbaken, SuPM Consultant

More than 700 employees from around the world have contributed to reaching our global 2016 corporate responsibility performance goals by collecting and interpreting all relevant data and Key Performance Indicators. Their dedication is crucial to transform Atos into a sustainable Firm of the Future.

Atos 2016 Reports

Integrated Corporate Responsibility Report

This integrated report is aimed at all our stakeholders. This report has been prepared in line with the G4 guidelines of the Global Reporting Initiative and following the principles of the Integrated Thinking and Reporting recommended by the International Integrated Reporting Committee. It includes the main Key Performance Indicators and highlights key initiatives and achievements of the year.

Registration Document

This official detailed document is meant for the investor community. This document integrates the whole set of finance and extra-finance Key Performance Indicators of the Group. It has been produced in compliance with French law Grenelle II.

Annual Report

This report has been prepared for our clients and partners, our people, media and the public bodies. It contains key information about the Atos Group 2016 results and main highlights.

Want to learn more?

Log on Atos website and download PDF atos.net

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About the Corporate Responsibility Report 2016

Integrated Reporting

For the fifth 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 2016 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 2016 and the testimonials from our employees, clients, partners and other key stakeholders illustrate the importance of corporate responsibility at Atos as a key driver for business competitiveness.

In this data-driven and connected world, organizations need both pragmatic and innovative trusted partners to help them in their digital transformation. Atos' Digital Transformation Factory will help our customers navigate towards digital transformation, providing them with enhanced security, greater computing power and deeper collaboration, thus continuing to capitalize on the Group's technological strengths and our people and technical skills in 72 countries.

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