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## SOCIAL, SOCIETAL AND ENVIRONMENTAL RESPONSIBILITY

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Dassault Systèmes, “The **3DEXPERIENCE** Company”, constantly strives to provide businesses and individuals with 3D universes that allow them to imagine sustainable innovations capable of harmonizing product, nature and life. Through this ambition, Dassault Systèmes contributes to the improvement of society and quality of the environment.

By their very nature, virtual universes and the virtual experience that they produce make it possible to address major industrial challenges, such as the management of environmental impacts on a large scale, safety or ergonomics. The adoption

of the **3DEXPERIENCE** platform by customers allows them to envisage new ways of imagining, creating and producing. Planning better, collaborating better, learning better: these virtual universes are also essential to gaining insight into and resolving the current issues in society.

The 13,974 Group employees spread over 40 countries are driven by this ambition.

Dassault Systèmes has been recognized in various sustainable development indices and rankings, including the Global 100 Index, the FTSE4Good and the Carbon Disclosure Project.

## 2.1 Social and Societal Responsibility

Harmonizing product, nature and life: this ambition can only be achieved with the support of the Group’s employees, who are its most valuable asset. They represent the Company’s culture and values and are at the heart of its strategy and its long-term development.

In the light of the Group’s rapid growth, the climate of innovation in which it operates, and its growing number of markets, its main social and societal challenges are as follows:

### Sharing and increasing skills

For Dassault Systèmes, sharing skills means mobilizing the Group’s technologies and talented people to improve society in areas such as education. Created in 2015, “The Dassault Systèmes Foundation” lends its support to the academic world, research centers and general interest organizations (non-profit organizations, museums etc.) in Europe in their quest for knowledge and contributes to transforming the learning experience. Virtual universes can bring much more than traditional classroom books and boards, such as the “3Dcodex”, a new generation of scientific media that can produce models of the physical world with astonishing realism, like a digital twin.

Dassault Systèmes is permanently extending its range of expertise and collaborates with varied profiles: biologists, doctors, geologists, designers, architects... The Group has numerous “selling points” to attract these candidates and keep them motivated: a long-term and high societal value strategic vision, as well as a dynamic and collaborative working environment based on the **3DEXPERIENCE** platform and centered on communities of interest and expertise.

### Inventing new ways to collaborate

Dassault Systèmes developed an initiative in 2015 to create new collaborative methods and a more transversal work model, more conducive to creativity. This initiative aims to allow each person to reveal and use their skills as well as to diversify their activity and expand their network. Among other initiatives, the **3DEXPERIENCE** Lab, implemented in November 2015, is an open innovation laboratory within the company to help innovative start-ups to grow. This initiative gives employees the opportunity to get involved in new projects, not necessarily connected to their positions.

### Structuring information, a strategic value for the Company and its ecosystem

The continual interaction of employees within the Company and with its ecosystem of customers and partners, through applications, or on-line communities, generates a vast quantity of information, including structured and non-structured data on a daily basis, which form part of the Company’s intellectual and economic property. The challenge lies with analyzing, processing in real time, connecting and representing this information and data so that it can be converted into competitive advantages and decision-making aids. With its **3DEXPERIENCE** platform, Dassault Systèmes already has its own tools for managing and monitoring the Company’s business.

**Accelerating the integration of new employees**

A major challenge within a constantly growing company is to integrate new employees. To address this, in addition to the reception and initial support process, Dassault Systèmes provides online communities with fast-paced access to information on the Company, organizations and projects, while showcasing the responsibilities, skills and contributions of each employee.

The different indicators related to these challenges and, more broadly, the human resources initiatives implemented within the Group are presented below.

- Group organization and employees (2.1.1);

- Attracting and developing talented individuals (2.1.2);
- Welcoming employees who have joined the Group via recently acquired companies (2.1.3);
- Rewarding performance and recognizing employees (2.1.4);
- Business ethics, social dialogue and personal safety (2.1.5).

The methodology is described in paragraph 2.1.6. “Methodology for Employee Reporting” and additional information is presented in paragraph 2.1.7. “Appendices regarding the Group’s Employee Headcount”.

## 2.1.1 Group Organization and Employees

The Group is organized by major fields of activity: R&D; Sales, Marketing and Services; and Administration and Other functions for its main markets (see paragraph 1.4.2 “Principal Markets”) within the three geographic regions (Europe, Americas and Asia). The Total Workforce is made up of employees, employees of 3D PLM Software Solutions Ltd

and 3DPLM Global Services Private Ltd, in which the Group owns less than 50% and service providers.

The data related to the Group’s workforce presented in this report is expressed in Full Time Equivalents according to the methodology defined in paragraph 2.1.6. “Methodology for Employee Reporting”. The other indicators used are also explained in this paragraph.

**Overview and Growth of Total Workforce**

As of December 31, 2015, the Total Workforce was 13,974, up 5% compared to December 31, 2014. The number of employees over the last three years is set forth below:

Year ended December 31,	Employees	Service Providers	3D PLM	Total Workforce	Percent change
2015	11,422*	405	2,147	13,974	5.0%
2014	11,013	474	1,825	13,312	24.9%
2013	8,587	378	1,689	10,654	5.3%

\* Indicator verified by the independent verifier.

**Overview and Growth of Employee Headcount**

**Growth of the Company**

As of December 31, 2015, the Employee Headcount increased 4% year over year to 11,422 full-time equivalent employees, located in 40 countries and originating from 123 different countries. This growth is due principally to recruitment carried out in 2015. For more details, see paragraph 2.1.2.1.

“Attracting talented individuals – Movements in Employee Headcount over the period”.

The Employee Headcount indicators presented below remained overall stable between 2014 and 2015.

## Distribution by geographic region

Year ended December 31	Europe		Americas		Asia		Total	
	Employees	%	Employees	%	Employees	%	Employees	%
2015	5,987	52%	3,524	31%	1,911	17%	11,422*	100%
2014	5,787	53%	3,449	31%	1,777	16%	11,013	100%

\* Indicator verified by the independent verifier.

## Distribution by activity

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
R&D	2,281	38%	1,139	32%	300	16%	3,720	33%	3,518	32%
Sales, Marketing and Services	2,924	49%	1,933	55%	1,425	75%	6,282	55%	6,091	55%
Administration and other	782	13%	452	13%	186	9%	1,420	12%	1,404	13%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

## Distribution by gender

The proportion of women in the Group, while stable between 2014 and 2015, may still seem relatively low. This is mainly

explained by the low number of women in engineering schools which is one of the main sources of recruitment for Dassault Systèmes.

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
Women	1,372	23%	876	25%	463	24%	2,711	24%	2,586	23%
Men	4,615	77%	2,648	75%	1,448	76%	8,711	76%	8,427	77%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

## Other characteristics of Employee Headcount

As at December 31, 2015, the key figures to note are as follows (indicator verified by the independent verifier in 2015):

- 98% of the Employee Headcount had permanent contracts and Managers represented 19% of total headcount;
- 14% of the 2,711 women employed by Dassault Systèmes and 20% of the 8,711 men working for the Company are Managers; among the 2,156 Managers, 17% are women.

These figures are relatively stable compared to 2014. The breakdown of this information and additional information with regard to the distribution by age and seniority are presented in

paragraph 2.1.7 "Appendices regarding the Group's Employee Headcount".

## Outside service providers and sub-contracting

Dassault Systèmes regularly calls on outside service providers when it requires resources with specific know-how or for projects with a limited duration.

The cost of using outside service providers in 2015 amounted to €78.0 million, compared to €75.1 million in 2014, an insignificant amount in relation to the Dassault Systèmes operating expenses (€2.21 billion in 2015 and €1.86 billion in 2014).

At December 31, 2015, 405 outside service providers (data expressed in full-time equivalents) worked for the Group:

Year ended December 31,	Europe		Americas		Asia		Total	
	Employees	%	Employees	%	Employees	%	Employees	%
2015	188	46%	144	36%	73	18%	405	100%
2014	217	46%	177	37%	80	17%	474	100%

Dassault Systèmes only establishes contractual relationships with sub-contractors that respect the fundamental laws and regulations concerning labor law and environmental protection (see "Principles of Enterprise Social Responsibility and commitments to ensuring respect for basic rights" in paragraph 2.1.5 "Business ethics, social dialogue and personal safety").

## Organization

### Work time

In each country where Dassault Systèmes has operations, the length of the workweek is determined according to the local regulations.

For example, in France, work time is determined according to whether an employee is under the system of annual working days (*forfait jours*) or the hourly system (*régime horaire*). Employees under the system of annual working days work a predefined number of days per calendar year and other employees work a certain number of hours as defined by local labor agreements in force within each company.

In most of the other countries where the Group is located, the workweek is set at 40 hours. This is the case in Germany, the United Kingdom, the Netherlands, the United States, Canada, Japan, Malaysia, China and India. In Australia, the workweek is 38 hours.

### Full-time and part-time

97% of the Employee Headcount works on a full-time basis. 7% of women and 1% of men work on a part-time basis. These figures are relatively stable versus 2014. Full details of the information on this indicator are presented in paragraph 2.1.7 "Appendices regarding the Group's Employee Headcount".

### Absenteeism

Absenteeism is tracked locally in accordance with regulations applicable in the different countries where Dassault Systèmes operates. The Company does not have a harmonized system for managing absenteeism throughout its subsidiaries (indicator verified by the independent verifier in 2015).

The information presented below covers a part of the Group's French companies (Dassault Systèmes SE, Dassault Systèmes Provence SAS, Dassault Data Services SAS, Netvibes SAS, 3DVIA SAS, Quintiq SAS, Dassault Systèmes Biovia SARL), which represent 30% of the Employee Headcount:

- in 2015, the reasons for employees not reporting for work, excluding annual leave, are as follows: illness for 10,272 days, maternity and paternity leave for 4,801 days, work accident and work-related travel accident for 285 days. The resulting absenteeism rate is 2.1%, stable compared to 2014 (2.2%);
- the total number of authorized absences (such as parental leave and leave for family events excluding paid leave) was 2,765 days at end 2015, or 0.4% of the number of days theoretically worked. This rate is identical to that of 2014.

In the other main countries where the Group operates, the absenteeism rate was the following in 2015: 3.6% in Germany compared to 2.9% in 2014, 1.0% in the United Kingdom compared to 1.3% in 2014, 3.3% in the Netherlands, 0.8% in the United States compared to 0.9% in 2014, 3.3% in Canada compared to 2.9% in 2014, 0.6% in Japan compared to 0.5% in 2014, 3.2% in Malaysia, 0.6% in China compared to 1.8% in 2014 and 2.4% in Australia. The rate remains very low in South Korea and India (less than 0.5%), where absenteeism for reasons of short-term illness is difficult to ascertain as it is included in paid leave.

## 2.1.2 Attracting and Developing Talented Individuals

### 2.1.2.1 Attracting talented individuals

To work for Dassault Systèmes, it is important to have a passion for technological innovation, a desire to work with other people and constantly learn and have an appetite for a challenge; these qualities correspond to the Group's values.

Dassault Systèmes offers its employees an attractive working environment, in facilities, many of which boast excellent green ratings and infrastructure conducive to teamwork. In 2015, 62% of the Employee Headcount worked in certified offices compared to 57% in 2014. This increase comes from the environmental reporting perimeter change as defined in the paragraph 2.2.5 "Methodology for Environmental Reporting".

Employees are mainly recruited locally with permanent contracts, thus contributing to economic growth in each of the 40 countries in which it operates. At December 31, 2015, two-thirds of the Group's Employee Headcount was located outside France and the Group had employees from 123 different countries.

In general, all available positions are published internally and externally and priority is given to internal promotion over external recruitment where the skill level is equal.

Recruitment is a priority for Dassault Systèmes, in order to meet requirements generated by its growth. The Group aims to be recognized as an exemplary employer that contributes to the development of all its people (permanent employees, apprentices and interns). Dassault Systèmes forges relationships with educational establishments and universities in the major countries in which the Group operates. Initiatives are undertaken in the vast majority of the countries where the Group has facilities (see also paragraph 2.1.2.3 "Developing relations with the social, regional and community environment").

#### Movements in Employee Headcount over the period

##### Employee arrivals (Equivalent Full-time)

Most employee arrivals carried out in 2015 stem from direct recruiting efforts. In 2014, acquisitions represented over two-thirds of the Group's new employees and explain most variations between 2015 and 2014.

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
Permanent contracts	637	82%	443	98%	324	98%	1,404	90%	3,298**	94%
Temporary contracts	141	18%	7	2%	9	2%	157	10%	225**	6%
<b>TOTAL</b>	<b>778</b>	<b>100%</b>	<b>450</b>	<b>100%</b>	<b>333</b>	<b>100%</b>	<b>1,561*</b>	<b>100%</b>	<b>3,523**</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

\*\* The figures reported for 2014 are based on the new methodology adopted for the year 2015 for this indicator (see paragraph 2.1.6 "Methodology for Employee Reporting").

Year ended December 31,	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
Women	236	30%	137	30%	106	32%	479	31%	932**	26%
Men	542	70%	313	70%	227	68%	1,082	69%	2,591**	74%
<b>TOTAL</b>	<b>778</b>	<b>100%</b>	<b>450</b>	<b>100%</b>	<b>333</b>	<b>100%</b>	<b>1,561*</b>	<b>100%</b>	<b>3,523**</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

\*\* The figures reported for 2014 are based on the new methodology adopted for the year 2015 for this indicator (see paragraph 2.1.6 "Methodology for Employee Reporting").

The breakdown of employees recruited by type of activity is as follows: 58% in Sales, Marketing and Services, 26% in R&D, 16% in Administration and other.

Additional Information with regard to the age pyramid is presented in paragraph 2.1.7 "Appendices regarding the Group's Employee Headcount".

**Employee departures (Full-Time Equivalent)**

In 2015, 1,130 employees left the Company. Departures were broken down as follows:

Year ended December 31,	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
Permanent contracts	437	81%	390	99%	194	98%	1,021	90%	950**	90%
Temporary contracts	102	19%	4	1%	3	2%	109	10%	107**	10%
<b>TOTAL</b>	<b>539</b>	<b>100%</b>	<b>394</b>	<b>100%</b>	<b>197</b>	<b>100%</b>	<b>1,130*</b>	<b>100%</b>	<b>1,057**</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

\*\* The figures reported for 2014 are based on the new methodology adopted for the year 2015 for this indicator (see paragraph 2.1.6 "Methodology for Employee Reporting").

On average, the attrition rate was 10.1% in 2015 versus 10.5% in 2014. Excluding temporary contracts, the rate was 9.3% in 2015 and 10.1% in 2014.

### 2.1.2.2 Developing, training and managing the careers of Dassault Systèmes employees

#### 3DS University

In an environment of constant innovation, "Passion to Learn" is one of Dassault Systèmes' core values. This core value is driven by the 3DS University mission, which is to offer development initiatives in line with the activities and the objectives for each employee.

Via the **3DEXPERIENCE** University tool, based on the **3DEXPERIENCE** platform and communities of experts, Dassault Systèmes offers a range of training modules and tests in various formats (on-line, face-to-face, e-classes), to validate knowledge and skills.

In 2015, strategic development focused on boosting the performance of sales forces and services teams, consolidating and sharpening the technical skills of R&D employees and ensuring that all employees had a solid grasp of Dassault Systèmes' solutions and applications.

Within this framework, the challenge is for each person to be able to participate in the modules at any time via a digital learning experience. The focus has been placed on blended learning: e-learning, exchanges with experts and ongoing dialogue with peers in on-line communities.

To propose a coherent training offering, the 3DS University is structured around core skills development. Five Colleges address job skills and two Programs deal with cross-sector skills. Each College and Program offers a reference libraries of learning opportunities:

- the Sales College: customer relations and marketing, sales and technical-commercial skills and service job skills;

- the R&D College: IT technologies;
- the Business Administration College: finance, legal and human resources management;
- the Industry College: knowledge of Dassault Systèmes' software range;
- the Brand College: mastery of products sold and used by customers;
- the Manager Program: leadership and team management;
- the SwYmer Program: skills associated with knowledge of Dassault Systèmes, its values and soft skills.

#### Key 2015 actions in the Colleges

An on-line onboarding program for the sales team was developed in the Sales College. The sales teams can now consult modules, work on exercises, and learn the sales processes and methods for their field at the most convenient time for them. This program was tested in 2015. Already one third of new employees in this function have taken the courses. The marketing department also benefited from modules made available on-line at the end of 2015, to understand the strategy, tools and processes implemented within Dassault Systèmes.

The sales support teams also took part in the programs, focusing on understanding the sales force challenges and contract management, in order to strengthen and optimize everyone's work in the sales process.

Web development training on the **3DEXPERIENCE** platform was deployed worldwide. Technological innovation is at the heart of Dassault Systèmes' concerns. Half of all hours were provided in the e-learning format. This has allowed each Group employee to receive the same content, which doubled the total training hours provided worldwide.

2015 was also an important year for the deployment of training on product knowledge and solutions. Dassault Systèmes' solutions experts set up workshops to offer training to all technical-sales employees, which were replicated worldwide. The provision of on-line trainings to enhance product knowledge was a major component in improving skills in these subjects.

#### *Key 2015 actions in the Programs*

As part of its ongoing development efforts for Managers undertaken in 2014, Dassault Systèmes added new training offering to support individuals in their role. The Company has expanded its offer to include: coaching, tutorial sessions and special team-building events. This has reinforced Dassault Systèmes' values and consolidated a network of internal experts devoted to this activity.

The implementation of onboarding sessions was harmonized and is being gradually rolled out in the different countries where the Group operates. All new Group employees take part in the onboarding program, which presents the Dassault Systèmes Group, its strategy, values and the **3DEXPERIENCE** platform on Day 1. 90 days later, additional sessions are organized to consolidate knowledge and canvas feedback from the new arrivals to continuously forge a sense of community and sharing.

In 2015, 236,043 training hours were delivered in the main Group countries (see paragraph 2.1.6 "Methodology for Employee Reporting"). This number represents all trainings formally reported by the different countries. It, however, excludes other learning conditions falling outside this formal

context, such as on-the-ground learning, workshops and virtual exchange communities. Training associated with the solutions portfolio in the Dassault Systèmes' offering (Brand College) are now counted in this volume of hours as the result of an updated reporting system. The ratio of training hours per employee increased to 23 hours in 2015 compared to 13.3 hours in 2014. This 70% increase can be explained by the fact that in 2015 the following were accounted for: the training on the solutions portfolio in the Dassault Systèmes' offering (Brand College) and the integration of companies acquired in the operations of the 3DS University. Excluding the impact of these two combined effects, the ratio of training hours per employee was stable: 14 hours in 2015 compared to 13.3 hours in 2014.

The number of hours of online training also increased considerably. Online training was used more and is accounted for in all training courses. It is accessible from the **3DEXPERIENCE** University and built into the employee career development path. The share of this online training increased to 52% in 2015 compared to 7% in 2014, mainly explained by the significant use of this type of training by employees from Quintiq Group companies acquired in 2014. 27% of the 236,043 training hours accounted for comes from these companies.

Training hours for women represent 22% of the total number of hours in 2015 compared to 25% in 2014. The Brand College explains this decrease which was predominantly attended by men (87%), representing 49,094 hours at end 2015. However, excluding Brand College, this proportion remained relatively stable in 2015 (24%) compared to 2014 (25%).

Distribution of training hours by College or Program at December 31, 2015	Europe <sup>(1)</sup>	Americas <sup>(1)</sup>	Asia <sup>(1)</sup>	2015 Total	%
Sales College	13,402	8,705	10,278	32,385	14%
R&D College	30,017	11,055	17,893	58,965	25%
Business Administration College	11,802	12,291	5,472	29,565	12%
Industry College	2,839	1,890	1,881	6,610	3%
Brand College	19,303	18,756	11,035	49,094	21%
SwYmers Program	25,865	9,983	12,312	48,160	20%
Managers Program	4,765	3,189	3,310	11,264	5%
<b>TOTAL</b>	<b>107,993</b>	<b>65,869</b>	<b>62,181</b>	<b>236,043*</b>	<b>100%</b>
<b>Distribution of training hours by category</b>					
Managers	14,495	9,775	7,457	31,727	13%
Non-Managers	93,498	56,094	54,724	204,316	87%
<b>TOTAL</b>	<b>107,993</b>	<b>65,869</b>	<b>62,181</b>	<b>236,043*</b>	<b>100%</b>
<b>Distribution of training hours by men/women</b>					
Men	82,930	52,152	49,856	184,938	78%
Women	25,063	13,717	12,325	51,105	22%
<b>TOTAL</b>	<b>107,993</b>	<b>65,869</b>	<b>62,181</b>	<b>236,043*</b>	<b>100%</b>
<b>Ratio</b>				<b>23 H<sup>(2)</sup></b>	

\* Indicator verified by the independent verifier.

(1) Country > 150 Employees - Europe: France/Germany/United Kingdom/Netherlands - Americas: United States/Canada - Asia: Japan/Malaysia/China/South Korea/India/Australia.

(2) Ratio = average number of hours per employee excluding 2015 acquisitions.

### Promoting diversity and gender balance

The Code of Business Conduct demonstrates the extent to which the Dassault Systèmes culture is based on mutual respect, fairness, and the diversity of its employees. Within this context, recruitment, training, promotion, assignment and more generally, all work-related decisions are based on competencies, talent, achievements and employee motivation, without any form of discrimination, harassment or bullying.

#### Professional equality between men and women

Dassault Systèmes encourages gender equality within its workforce by developing access for women to its different businesses and by spearheading initiatives for women's career advancement.

In June 2015, a first 3DS WIN (Women Initiative) Summit brought together 23 Group representatives globally. An assessment and a list of priority actions were drafted, in order to develop the recruitment plan for women at Dassault Systèmes and have more women in management positions. At December 31, 2015, 24% of 3DS employees were women, representing 17% of Managers.

31% of people recruited during the year were women, spread over the following services: 49% in Sales, Marketing and Services, 30% in Administration and other, and 21% in R&D. It

is important to highlight that the Group's ability to hire more female engineers is very limited as they are under-represented in engineering schools.

The 3DS WIN (3DS WOMEN INITIATIVE) internal community, implemented in 2012, continued to coordinate a network of women and men determined to encourage, inspire and mentor women to develop their careers within Dassault Systèmes. In 2015, numerous actions were implemented locally including: a partnership with the Women's Forum for Economy and Society; a conference on leadership at the 3DS Paris Campus; actions to promote the recruitment of women in India; an inter-company exchange on best practices in North America, etc.

The Dassault Systèmes Executive Committee is comprised of two women and eight men while the Board of Directors has four women members and five men.

Dassault Systèmes endeavors to comply with applicable regulations regarding professional equality and non-discrimination in the different countries where it has employees. The French, German, English, Dutch, American, Canadian, Japanese, Chinese, South Korean and Australian companies of Dassault Systèmes, which employ 86% of the Company's Employee Headcount, are subject to specific employment anti-discrimination and gender-equality laws.

For example, in France, the agreement regarding equal professional treatment and balanced employment between men and women at Dassault Systèmes SE was renewed and signed on July 9, 2015 for a three-year period.

It covers the following themes: hiring and developing the professional gender balance, the equal compensation and pay policy between men and women, promotion and career development, work-life balance, awareness and communication campaigns to change mindsets and behavior.

In addition, in order to analyze the positioning of men and women at Dassault Systèmes SE and to define actions to be undertaken to eliminate possible inequalities, a report on the situation comparing general employment conditions and training for men and women is prepared each year in accordance with the law. It has been available on the intranet site since 2010.

Some French subsidiaries have also implemented agreements on equality or the promotion of diversity (Dassault Systèmes Provence SAS, Dassault Data Services SAS).

In the United States, Dassault Systèmes ensures compliance with regulations regarding equality in the workplace (hiring, training, promotions, compensation, dismissals and any other decision related to work), in particular Title VII of the Civil Rights Act. It sends reports of compliance with these regulations (EEO1, Vet100 and Affirmative Action reports) to the U.S. authorities each year.

### **Disabled persons**

The French, German, English, Dutch, American, Canadian, Japanese, South Korean and Australian companies of Dassault Systèmes, which employ more than 80% of the Employee Headcount are subject to specific laws on disabled persons. This is also the case for most of the other European countries where employees are located.

In France, since the first agreement implemented in 2003 within Dassault Systèmes SE to promote the employment of workers with disabilities, which created conditions favorable for their integration, several agreements have been renewed, the last of which was signed on December 7, 2015 (Insertion and Employment of people with disabilities within the Dassault Systèmes Group 2016 - 2017 - 2018).

These agreements reflect Dassault Systèmes SE's commitment to make the hiring, training and continued employment of workers with disabilities a major component of its policy.

At December 31, 2015, 51 known and reported disabled persons were employed by Dassault Systèmes SE compared to 48 in 2014. Dassault Systèmes SE is committed to training and hiring at least 35 disabled persons under all types of

contracts (permanent, fixed term, interns, work-study) over three years, including at least 12 permanent contracts, for all types of qualifications.

Furthermore, a large number of initiatives concerning employee support, training and awareness have been launched: improving workstations, conferences, videos, sessions aimed at raising awareness with regard to welcoming and integrating disabled employees, etc. Actions with external service providers have also been carried out, including partnerships with the protected sector and services on the 3DS Paris Campus.

Access to 3DS Paris Campus for disabled persons was specifically considered during construction (such as floor quality, doors, furniture, Eo-guidage signaling, magnetic loops, accessible meeting rooms, parking lot entrances, for example).

Since 2011, Dassault Data Services SAS has committed itself each year to adopt measures supporting the integration and employment of disabled persons. In 2015, the following efforts were continued: initiatives in favor of recruitment, adapting workstations, training and awareness.

There are no specific agreements on this topic for the other French subsidiaries.

In the United States, the regulations regarding job equality (see the paragraph above "Professional equality between men and women") apply in cases of discrimination against disabled employees. It is, however, not permissible to ask about the type of the employee's disability. As a result, no data is provided.

### **Intergenerational agreements**

In application of French law, an intergenerational agreement was signed at Dassault Systèmes SE on October 8, 2013 for a three-year period.

This agreement extends from the agreement regarding employing senior employees (agreement signed in 2010), building on the measures initiated to anticipate career changes, develop and transfer skills and manage the transition between working life and retirement. It has now been broadened to include a component aimed at facilitating the recruitment and integration of young people within the Company.

An intergenerational agreement has also been put in place at Dassault Data Services SAS and Dassault Systèmes Provence SAS for a three-year period and there are corporate action plans at Netvibes SAS and 3DVIA SAS in particular. There are no specific agreements for the Quintiq SAS and Dassault Systèmes Biovia SARL companies.

### 2.1.2.3 Developing relations with the social, regional and community environment

#### The Foundation

The Dassault Systèmes Foundation was created in the form of an endowment fund on August 15, 2015 (Official Journal, announcement no. 1460).

Its purpose is to contribute to transforming education and research by building on the powerful possibilities of learning and discovery offered by 3D technology and virtual universes. The Dassault Systèmes Foundation wants to support the creation of conditions conducive to developing creative thinking to harmonize product, nature and life.

Its aim is to:

- actively support the transformation of teaching and educational innovation particularly through 3D experience imaging and content;
- generate interest from young people for careers in engineering, sciences and digital technologies;
- broaden access for schools and universities to 3D technologies and content, as well as simulations;
- encourage scientific and technological research, and
- contribute to the preservation, conservation and enhancement of humanity's intellectual heritage.

The Dassault Systèmes Foundation grants scholarships and provides digital content and virtual technology expertise to education and research projects led by universities, research institutes or other European general interest organizations. This support promotes access to 3D technologies which have been used for a long time by industry to design, develop and manufacture most of the products on which society is based.

Nine projects were selected in 2015. Eight of the nine projects were innovative educational initiatives in three types of schools: engineering schools, schools that provide Professional Aptitude Certificates, and schools for disadvantaged youth. The Dassault Systèmes Foundation also supports an ambitious international scientific mission that aims to use the most recent technologies and 3D simulation to understand how the Kheops pyramid was built.

The Dassault Systèmes Foundation focuses its general interest mission on society to build a better future in a constantly-changing world.

#### Company relations with secondary and post-secondary education

Dassault Systèmes' relations with the world of education are aimed at constantly updating teaching methods and fostering the skills and talents expected by its clients. This effort was stepped up in 2015.

#### *Training the engineers and technicians required by Dassault Systèmes' customers*

At the end of 2015, five million pupils and students were using one or more of the Group's technologies in an educational context, mainly in secondary and higher education. The Company's efforts have led to the overall broadening of the user community as well as developing and modernizing their uses. To date, they include 36,000 institutions worldwide.

SOLIDWORKS continued its expansion to a total of 2.4 million licenses, including a large-scale installation of 20,000 licenses to the 13 California State University campuses.

The academic skills certification program for CATIA was completely remodeled and includes a group of 86 certification centers in France, Spain, the United States, Canada, Japan, China and South Korea.

The program for the creation of education expertise centers ("PLMCC"), joining Dassault Systèmes and the French Ministries of National Education and of Higher Education and Research, was extended by the addition of two new sites, in Mexico at the Technological University of Aguascalientes and in Argentina, at the National University of Cordoba. In Mexico, the center serves 125 institutions where 100 teachers have already been trained to use Dassault Systèmes solutions. In Argentina, 2,000 teachers and students have access to these solutions. In order to encourage greater interest in the sciences and technology, and contribute towards reversing the trend of disinterest among young people for these disciplines in France, the multidiscipline *Course en Cours* competition has maintained its level of participation across France and French high schools abroad, with 11,000 secondary and high school students taking part.

#### *Facilitating educational innovation*

The development of new educational practices implementing Dassault Systèmes' solutions took on a new dimension in 2015 with the creation of a "Learning Lab" on the 3DS Paris Campus in Vélizy. Numerous directors of academic institutions worldwide have visited this lab to discover new learning experiences which replicate real life experiences which students can apply to their future work environment.

One of the many new uses of the Learning Lab illustrated by the Company is the increasing number of internet-based educational activities on industrial objects. New activities that draw more from the **3DEXPERIENCE** platform in this area include the use of the humanoid robot, "Poppy", an open source system that creates numerous learning scenarios.

In the area of scientific research, an innovative geology project was completed with La Salle Institute in Beauvais. This project broke new ground in the modelling of lava cooling phenomena and created new frameworks for students' practical work. In particular, the project validated the transferability of industrial life cycle management methods, generally practiced in industry, to the scientific domain.

Dassault Systèmes provided an international consortium of universities and engineering schools, led by the Metz National Engineering School, assistance and tools necessary to the implementation of the "Digital Farm", a one-of-a-kind project for the collaborative design of a precision agriculture solution. This project brought together 14 universities, engineering and agronomy schools, with students from 11 countries and across four continents, using diverse engineering skills to leverage the social and technical collaboration environment provided by the **3DEXPERIENCE** platform.

Through projects financed by the European Union and the *Agence Nationale de la Recherche* (National Research Agency), Dassault Systèmes has provided its expertise and solutions to different educational innovation projects:

- conclusion of "Manuskills", an international project led by the Polytechnic University of Milan, to increase the outreach of manufacturing industries;
- continuation of "PLACIS", led by the *Paris Institut supérieur de mécanique* (Higher Institute for Mechanics) with the aim of developing an international program to train systems engineers;
- initial findings of the European collaborative robotics project, EURLAB, headed by the Louis Armand High School in Nogent-sur-Marne, France, involving high school students in Germany and Italy in a first phase.

These research activities enable full use of the possibilities offered by the latest version of the **3DEXPERIENCE** solutions on the cloud, solutions which saw their first rollout in most of the countries where the Group operates.

All of these activities were supported by the active collaboration of the Group in conjunction with a number of scientific associations including the American Society for Engineering Education (ASEE), the *Société Européenne pour*

*la Formation des Ingénieurs* (European Society for Engineer Training (SEFI), the International Federation of Engineering Education Societies (IFEES), the Global Engineering Deans Council (GEDC), the Indian Society for Technical Education (ISTE), the European SchoolNet, the National Academy of Engineering and the *Association Française d'Ingénierie des Systèmes* (French Association for Systems Engineering). Dassault Systèmes also cooperated with the ICEE (Indo-US Collaboration on Engineering Education) which works towards modernizing technical educational practices in India.

#### *Facilitating open innovation, collective intelligence*

The **3DEXPERIENCE** Lab is Dassault Systèmes' open innovation laboratory that was officially announced on November 9, 2015. Its objective is to invent unique breakthrough products and services mixing different sectors, driven by its ambition to move society forward.

This system is based on the strong conviction that breakthrough projects are born out of collective intelligence. Its aims is to incubate projects in partnership with players including start-ups, and research or innovation laboratories. This implies a new dynamic which will give these projects greater scope, as well as encompassing the idea of societal transformation.

The **3DEXPERIENCE** Lab supports projects based on themes from everyday life, i.e. cities, life styles and modes, life sciences, connected objects, the ideation (idea creation) process, and "Fab Labs".

The **3DEXPERIENCE** Lab program will give start-ups the most advanced professional software on the market, a dedicated collaborative cloud area, and a user community. In addition, start-ups will receive high level mentoring to support their digital projects.

The unique market positioning of the **3DEXPERIENCE** Lab program is also reflected in the possibility of giving these start-ups access to the networks and connections with Dassault Systèmes' extended ecosystem at an international level.

Finally, the 3DS Paris Campus welcomes these start-up founders to the **3DEXPERIENCE** Lab with a dedicated area for training and coaching, the availability of high performance equipment, and a Fab Lab for fast prototyping of parts.

(For more information, <http://3dexperiencelab.3ds.com/en/>).

#### **Company commitment to associations**

Dassault Systèmes is involved with associations to support the virtual economy and encourage sustainable innovation. To promote the development of the digital economy in France

and in Europe, Dassault Systèmes is a founding member of AFDEL (*Association Française des Éditeurs de Logiciels*, the French Association of Software Editors). The goal of this association is to promote the software industry as an industry that contributes to sustainable growth. Dassault Systèmes also co-chairs the Alliance for the Industry of the Future in France, of which the AFDEL is a founding member. This Alliance helps promote the transformation of French production tools and support companies in transforming their business models, organizations, design modes and marketing. The Group also supports the "Villette-Universcience Company" in France, whose goal is to promote and encourage the diffusion of scientific and technical culture to young people and to the general public. Throughout the world, Dassault Systèmes brands are involved in local community efforts.

Finally, the Company spearheaded an initiative to provide support for education and economic development in Rwanda. The project's initial objective was to provide students with CAD program skills, with SOLIDWORKS contributing the licenses and teaching programs. The program has evolved into helping participants structure and manage businesses by providing modeling services, and subsequently creating demand for such services.

### Social projects

In France, Dassault Systèmes SE subsidizes its Works Council in the amount of 5.2% of total gross annual payroll, with 5.0% for social and cultural activities and 0.2% for the operating budget. In 2015, the Works Council thus received €10.5 million, compared to slightly more than €9.1 million in 2014 and €8.5 million in 2013.

This yearly allocation by Dassault Systèmes SE allows employees, as well as their spouses and children, to be offered a large range of social and cultural activities with many sections dedicated to specific domains from sports to art, as well as financial support, such as for vacations, children's education, and membership in clubs.

Dassault Data Services SAS subsidizes its Works Council at a level of 1.5% of its total gross annual payroll, with 1.3% for social and cultural activities and 0.2% for the operating budget.

Dassault Systèmes Provence SAS subsidizes its Works Council in the amount of 1.8% of total gross annual payroll, with 1.6% for social and cultural activities and 0.2% for the operating budget.

## 2.1.3 Welcoming employees who have joined the Group via recently acquired companies

Due to the strong growth, speeding up the onboarding of employees joining the Group is a major challenge.

The goal is to share a common strategy and set of processes, culminating in the integration of the products into the portfolio.

For this purpose, Dassault Systèmes has defined a methodology and processes aimed at implementing an integration plan. This plan takes place in three stages:

- the preparation of the finalization of the acquisition, which defines the integration strategy;
- a communication program on the date of the signature and a convergence plan for each function with an associated schedule. This plan is co-drafted by the teams of the acquired company and Dassault Systèmes based on a value analysis of the respective processes;
- the implementation of the convergence plan at a rate that can vary depending on the acquired companies. This goes from the adoption of Dassault Systèmes' processes up to the complete integration of the legal entities.

Throughout this process, a project monitoring system is leveraged to manage the progress, allowing for plan modifications if necessary. Feedback is solicited to continually improve the process. For example, in 2015, integration perception surveys were conducted with employees from newly acquired companies.

Each integration process is adapted specifically to each acquired company, with the aim of motivating and building the loyalty of talented individuals and providing each employee with learning opportunities.

This methodology is based in particular on the **3DEXPERIENCE** platform as well as the online communities which provide easy access to the information concerning the Company, organizations and projects, while highlighting the responsibilities, competencies and contributions of each person.

A team of employees from Dassault Systèmes as well as the acquired company is formed to conduct this convergence project focusing on different processes: R&D and Customer Support, Sales and Marketing, Finance, Sales Administration, Human Resources, IT and Working Environment.

## 2.1.4 Rewarding Performance and Recognizing Employees

As part of the performance evaluation process, each employee meets his or her manager on a formal basis at least twice a year, to define goals for the year and to assess the results of the past year. A mid-year review is also recommended. These discussions relate to rewards and recognition attributed to the employees for their performance and contribution to Dassault Systèmes' development.

Dassault Systèmes also values initiatives with particular attention paid to the spirit of innovation as well as collective and social actions:

- innovations developed within the Group by the teams, in all organizations, are showcased in the 3DS Innovation Forwards, that, each year, reward the most innovative projects put forth by employees worldwide;
- programs and initiatives are put into place to recognize the employees' hard work and enhance the work environment;
- Dassault Systèmes also recognizes the importance of being a strong corporate citizen, and actively participates and encourages employees to contribute to community based activities.

### Performance and compensation

#### Compensation

The compensation policy at Dassault Systèmes seeks to ensure that each employee receives compensation consistent with market practices in the advanced technology industry in each country where the Company has operations. Compensation is differentiated according to the individual performance of each employee as appraised by his or her Manager during an annual interview reviewing performance and goals.

Increases take place for the entire Company in April each year. All the employees who were with the Company on October 1 of the preceding year are eligible for an annual salary increase.

In 2015, the salary increases granted by Dassault Systèmes depended on individual performance and market changes in each country where the Company has activities.

Total gross annual payroll paid by the Group (including for the employees of 3D PLM Software Solutions Ltd and 3DPLM Global Services Private Ltd) amounted to €1,019.0 million in 2015 compared to €822.7 million in 2014, an increase of 24% for the year, principally due to negative currency effects and to the addition of acquisitions.

Payroll taxes for the Group amounted to €254.5 million in 2015 compared to €228.9 million in 2014. In 2015 and 2014, payroll taxes included an amount directly related to a grant of performance shares.

#### Profit-sharing (pursuant to Titles I and II of Book III, Section III of the Labor Code)

Employee profit-sharing (*l'intéressement*) and regulatory profit-sharing (*la participation*) are two employee savings vehicles established by law in France. Employee profit-sharing is optional, while regulatory profit-sharing is required for all companies with more than 50 employees.

The employee profit-sharing and regulatory profit-sharing agreements renegotiated by Dassault Systèmes SE with the labor unions in 2014 are applicable for three years (2014, 2015 and 2016).

Employee profit-sharing for the year 2014, which was paid in 2015 at Dassault Systèmes SE, amounted to €17.9 million (€18.4 million in 2013). The total amount of the contribution by Dassault Systèmes SE for regulatory profit-sharing for the year 2014, which was paid in 2015, was €17.9 million (€15.5 million in 2013).

The results of operations recorded by Dassault Systèmes SE for the year 2015, and which will be submitted for approval at the General Shareholders' Meeting on May 26, 2016 should permit the distribution of employee profit-sharing and regulatory profit-sharing of €21,163,228 each.

The table below sets forth the amounts of employee profit-sharing and regulatory profit-sharing at Dassault Systèmes SE over the past three years:

(in thousands of euros)	2015		2014		2013	
	Amount	% payroll	Amount	% payroll	Amount	% payroll
Contractual employee profit-sharing (intéressement)	21,163	11.0%	17,921	10.5%	18,422	12.0%
Regulatory profit-sharing (participation)	21,163	11.1%	17,921	10.4%	15,512	10.2%
<b>TOTAL</b>	<b>42,326</b>	<b>22.1%</b>	<b>35,842</b>	<b>20.9%</b>	<b>33,934</b>	<b>22.2%</b>

Payroll percentages are calculated on a capped payroll base as per the current profit sharing agreements.

The amounts attributed individually to employee beneficiaries are, at the employee's option either directly received, contributed to one of the Company's savings or group retirement plans, or deposited (only possible for regulatory profit-sharing) in a blocked bank account bearing interest at 110% of the average interest rate on private bonds (*Taux de Rendement Moyen des Obligations Privées*).

At Dassault Data Services SAS and Dassault Systèmes Provence SAS, the amount of contractual employee profit-sharing paid in 2015 in respect of year 2014 represented 9.1% and 6.1% of the payroll respectively, and the regulatory profit-sharing represented 1.9% and 18.9%. Optional profit-sharing agreements were also signed in 2013 and contractual profit-sharing agreements in 2014 in Netvibes SAS and 3DVIA SAS. These contractual employee profit-sharing agreements (*intéressement*) represented respectively 17.5% and 8.4% of the payroll of these companies. There are no agreements at Quintiq SAS and Dassault Systèmes Biovia SARL.

#### Other plans

In Canada, there is a "Deferred Profit-Sharing Plan" (DPSP) which allows a portion of profits to be distributed to employees registered on the "Registered Pension Plan" (RPP).

### Recognizing the flair for innovation and showcasing collective initiatives advocated by the values of Dassault Systèmes

#### 3DS INNOVATION Forwards

Every year, the 3DS INNOVATION Forwards reward the most innovative projects led by Dassault Systèmes' teams worldwide. Launched in 2004, the initiative encourages a spirit of innovation within the Group, promotes recognition, and deepens understanding of the corporate strategy. The proposed projects are designed to provide solutions for the Company's strategic issues: contributing to meet industry challenges, creating new user experiences enabling them to see the advantages of the products made by the Dassault Systèmes brands, participating in the Company's commitment to its customers and partners, increasing the value of the 3DEXPERIENCE platform, offering new experiences that contribute to the development of the Group's employees and its business activities, etc.

All Dassault Systèmes employees are invited to submit a full description of the project within a dedicated on-line community, set up on the 3DEXPERIENCE platform. The projects can be seen by everyone and are selected via an employee vote and a jury made up of members of the Executive Committee. There were 250 applicants in the 2015 edition of the competition representing 1,799 employees, with 25 winning teams.

#### Initiatives to reward work and improve the lives of employees

Since 2010, an internal satisfaction survey has been open to all Dassault Systèmes employees worldwide. This survey

enables employees to give their opinion about various themes such as well-being at work, mutual respect, collaboration, pride in working for Dassault Systèmes, etc. Following the annual survey, a specific action plan is implemented at the global or local levels to encourage progress year over year.

The global action plan is based on a catalogue of 40 initiatives from best practices tested within the organizations. The initiatives are classified according to three major themes which are:

- 1) recognition and celebrations,
- 2) the learning company and
- 3) the working environment.

To promote the action plan and enrich the initiative catalogue, a worldwide on-line community - called life @3DS- was opened to all in November 2015. Each employee can thus discover, exchange and propose new ideas.

#### Collective company and social initiatives

Most of the Group's subsidiaries organize or take part in local initiatives within their communities.

This involves taking part in sporting events to collect funds for various charity organizations. For example, the "Paris to London cycle ride" in the United Kingdom, including the collection of donations for the "Prince's Trust" organization helps people from 13 to 30 years old in education or employment. Employees also participated in the "Mekong Challenge" running race in Belgium to collect funds to improve the life of poor children in South-East Asia. Finally, the "Montreal-Quebec" cycling race contributed to cancer research.

Actions supporting children were also carried out. In Germany, donations were made to the F.U.N.K.e.V charity, which supports the neuropediatric department in Stuttgart Hospital. In France, Dassault Systèmes is a partner in the "Rêves de Gosse: Tour 2015" initiative which offers "extraordinary" children (sick children) the opportunity to go on a first flight organized by amateur and professional pilots. In the United States, toys were collected and donated. Also in the United States, employees volunteer days with non-profits, such as the "Ronald Mc Donald House" whose aim is to facilitate the hospital stay for seriously ill children.

Initiatives in favor of disabled persons: in South Korea, Dassault Systèmes conducts an intern program for disabled students in partnership with the "Korea National University of Welfare". In France, again within the "Rêves de Gosse" initiative, the disability taskforce sponsored and staffed a booth and organized conferences in schools in the Yvelines *département* as well as a flight simulator competition with teams including with disabled employees.

Sustainable development actions are also carried out globally. For example, in France and the United States IT and electronic equipment is collected by employees for recycling. In Canada, volunteer days are held at the Peter McGill Eco-Quarter

program, whose mission is to encourage Montreal inhabitants to improve daily the quality of their living environment and reduce the impact of their life styles on the environment.

Finally, support has also been extended to local organizations via the "SnowFlake" initiative in the United States that collects winter clothes, and "Sow Much Good", an agricultural farm that grows and distributes vegetables to local populations.

## 2.1.5 Business ethics, social dialogue and personal safety

### Business ethics

Since its creation, Dassault Systèmes has developed its culture and built its reputation on different fundamental principles, particularly the creation of long-term relationships with its employees, customers, partners and shareholders, as well as high-quality products with high added-value. Confidence and integrity, supported by rigorous ethics and regulatory compliance, are at the heart of Dassault Systèmes' commitments for sustainable innovation and growth.

The Company's commitment to professional ethics and business citizenship is formalized through procedures regarding corporate governance, in particular the "Code of Business Conduct" distributed to all the Company's employees (see paragraph 5.1 "Report of the Chairman on Corporate Governance and Internal Control") and "DS Principles of Social Responsibility" on the Company's internet site. The Code of Business Conduct, which is backed up by specific policies, is intended to serve as the reference for all Company employees to guide their behavior and interactions when performing their activities.

This commitment is also borne out by the policy of making new employees aware of ethics and compliance and by targeted training courses taken by the employees most exposed to ethical risks in their daily duties.

The online ethics and compliance training, created in 2013, is now an integral part of the onboarding program for all new employees. This course comprises 14 modules, each of which is broken down into a theory section followed by practical applications in a question/answer format. The topics dealt with include the fight against corruption, the protection of intellectual property, respect for confidentiality, ethics in the workplace, competition law, information systems security, personal data protection, and conflicts of interest etc.

### *The fight against corruption*

The Code of Business Conduct prohibits Group employees from:

- exchanging gifts or invitations in order to favor or influence a business decision, whether it be taken by a customer, partner, supplier or employees of the Group;

- using Dassault Systèmes' funds or assets to pay bribes or kickbacks or make payments of a similar nature liable directly or indirectly to benefit third parties, including shareholders or companies, whether they are partners, customers, suppliers, service or other companies or organizations, with the goal of benefiting from preferential treatment; and
- using Group funds to make a contribution of any kind to political candidates or parties.

These principles are supplemented by an "anti-corruption policy", which applies to each Dassault Systèmes company.

### *Principles of Enterprise Social Responsibility and commitments to ensuring respect for basic rights*

The Code of Business Conduct requires Dassault Systèmes' employees to comply with international standards, such as the Universal Declaration of Human Rights of the United Nations and the various Basic Conventions of the International Labor Organization. With respect to the Group's activities, the risk of these basic standards being violated is very low and the actions undertaken to support human rights are not specifically reported on.

The Group also promotes corporate responsibility with respect to its ecosystem, based on the acknowledgment of and compliance with basic laws on social rights and environmental protection; the general terms and conditions of the sub-contracting and purchase agreements of Dassault Systèmes' major companies include specific commitments:

- the Dassault Systèmes SE model contracts oblige its service providers to follow the social and environmental responsibility principles which Dassault Systèmes uphold. They are available at the following link: <http://www.3ds.com/fileadmin/COMPANY/Ethics-and-compliance/Principes-de-Responsabilite-Sociale.pdf>;
- the agreements between Group entities in France, Germany, the United Kingdom, the Netherlands, the United States, Canada, Japan, China, South Korea, India, Australia and other European countries (which account for 73% of the Group's Employee Headcount) and their service providers contain clauses regarding respect for employees' rights.

Dassault Systèmes requests that its suppliers and partners comply with the provisions of the basic conventions of the International Labor Organization, in particular the principles of eradicating child labor by requiring children to attend school (and in any event under 15 years of age), eliminating forced labor, ensuring working conditions sufficient to provide for employee health and safety, respecting applicable minimum legal or regulatory levels of pay, freedom to unionize and the protection of labor union rights, and the freedom to collectively negotiate labor contracts. The Company also asks them to commit to ban all forms of discrimination (with respect to recruitment, professional development and the end of labor relations), to fight against corruption, and to respect applicable law on the protection of the environment.

**Impact of products and services on the health and safety of the Group's customers**

The direct impact of Dassault Systèmes' products and services on the health and safety of its customers is very limited given their non-material nature. They are therefore not specifically reported on.

**Social dialogue and collective agreements**

The quality of the social dialogue is based on the numerous exchanges between the Company's management and the employees and employee representatives.

In France, numerous meetings were organized by the relevant French companies of the Group. Collective agreements, concerning one or several subjects in connection with working and employment conditions, were negotiated and signed each year:

	Dassault Systèmes SE	Dassault Data Services SAS	Dassault Systèmes Provence SAS	Netvibes SAS	3DVIA SAS	Quintiq SAS	Dassault Systèmes Biovia SARL	Simpack France SAS
Number of collective agreements in effect at 12/31/2015	41	25	14	3	2	0	0	0
Number of collective agreements signed during 2015*	4	7	5	1	1	0	0	0

\* These agreements may cover several topics such as the Mandatory Annual Negotiations, equality and professional gender balance, organizing working time, contractual employee profit-sharing and regulatory profit-sharing, and the inclusion and employment of people with disabilities.  
 Note: there are no agreement for Quintiq SAS, Dassault Systèmes Biovia SARL and Simpact France SAS.

In Germany, collective agreements are negotiated and signed with the Group Council and the Workers' Council of each Company site (Stuttgart, Hanover, Aix-la-Chapelle, Berlin and Simpact). At December 31, 2015, there were 9 agreements in effect in Stuttgart, 27 in Hanover, none still in effect at December 31, 2015 in Aix-la-Chapelle and Berlin, and 19 with the Group Council.

In 2015, Dassault Systemes Deutschland GmbH signed 9 agreements at the level of the Group Council, several of which concern employee salaries and human resources management. Also, agreements were signed at a local level, including one in Stuttgart on similar topics.

In the other main countries where the Group operates (the United Kingdom, the Netherlands, the United States, Canada, Japan, Malaysia, China, India and Australia), there is no personnel representation or trade union in Dassault Systèmes. In South Korea, as in all companies with over 30 people, an employee representative Committee is elected each year. Its role is to participate in organizing the Company's social activities.

Furthermore, the negotiations begun in October 2014 with the Special Negotiation Body ("SNB"), which was formed as part of the project to convert Dassault Systèmes SA into a European company, led to the signing of a unanimous agreement governing the terms and conditions for employee involvement within the European company. This new Committee for dialogue with its European employees (the European Works Council) will consist of 22 representatives from the 16 European countries in its jurisdiction. The body's first plenary meeting is scheduled for the end of the first quarter of 2016.

**Health and safety**

In accordance with the provisions of its Code of Business Conduct, the Group undertakes to comply with all applicable laws and regulations on health and safety in the workplace.

**Coverage of healthcare costs**

The Group ensures that each of its employees has medical coverage in compliance with local practices in the countries where it has activities. Moreover, the Group offers supplementary health coverage, for example in France, the United Kingdom, the United States, Canada, South Korea, Japan and India.

**Health and medical checkup**

The Group applies the provisions laid down by the countries where it has activities.

For example, in France, its employees undergo regular medical checkups. On the 3DS Paris Campus, a medical team composed of two physicians and four nurses looks after the health and well-being of all on-site employees. In certain other countries (the United States, Japan, China, and South Korea), individual medical checkups are offered. This service is included in the health coverage plan. Lastly, there are no specific provisions in Germany, the United Kingdom, Canada, Malaysia, or Australia.

**Work accidents**

Given the nature of Dassault Systèmes' activity, few work accidents are recorded. In France, in 2015, ten work or travel accidents resulted in absence from work for more than one day. There were six in Germany, four in the United States, one in Japan, one in China and none in the United Kingdom, the Netherlands, Canada, Malaysia, South Korea, India, and Australia.

**Health, Safety and Working Conditions Committee and specific actions**

In France, three Group companies have a Health, Safety and Working Conditions Committee (CHSCT in French), which meets several times during the year in each entity.

Since 2009, Dassault Systèmes SE has launched a series of initiatives to promote well-being in the workplace for all of its employees. To remind them of the information and

documents available on this topic (specific processes, training for the prevention of stressful situations, consultation with a psychologist or social worker, etc.), an announcement was sent to all employees at the beginning of the year so that everyone is aware of the tools made available to them by the Company.

At Dassault Systèmes Provence SAS, the actions implemented in 2014 through four working groups continued in 2015 for the following themes: "Objectives, planning and reporting", "Helping each other, support and sharing expertise", "Value recognition, career and skills development", and "Planning and organizing techniques". Recommendations were prepared by each of the groups. These resulted in action plans submitted to and monitored by the CHSCT.

In addition, in certain countries (such as Canada and Germany), employee representatives are responsible for communicating with the management of the relevant legal entities on employee health and safety.

## 2.1.6 Methodology for Employee Reporting

**Scope**

In general, employee reporting covers all Dassault Systèmes companies at year end. Nevertheless, as indicated below, the scope covered for certain indicators may be more limited.

**Key employee indicators**

For its employee reporting requirements, the Group chose key indicators set out in paragraphs 2.1.1 "Group Organization and Employees" and 2.1.7 "Appendices regarding the Group's Employee Headcount". They were chosen on the basis of the indicators in article R. 225-105-1 of the French Commercial Code and the specific indicators in the Group's Human Resources policy.

In this respect, Dassault Systèmes has defined the following concepts:

- "Employee Headcount", which means employees of Dassault Systèmes SE and subsidiaries in which it has at least a 50% shareholding; and
- "Total Workforce" which includes the Employee Headcount, employees of companies in which it has less than a 50% shareholding and outside service providers who have worked more than a full month at period end. At December 31, 2015, the Employee Headcounts for companies in which it has less than a 50% shareholding include the employees of 3D PLM Software Solutions Ltd and 3DPLM Global Services Private Ltd.

Data related to employees is calculated on the basis of "full-time equivalents", which corresponds to the proportion of "hours worked per standard full-time work hours" and which was jointly defined and shared by both Human Resources and Finance teams. Hiring and departure data are also determined using this rule for 2015. The 2014 data in relation to these indicators, which were originally denominated in number of work agreements, were recalculated using the same methodology.

To make the reporting process more reliable, an internal methodological guide including definitions and rules for calculating each indicator is updated each year. Data reliability checks are carried out at the time of accounting consolidation as well as throughout the year in connection with analyzing changes from the preceding periods.

**Limits of the social report**

The Company operates in numerous countries with local regulations and practices which are not always harmonized or consolidated. For example, as the notions generally used in France to define socio-professional categories (*cadre* and *non-cadre*) are not used outside France, and over two-thirds of the Dassault Systèmes employees work abroad, the Group has decided to use the following categories: "Managers" who are in charge of the teams, and the "Non-Managers" who do not manage a team and are specialists in a specific field.

Due to these local differences, the Company is not able to provide consolidated data for overtime, the severity of work accidents and occupational illnesses.

### Gathering and consolidating employee data

The following points should be taken into consideration:

- the data pertaining to employees and movements are taken from human resources and financial management software, both of which are deployed across all the companies and represent 100% of the reporting scope;
- the information pertaining to the compensation policy relates to Employee Headcount. The data relating to the total payroll and payroll taxes is provided by the Dassault Systèmes Finance department and covers the Employee Headcount and the employees of companies in which the Group has a shareholding below 50%, including employees at 3D PLM Software and 3DPLM Global Services Private Ltd;
- the data relating to employees and the amount of the payments made to outside service providers is provided by the Finance department. It concerns services referred to as "Times and Material", supporting a Dassault Systèmes activity corresponding to its core business and in respect of which the employees are present for at least one month, paid on an hourly, daily or monthly basis;
- the information pertaining to policies on business ethics, fighting corruption, the Company's social responsibility principles and commitments ensuring basic rights and the impacts of products and services on the health and safety of the Group's customers is provided by the ethics and Compliance department and covers 100% of the reporting scope;
- the data relating to the main policies concerning industrial relations, health and safety, anti-discrimination initiatives, employee and regulatory profit-sharing and other reward systems, working time, absenteeism, fostering diversity and gender balance, and social projects result from additional discussions held with the Human Resources managers in Dassault Systèmes' major countries with over 150 employees (excluding companies acquired in 2015), namely France, Germany, the United Kingdom, the Netherlands, the United States, Canada, Japan, Malaysia, China, South Korea, India, and Australia. These countries represent 91% of the Group's Employee Headcount in 2015. Absenteeism data includes sick leave, maternity and paternity leave, as well as work-related accidents. Employees absent for a period exceeding two years are no longer included in the absenteeism ratio. It should be noted that this data is strongly influenced by local regulations; in certain countries, sick leave is counted as paid holiday leave. As such, absenteeism should be considered on a country-by-country basis as it cannot be disclosed on a consolidated basis;
- the data relating to training for the countries with over 150 employees mentioned above is extracted from the "3DEXPERIENCE University" solution, excluding companies acquired in 2015, covers 90% of the Group's Employee Headcount. Data recorded through the on-line training platform is also taken into account for the same companies. The data for companies acquired in 2014 and belonging to the BIOVIA and QUINTIQ brands are derived from their respective information systems and were consolidated with data from the 3DEXPERIENCE University;
- lastly, the scope is specified in the body of the text for the other data not previously disclosed: Company relations with secondary and post-secondary education, Company commitment to non-profit organizations, 3DS INNOVATION Forwards, initiatives to reward work and improve the lives of employees.

## 2.1.7 Appendices regarding the Group's Employee Headcount

### DISTRIBUTION BY AGE

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
< 30 years old	1,203	20%	423	12%	342	17%	1,968	17%	1,923	17%
31 to 40 years old	1,988	33%	945	27%	854	45%	3,787	33%	3,809	35%
41 to 50 years old	1,745	29%	1,086	31%	531	28%	3,362	30%	3,229	29%
> 51 years old	1,051	18%	1,070	30%	184	10%	2,305	20%	2,052	19%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

### EMPLOYEE TENURE

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
Temporary contract	158	3%	8	0%	12	1%	178	2%	178	2%
Less than 5 years	2,818	47%	1,606	46%	1,278	66%	5,702	50%	5,372	49%
6 to 15 years	1,877	31%	1,312	37%	532	28%	3,721	32%	3,900	35%
More than 16 years	1,134	19%	598	17%	89	5%	1,821	16%	1,563	14%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

### DISTRIBUTION BY SOCIO-PROFESSIONAL CATEGORY

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2014	%						
<b>Women</b>										
Managers	184	13%	144	16%	48	10%	376	14%	374	14%
Non-Managers	1,188	87%	732	84%	415	90%	2,335	86%	2,212	86%
<b>TOTAL WOMEN</b>	<b>1,372</b>	<b>100%</b>	<b>876</b>	<b>100%</b>	<b>463</b>	<b>100%</b>	<b>2,711</b>	<b>100%</b>	<b>2,586</b>	<b>100%</b>
<b>Men</b>										
Managers	960	21%	553	21%	267	18%	1,780	20%	1,771	21%
Non-Managers	3,655	79%	2,095	79%	1,181	82%	6,931	80%	6,656	79%
<b>TOTAL MEN</b>	<b>4,615</b>	<b>100%</b>	<b>2,648</b>	<b>100%</b>	<b>1,448</b>	<b>100%</b>	<b>8,711</b>	<b>100%</b>	<b>8,427</b>	<b>100%</b>
<b>Socio-professional category</b>										
Managers	1,144	19%	697	20%	315	16%	2,156	19%	2,145	19%
Non-Managers	4,843	81%	2,827	80%	1,596	84%	9,266	81%	8,868	81%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

## FULL-TIME AND PART-TIME

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2015	%	Employees 2015	%	Employees 2015	%	Employees 2014	%
Full-time	5,726	96%	3,507	100%	1,903	100%	11,136	97%	10,766	98%
Part-time	261	4%	17	0%	8	0%	286	3%	247	2%
<b>TOTAL</b>	<b>5,987</b>	<b>100%</b>	<b>3,524</b>	<b>100%</b>	<b>1,911</b>	<b>100%</b>	<b>11,422*</b>	<b>100%</b>	<b>11,013*</b>	<b>100%</b>
<b>Women</b>										
Full-time	1,211	88%	863	99%	458	99%	2,532	93%	2,420	94%
Part-time	161	12%	13	1%	5	1%	179	7%	166	6%
<b>TOTAL WOMEN</b>	<b>1,372</b>	<b>100%</b>	<b>876</b>	<b>100%</b>	<b>463</b>	<b>100%</b>	<b>2,711</b>	<b>100%</b>	<b>2,586</b>	<b>100%</b>
<b>Men</b>										
Full-time	4,515	98%	2,643	100%	1,446	100%	8,604	99%	8,346	99%
Part-time	100	2%	5	0%	2	0%	107	1%	81	1%
<b>TOTAL MEN</b>	<b>4,615</b>	<b>100%</b>	<b>2,648</b>	<b>100%</b>	<b>1,448</b>	<b>100%</b>	<b>8,711</b>	<b>100%</b>	<b>8,427</b>	<b>100%</b>
<b>TOTAL</b>	<b>5,987</b>		<b>3,524</b>		<b>1,911</b>		<b>11,422*</b>		<b>11,013</b>	

\* Indicator verified by the independent verifier.

## AGE DISTRIBUTION OF NEW ARRIVALS

Year ended December 31	Europe		Americas		Asia		Total		Total	
	Employees 2015	%	Employees 2015	%	Employees 2015	%	Employees 2015	%	Employees 2014	%
< 30 years old	425	55%	175	39%	152	46%	752	48%	1,192**	34%
31 to 40 years old	237	30%	115	26%	137	41%	489	31%	1,324**	38%
41 to 50 years old	94	12%	104	23%	34	10%	232	15%	743**	21%
> 51 years old	22	3%	56	12%	10	3%	88	6%	264**	7%
<b>TOTAL</b>	<b>778</b>	<b>100%</b>	<b>450</b>	<b>100%</b>	<b>333</b>	<b>100%</b>	<b>1,561*</b>	<b>100%</b>	<b>3,523**</b>	<b>100%</b>

\* Indicator verified by the independent verifier.

\*\* The figures reported for 2014 are based on the new methodology adopted for the year 2015 for this indicator (see paragraph 2.1.6. "Methodology for Employee Reporting").

## 2.2 Environmental Responsibility

Since 2010, the Dassault Systèmes environmental responsibility strategy has been structured in stages around the following main areas of focus:

- establishment of a global measurement process and collection of environmental information;
- establishment of a collaborative approach involving employees called Sustainability Leaders or the Green Team who participate in initiatives aimed at limiting the impact of operations;
- implementation of projects and industrial partnerships to assess among customers the benefits of its applications on the environment.

Dassault Systèmes' environmental responsibility is characterized by indirect positive and negative impacts on its customers and by direct negative impact of its activities on the environment:

- Dassault Systèmes' software solutions allow its customers to reduce the environmental impact of their products from the design stage. They can help reduce the consumption of raw materials through digital modeling, optimize energy consumption and working processes and manage the compliance of products with environmental standards. This is the positive impact of Dassault Systèmes' products on the environment;

- the use of the Group's software by its customers generates indirect energy consumption for Dassault Systèmes. This consumption is the potentially indirect negative impact of Dassault Systèmes' products on the environment;
- all of Dassault Systèmes' operations are located in offices (see paragraph 2.2.2 "Responsible Company") and in data centers. For its activities, the Group uses computer hardware and employees are required to travel regularly to the Group's sites, and to visit customers and partners. The Group's environmental impact is therefore mainly generated by the energy consumption of its buildings and data centers; the greenhouse gas emissions produced by employee travel; and the electrical and electronic waste.

In the light of these various contributions, Dassault Systèmes is working on the development of a model to define its overall net positive impact on the environment as defined by the SHINE Project described in paragraph 2.2.2.2 "Industry Collaborations on sustainability".

In 2015, the Group deepened its strategy to integrate the environment into its operations and structured its initiative around the responsibilities of the Company and employees and partners.

### 2.2.1 The Group's vision for environmental responsibility

#### 2.2.1.1 An environmental strategy built on 3 pillars

In 2015, Dassault Systèmes defined the environmental strategy for its operations for the coming three years. It is based on the following three concepts:

- **Responsible Company:** Dassault Systèmes helps its customers reduce their environmental impact through its applications while limiting its own impact, see paragraph 2.2.2 "Responsible Company";
- **Responsible Employee:** Dassault Systèmes involves its employees in its environmental strategy through awareness-raising efforts at all of its sites, see paragraph 2.2.3 "Responsible Employee";

- **Responsible Partner:** the Group strives to choose responsible suppliers through the integration of corporate and environmental commitments, and it is trying to increase recycling and local actions, see paragraph 2.2.4 "Responsible Partner".

#### 2.2.1.2 Environmental Management: Integration of environmental responsibility into the Group's real estate strategy

In light of this new vision, environmental strategy management and the annual reporting thereof was entrusted to the Group's Real Estate and Facilities department in 2015, in conjunction with the Public Affairs and Sustainable Development department, which continues to oversee partnership development-related tasks to assess the positive net impact of Dassault Systèmes on the environment through its applications.

## 2.2.2 Responsible Company

### 2.2.2.1 **3DEXPERIENCE platform for Sustainability: Apps and Solutions for sustainable development**

Dassault Systèmes' corporate purpose is to provide businesses and people with **3DEXPERIENCE** universes to imagine sustainable innovations capable of harmonizing product, nature and life (see paragraph 1.2.1.3 "Dassault Systèmes' Purpose and Strategy").

Companies today face a series of challenges that are both technological and ecological. Dassault Systèmes **3DEXPERIENCE** platform helps its customers achieve their combined sustainability and business goals through a portfolio of sustainability Applications enriching several of its Industry Solutions Experiences, based on:

#### **3D Modeling Technologies**

The Company's portfolio of modeling technologies makes it possible to create scientifically accurate representations of the environmental impacts of product. These technologies also offer techniques to reduce these impacts, such as eco-design for predictive environmental assessment and virtual prototyping, which improve the carbon footprint, energy consumption, human health impacts, and overall sustainability of products and systems. For example, SOLIDWORKS Sustainability features an integrated Life Cycle Assessment (LCA) dashboard that estimates the environmental implications of each design decision using several environmental indicators. One of the Company's clients, the global leader in door-opening solutions, used SOLIDWORKS Sustainability to reduce product environmental impact and material usage while cutting their product material and energy costs by 15%.

#### **Virtual+Real Technologies**

Technologies that enable real-time realistic simulation can help optimize the physical world in virtual universes, leading to reduced environmental impacts. For complex products, the Company's simulation technologies aid in performance testing and light weighting that allows engineers to verify functionality and conformity while optimizing material usage. Factory and production systems can be executed with minimal material and energy expenditure to enable "green" manufacturing. Ultimately, end consumer usage can be simulated to examine and reduce environmental impacts across the entire life cycle. For example, a leading packaging designer used SIMULIA to simulate complex design interactions, resulting in a 27%

reduction of carbon footprint and plastic resin usage while maintaining product integrity.

#### **Intelligent Information Technologies**

The searching, sorting, filtering, navigating, real-time analysis and understanding of large amounts of environmental data are central to the achievement of sustainable innovation. With the scope of data requirements expanded from the enterprise to the entire value chain, so-called extended producer responsibility demands both sophisticated and scalable access to these big data, allowing information intelligence applications that can dashboard environmental impacts across the extended enterprise. For example, the EXALEAD search-based infrastructure enables the management of structured and unstructured environmental data, providing decision support to execute corporate sustainability and impact-reduction strategies. Central to the success of these sustainability strategies is social listening: NETVIBES enables customers to gauge public sentiment about sustainability trends and campaigns.

#### **Connectivity Technologies**

Connecting data and people by breaking down silos in organizations contributes to sustainability strategies. Connectivity technologies allow companies to build internal and external communities to manage sustainability efficiently. They also make it possible to connect product data with governmental data to proactively manage adherence to government and industry environmental regulations and standards, such as the Restriction of Hazardous Substances (RoHS) directive and the management of conflict minerals. Dassault Systèmes' solution for environmental compliance and materials intelligence help maintain a proactive risk minimization strategy, and make it possible to engage the people and communities that are critical to the success of sustainability strategies. For example, one of the Group's customers, a leader in test and measurement systems in electronics and bio-analytic instruments, uses ENOVIA Materials Compliance Management (MCM), an automated, enterprise-wide materials compliance data tracking system, to demonstrate compliance with stringent environmental regulations for more than 1,800 products and 160,000 parts from more than 7,000 suppliers.

Dassault Systèmes is a forerunner in creating **3DEXPERIENCE** for sustainable innovation to help customers achieve a positive environmental impact on the planet and grow their businesses



sustainably. The **3DEXPERIENCE** platform lets innovators truly understand the impact of their ideas and processes on people and the environment, to achieve the vision of a more sustainable world.

### 2.2.2.2 Industry Collaborations on sustainability

In addition to aiding its customers directly, the Company engages in several industry collaborations to leverage its expertise and leadership for the furthering of sustainable collaboration:

- **International Aerospace Environmental Group (IAEG™).** The IAEG™ is a self-governed trade association that represents most of the global commercial aerospace industry, such as Boeing and Airbus, as well as the global defense aerospace industry, such as Lockheed Martin, Northrop Grumman and Safran group. Dassault Systèmes is working with the IAEG™ to aid in the development of chemical material declaration and reporting systems, supplier sustainability surveys, and the aerospace sector's official guidance for the measurement of greenhouse gases (GHGs) under the World Resources Institute's GHG Protocol;
- **Sustainable Apparel Coalition (SAC).** The SAC is a trade organization comprised of brands, retailers, manufacturers, government, and non-governmental organizations and academic experts, representing more than a third of the global apparel and footwear market, and is working to reduce the environmental and social impacts of apparel and footwear products around the world. Dassault Systèmes is engaged with the SAC to provide its leadership in life cycle assessment (LCA)-based design and footprinting methodologies, and to advise and assist its customers in challenges involved with a proactive adoption of the SAC's Higg Index. This index is a series of assessment tools that standardizes the measurement of the environmental and social impacts of apparel and footwear products across the product lifecycle and throughout the value chain;
- **Sustainability and Health Initiative for NetPositive Enterprise (SHINE).** SHINE consists of a consortium of sustainability-focused companies, including Owens Corning, Eaton Corporation, Abbott Laboratories, Johnson & Johnson and Dassault Systèmes, and is led by the Center for Health and the Global Environment, part of the T.H. Chan School of Public Health at Harvard. The goal of SHINE is to revolutionize corporate sustainability strategy by managing Handprints, or positive impacts, in addition to Footprints (negative impacts). When a company's Handprint is larger than its Footprint, it is called Net Positive. Dassault Systèmes is contributing significant support and thought leadership to aid in the development of a new accounting standard and management methodology for environmental Handprinting.

The Company recently co-authored, along with Professor Greg Norris of Harvard, a SHINE case study detailing the handprints created in the automotive industry with the application of 3D

technology. Dr. Norris found that the widespread application of 3D technology can result in 300-600 million Metric Tons of CO<sub>2</sub> reduction in the automotive industry alone by 2020. Dr. Norris concluded that "by pursuing measures such as advanced training in eco-design and increased accessibility and power of eco-design functions within its design tools, the Company can enable sectors such as the global automotive sector to create handprints which are on the order of 10,000 times greater than its own footprint." The full case study is available on the Harvard SHINE website, hosted by the Center for Health and the Global Environment.

### 2.2.2.3 Inclusion of environmental considerations in the Company's operational locations

Dassault Systèmes chooses its site locations based on the objectives of supporting growth in the Company's business and controlling costs while integrating sustainable development strategies such as encouraging synergies and collaboration, reducing the environmental footprint of activities, and improving employee working conditions. The Company also seeks to be close to its customers, its partners in research and principal schools and universities, which are one of the main sources of recruitment for Dassault Systèmes.

The rationalization of the Company's facilities is designed to foster collaboration among both its employees and its partners and customers by grouping together sites, subsidiaries and operations throughout a single region or country. This process has, in particular, led to an audit of the facilities and their usage conditions, during external growth transactions, in order to determine steps to be taken in connection with the Group's strategy (maintaining the lease, facilities rehabilitation or consolidation).

Since 2008, the Group has implemented a policy of setting up its activities in offices certified by the local environmental standard such as *Haute Qualité Environnementale* (High Environmental Quality) in France and LEED in the United States, or on sites that applied an environmental management system such as ISO 14001. In 2015, 62% of the Employee Headcount worked in certified offices compared to 57% in 2014 (this increase comes from offices in companies acquired in 2014).

### Principal Sites

With the exception of facilities totaling 21,000 square meters belonging to 3D PLM Software Solutions Limited ("3DPLM Ltd") located in Pune, India, the Company does not own the offices it occupies and does not have full ownership rights over any real estate or building, either directly or through a lease (see Notes 14 and 25 to the consolidated financial statements).

At December 31, 2015, the principal sites occupied by Group companies (except 3DPLM Ltd) in its three geographic regions are as set forth in the table below (sites > 4,500 sq.m.).

Geographic region	Principal Sites	Area (in m <sup>2</sup> )	Activities on the site
Europe	3DS Paris Campus Vélizy-Villacoublay, France <sup>(1)</sup>	70,000	Headquarters, R&D, Marketing and sales
	3DS Munich Rosenheimer, Germany	7,800	R&D, Marketing and sales
	3DS Bois-le-Duc, the Netherlands	6,600	R&D, Marketing and sales
Americas	3DS Boston Campus Waltham, Massachusetts, United States <sup>(2)</sup>	25,000	R&D, Marketing and sales
	3DS Providence, Rhode Island, United States	8,800	R&D, Marketing and sales
	3DS San Diego, California, United States	5,700	R&D, Marketing and sales
	3DS Montreal, Canada	5,200	R&D, Marketing and sales
	3DS Auburn Hills, Michigan, United States	4,600	R&D, Marketing and sales
Asia	3DS Tokyo, Japan	6,000	Marketing and sales
	3DS Selangor, Malaysia	4,700	R&D, Marketing and sales

(1) Dassault Systèmes occupies in Vélizy-Villacoublay a facility covering 60,000 square meters built in 2008 in accordance with the Group's specifications. Since 2011, Dassault Systèmes has rented 10,000 additional square meters in a nearby building. In February 2013, the Company entered into a build-to-suit lease agreement for a new building to expand its headquarters. Under this agreement the Company has committed to lease an additional 13,000 square meters of office space (see Note 25 to the consolidated financial statements).

(2) The Company has options to lease additional space as necessary at its 3DS Boston Campus.

Dassault Systèmes' world headquarters located at the 3DS Paris Campus in Vélizy-Villacoublay (France) are certified as NF Service Sector Buildings – HQE (High Environmental Quality) system. The Group has implemented real-time monitoring of operation and maintenance incidents related to the energy consumption of the 3DS Paris Campus buildings. Construction of the 3DS Paris Campus extension began in 2015. The Group wishes to apply the same strategy and obtain NF Service Sector Buildings – HQE certification under the HQE (High Environmental Quality) system.

The exterior of the 3DS Boston Campus is certified LEED Gold, and in 2014 the campus received LEED Platinum certification for its interior. LEED is an American certification awarded to buildings designed with the goal of optimizing environmental performance. To optimize its energy consumption, the 3DS Boston Campus is equipped with condensation boilers and high-yield air conditioning.

In the rest of the world, buildings in Vancouver and Montreal (Canada), Singapore, Shanghai (China), Tokyo (Japan), Auburn Hills (United States), and Stuttgart (Germany) are certified according to local or international environmental standards. The Providence site in the United States is currently being LEED Gold-certified.

#### 2.2.2.4 Dassault Systèmes solutions for its environmental strategy

##### COP21: the 3DEXPERIENCity project

In 2015, France hosted the COP 21 or the 21st Conference of the Parties, which brought together heads of state from around the world to reach an international agreement against climate change. During this event, Dassault Systèmes presented its applications for sustainable cities, the 3DEXPERIENCity project, which enables the visualization of the Group's environmental impact.

The 3DEXPERIENCity team also presented a 3D digital model of the city of Rennes. Cities are currently facing rapid growth, which makes managing them more complex. This model allows future projects and services to be visualized to better meet their environmental and social challenges.

##### Application technology: Use of Workplace 3D to optimize workspace

3D modeling technologies can be used in specialized interior design application fields. The solution developed by Dassault Systèmes, HomeByMe, is a free application for the general public that can position objects such as furniture in a room of a house. The HomeByMe solution, with its Workplace 3D application, can also be used in a professional context to place offices in workspaces and assign offices to employees in a 3D environment. As a result, paper-based processes are replaced by digital processes, thus avoiding manual re-keying and optimizing resources. Employees can also visualize their workspace and propose improvements in terms of comfort.

Finally, and ultimately, the application will be able to integrate all of the elements of facilities management related to workspaces, namely air conditioning and energy, to visualize energy consumption of offices based on the computer equipment installed.

##### 2.2.2.5 Monitoring and control of the Group's environmental impacts

The Group carried out a project to analyze the material nature of its indicators, focusing, in particular, on the key "primary" indicators related to its activity. The Dassault Systèmes primary indicators are electricity consumption, greenhouse gas emissions and electronic and electrical equipment waste (WEEE). The remaining indicators are deemed "secondary" and relate to paper consumption, water consumption and general waste. (See paragraph 2.2.5 "Methodology for Environmental Reporting").

In 2015, the Group implemented new actions to control so-called “primary” indicators (implementation of energy management software, conducting of energy audits, etc.).

Data presented in the environmental report covers Dassault Systèmes SE and all companies in respect of which it has a shareholding exceeding 50%. Globally, all consumptions including power and water and paper consumptions, as well as greenhouse gas emissions from the Group grew between 2015 and 2014 driven by the Group acquisitions made in 2014 and integrated in 2015. See paragraph 2.2.5 “Methodology for Environmental Reporting”.

#### **Electricity consumption (in mWh)**

	<b>2015</b>	<b>2014</b>
Europe	34,725	31,380
<i>of which 3DS Paris Campus</i>	20,247	21,000
Americas	19,535	21,260
Asia	2,430	2,000
<b>TOTAL</b>	<b>56,690*</b>	<b>54,640*</b>

\* Indicator verified by the independent verifier.

Electricity consumption of the 3DS Paris Campus fell by 3.6% between 2015 and 2014. This decrease is attributable to the implementation of (i) measures to improve the energy performance of the Campus and of (ii) an energy management system connected to the technical management of the building since November 2014. This system allows malfunctioning equipment to be identified, thus limiting excess consumption.

Electricity consumption grew between 2015 and 2014 in Europe and Asia as a consequence of the Group acquisitions made in 2014 and to the Company’s organic growth in those regions. In Americas, energy consumption decreased thanks to mild winter temperatures and to the move from the old and energy-consuming site of Providence to a new LEED Gold-certified site which enabled to save 85% energy consumption versus the previous location.

In 2015, pursuant to the EU Energy Efficiency Directive (2012/27/EU), audits were conducted on 3DS Paris Campus and Aix en Provence sites in France and on the Bois-le-Duc site in the Netherlands. To improve energy performance throughout its real estate facilities, the Group also decided to deploy additional energy audits across all geographic regions, auditing, for example, its Meudon-la-Forêt site as early as 2015.

Dassault Systèmes has located part of its servers at several data centers throughout the world. Energy consumption in these centers is included in the total electricity consumption

#### **Energy**

The information below concerns electricity and natural gas consumption on Dassault Systèmes sites and in its data centers. Natural gas consumption represents 4.6% of total energy consumption.

The Company does not use renewable energy on its sites, but has included in some of its energy contracts the purchase of electricity produced by renewable resources for certain sites (3DS Paris Campus in France in 2015, 3DS Stuttgart and 3DS Munich J Wild in Germany). As a result, consumption of electricity from renewable energy represents 41% of total electricity consumption.

above. In 2010, the Group launched a process to virtualize its servers. The “virtualization” of servers leads to better use of material, savings in space at the data center and a reduction in power consumed by the infrastructure, and thus a reduction in greenhouse gas emissions. Dassault Systèmes is far ahead in this area with more than 90% of the servers at its principal data center already virtualized.

#### **Greenhouse Gas Emissions**

##### ***Group transportation optimization policy***

Since the Company’s business is publishing software, transportation is the principal source of its greenhouse gas emissions.

Dassault Systèmes’ travel policy limits the impact of travel on the environment. Under this policy, employees are encouraged to schedule meetings by conference call and video conference rather than by physical travel, use train travel rather than air travel for trips under three hours in length, and use economy class for air travel (the carbon footprint of business class being substantially greater than for economy class).

##### ***Greenhouse gas emissions***

To analyze its carbon footprint on a global basis, Dassault Systèmes uses the “GHG Protocol” (Greenhouse Gas Protocol: [www.ghgprotocol.org](http://www.ghgprotocol.org)).

	2015 Metric Tons CO <sub>2</sub> emissions	2014 Metric Tons CO <sub>2</sub> emissions
<b>SCOPE 1</b>		
<b>Emissions due to on-site natural gas consumption</b>	485	670
<b>Total emissions due to the use of company vehicles</b>	3,990	2,340
Emissions due to the use of company vehicles in Europe	3,865	2,100
Emissions due to the use of company vehicles in the Americas	–	–
Emissions due to the use of company vehicles in Asia	125	240
<b>Emissions due to the use of refrigerants</b>	315	870
<b>TOTAL SCOPE 1</b>	<b>4,790</b>	<b>3,880</b>
<b>SCOPE 2</b>		
<b>Total emissions due to purchases of electricity</b>	11,810	10,090
Emissions due to purchases of electricity in Europe	4,275	3,230
Emissions due to purchases of electricity in the Americas	6,000	5,655
Emissions due to purchases of electricity in Asia	1,535	1,205
<b>TOTAL SCOPE 2</b>	<b>11,810</b>	<b>10,090</b>
<b>SCOPE 3</b>		
<b>Total emissions due to employee business air travel</b>	32,630	21,870
Emissions due to employee business air travel in Europe	12,165	8,020
Emissions due to employee business air travel in the Americas	12,825	9,210
Emissions due to employee business air travel in Asia	7,640	4,640
<b>Total emissions due to employee business travel by train</b>	1,680	1,446
Emissions due to employee travel by train in Europe	180	235
Emissions due to employee travel by train in the Americas	–	1
Emissions due to employee travel by train in Asia	1,500	1,210
<b>Total emissions due to employee travel by personal car in connection with work</b>	2,185	2,045
Emissions due to employee travel using their personal vehicles in Europe	640	525
Emissions due to employee travel using their personal vehicles in the Americas	1,105	1,040
Emissions due to employee travel using their personal vehicles in Asia	440	480
<b>TOTAL SCOPE 3</b>	<b>36,495</b>	<b>25,361</b>
<b>TOTAL GREENHOUSE GAS EMISSIONS (SCOPES 1 + 2 + 3)</b>	<b>53,095*</b>	<b>39,331*</b>

\* Indicator verified by the independent verifier.

Greenhouse gas emissions grew by 35% between 2014 and 2015 and were mainly driven by rising Group's activities linked to acquisitions made in 2014 and to the Group organic growth, which led notably to an increase in business travels.

In terms of carbon intensity by employee, greenhouse gas emissions increased from 5.2 t CO<sub>2</sub> per employee in 2014 to 5.9 t CO<sub>2</sub> per employee in 2015.

## Water consumption

<b>Water consumption (in cubic meters)</b>	<b>2015</b>	<b>2014</b>
Europe	39,235	29,980
<i>of which 3DS Paris Campus</i>	26,894	20,624
Americas	40,460	31,910
Asia	4,510	4,870
<b>TOTAL</b>	<b>84,205</b>	<b>66,760</b>

The data related to water consumption presented above is mainly based on estimates and as such may differ from actual water consumption (see paragraph 2.2.5 “Methodology for Environmental Reporting – Limitations on environmental reporting”).

## General waste treatment

In light of the nature of its business, Dassault Systèmes generates primarily ordinary waste such as paper, cardboard and plastic. The table below indicates the percentage of employees with access to recycling facilities by geographic region:

<b>Percentage of employees with access to recycling facilities at their work location</b>	<b>2015</b>	<b>2014</b>
Europe	94%	89%
<i>of which 3DS Paris Campus</i>	100%	100%
Americas	100%	100%
Asia	100%	100%
<b>% OF EMPLOYEES WITH ACCESS TO RECYCLING FACILITIES AT THEIR WORK LOCATION</b>	<b>97%</b>	<b>94%</b>

In 2015, the Krakow site in Poland introduced recycling in offices.

## Paper and packaging

<b>Paper consumption (in metric tons)</b>	<b>2015</b>	<b>2014</b>
Europe	26	28
<i>of which 3DS Paris Campus</i>	14	18
Americas	15	13
Asia	11	8
<b>TOTAL</b>	<b>52</b>	<b>49</b>

On the 3DS Paris Campus, total paper consumption amounted to 14 metric tons in 2015 compared with 18 metric tons in 2014. On a per-employee basis, this consumption fell from 7.8kg per employee in 2014 to 6.1kg per employee in 2015,

representing a 22% decrease. This decrease was mainly due to the ongoing digitalization of data at the 3DS Paris Campus and the efficient management of paper consumption by employees.

## 2.2.3 Responsible Employee

### Awareness-raising actions

Dassault Systèmes pursues an ongoing policy of employee awareness by involving them in steps taken to save water and energy through presentations on environmentally-friendly gestures and technologies that can reduce the environmental impact of the Company's activities.

The process was enhanced across all geographical regions with the implementation of local initiatives to raise employee awareness of environmentally-friendly gestures. For example, on the 3DS Boston Campus, the North American Green Team organized the Spring Green Week. During this event, employees were taught about energy efficiency and the recycling of electrical and electronic waste. On the Providence site and the 3DS Boston Campus, the employees were also made aware of the impact of transport, and have been encouraged to ride their bike to work.

In April and November 2015, for National Disabled Employment Week and for a one-month period, a "Collecte Solidaire – Agissons Ensemble" event was held once again on the 3DS Paris Campus under the joint sponsorship of the Dassault Systèmes SE Disability Taskforce and the Real Estate, General Resources, and Environment department. Employees

were asked to bring their own obsolete electrical and electronic equipment and appliances no longer in working order. The collected equipment was sent for recycling by a company in the protected worker sector in the French department of Les Yvelines and 837kg of equipment was recycled by disabled employees.

A desk-cleaning was also organized on the 3DS Paris Campus in December 2015. During this event, employees were invited to recycle their old paper archives and used supplies and cardboard at dedicated collection spaces. As a result, 3.8 metric tons of equipment were recycled over one and a half days by persons with disabilities.

In the Asia Pacific region, a recycling week took place in China, on the Shanghai and Beijing sites, during which employees were asked to recycle their computer hardware.

### Training

By 2015, Dassault Systèmes defined an employee training program to raise awareness of the challenges of sustainable development upon their arrival in the Group. The Company plans to launch this training program starting in 2016 on its major sites.

## 2.2.4 Responsible Partner

### Group commitments in favor of circular economy

In 2015, 3DS showed a continued willingness to promote local actions. For example, during events organized on the Paris 3DS Campus to raise employee awareness, the Group shined the spotlight on partners that also integrated social and ethical commitments in the recycling of its electrical and electronic waste in Europe. Therefore, socially conscious and solidarity-based companies are given preference wherever possible.

In order to create a positive impact at every Group location, local contributions that integrate an ethical and/or socially responsible approach are promoted as soon as possible. In addition, the Group tends to promote recycling activities throughout the world and focus on the purchase of materials and furniture that has been recycled or certified as environmentally friendly.

### Specific waste treatment

Dassault Systèmes places significant importance on managing its computer equipment both in terms of usage and recycling. The Company's computer equipment includes desktop computers, laptop computers and the servers of its data center and has received the "Energy Star" certificate. When buying new material, the Company gives preference to internationally recognized environmental certificates such as "Energy Star" and "TCO".

For example, Dassault Systèmes has entrusted the refurbishing or recycling of computer equipment for the Europe region to two socially conscious and solidarity-based companies that employ people with disabilities near its registered office in Vélizy-Villacoublay. One of them recycles plastic materials to produce urban furniture. Dassault Systèmes purchased some of this urban furniture for its green spaces in 2015, and it plans to exchange all of its waste baskets for these items made from recycled material.

*Specific waste*

	2015	2014
<b>% of specific waste recycled according to environmental standards</b>	<b>100</b>	<b>100</b>
<b>Quantity of WEEE<sup>(1)</sup> recycled according to environmental standards (in kg)</b>		
Europe	9,250	9,420
<i>of which 3DS Paris Campus</i>	6,083	8,325
Americas	6,307	3,020
Asia	1,442	510
<b>TOTAL</b>	<b>16,999*</b>	<b>12,950*</b>

\* Indicator verified by the independent verifier.

(1) WEEE: Waste Electronic and Electrical Equipment.

In 2014 and 2015, all WEEE were recycled according to environmental standards.

## 2.2.5 Methodology for Environmental Reporting

### Methodology and scope of environmental reporting

The Dassault Systèmes Methodology for Environmental Reporting is summarized in the "Environmental reporting protocol". The protocol defines:

- the distinction between primary environmental indicators and secondary indicators;
- the methodology for collecting and consolidating environmental information;
- the scope for collecting environmental data.

In application of the provisions of Article 225 of the law referred to as "Grenelle II", the environmental reporting target scope includes Dassault Systèmes SE and all the companies in respect of which it has a shareholding exceeding 50%.

The environmental reporting scope fits to the published indicators and covers the following aspects:

- the environmental reporting scope currently comprises the Group's main sites for the following indicators: energy consumption, total greenhouse gas emissions scope 1 and 2, water consumption, general waste treatment, paper and packaging, and specific waste. In 2014, the environmental reporting scope covered the sites with over 35 employees, representing 86% of the target scope described above. Following the 2015 inclusion of new sites, related to 2014 acquisitions (Accelrys, Quintiq and RTT), the Group decided to focus on sites over 50 employees, representing 78% of the target scope.
- the environmental reporting scope currently comprises the Group's main entities for the total greenhouse gas emissions scope 3. In 2014, the environmental reporting

scope covered every entity with one site over 35 employees, representing 74% of the target scope described above. In 2015, the environmental reporting scope covers the entities with one site over 50 employees, representing 93% of the target scope.

Variations related to the locations and to the legal structures included in the environmental reporting scope, as shown above, have no significant impact on the primary environmental indicators; as a consequence, the 2014 opening data were not restated.

The environmental indicators thus determined for 2015 are presented in paragraphs 2.2.2 "Responsible Company" and 2.2.4 "Responsible Partner".

The Company's environmental reporting may evolve as part of the ongoing process of improvement undertaken by the Company, or to take changes in applicable regulations into account.

### Collecting and consolidating environmental data

Environmental data was collected by the Sustainability Leaders and consolidated by the Dassault Systèmes Real Estate and General Resources Management based on the environmental reporting protocol. For selected questions, such as business travel and data concerning electronic waste, external service providers were also consulted.

To simplify the consolidation of environmental data, a dedicated software application was rolled out. This new solution facilitates the structuring and standardization of environmental data (regarding all parameters but scope 3 data

related to greenhouse gas emissions), like-for-like comparisons and an increase in the frequency of information collection from annual to quarterly. The deployment of this application was finalized in 2014 and has strengthened the management of environmental performance on a global scale.

Primary indicators are collected on a quarterly basis by the Sustainability Leaders and are reviewed and published in a quarterly report issued by the Dassault Systèmes Real Estate and General Resources department. These indicators are presented in detail in this report. They are also checked by the independent verifier and are subject to limited assurance.

Secondary indicators are collected on a yearly basis by the Sustainability Leaders.

### Limitations on environmental reporting

In certain cases, information cannot be provided on the bases of actual consumption, e.g., for the sites with service charges related to water consumption and recharging the refrigerant to use the air-conditioning system which are included in the rent.

For some foreign subsidiaries representing a small contribution in the ratio, the data related to travel is not available on the basis of the same format as the rest of the scope. In these cases, the Environmental Reporting Protocol specifies the procedure to follow in order to make the estimations required (e.g., an estimation of water consumption is made on the basis of the averages recorded on the other sites in the geographic region based on the number of employees or square meters taken up). As a result, actual consumption may be different from estimates.

Regarding waste treatment, waste treatment and collection are handled for most subsidiaries by local government, which does not furnish any information on collected waste. It is therefore not possible to provide any information on the amount of waste generated. Dassault Systèmes has nevertheless inquired of all subsidiaries included in the 2015 reporting scope as to whether recycling was put in place. Consequently, the Group produces information on the percentage of sites adopting waste recycling rather than on the quantity of waste treated (see paragraph 2.2.2 "Responsible Company").

## 2.2.6 Industrial and Environmental Risk

The Group is not aware of any industrial or environmental risks which may have a significant impact on its financial condition or operating results, and it believes that its business has a very limited environmental impact:

- a significant portion of its assets are intangible;
- none of the Company's sites produces dangerous waste or waste with an environmental impact on the ground, air or water, and none of them meets criteria set forth under the European SEVESO directive regarding sites at risk due to hazardous substances, or is classified under ICPE (Classified Installation for the Protection of the Environment);
- the Company does not believe that it is directly exposed to climate change issues in the short or medium-term;
- Dassault Systèmes' business does not have any known negative impact on biodiversity, nor does it create noise or odors that may create a nuisance locally. In addition, the Company is not involved with soil usage matters.

The only aspect for which the Group believes there exists a minor environmental risk, which would not have a significant

impact on its financial condition or results of operations, is the fuel storage at the 3DS Paris Campus and the 3DS Boston Campus, which would be used to produce electricity in case of an electrical shortage.

Based on the Company's limited industrial and environmental risks, costs resulting from evaluating, preventing and treating industrial and environmental risks are not significant and are included under different line items representing investments and expenses in the consolidated financial statements.

In 2015, no provisions or guarantees for environmental risks were recorded in the Group's consolidated financial statements. In addition, no expense was recognized in the financial statements related to a court judgment regarding environmental issues or actions taken to remediate any environmental-damage.

To anticipate any regulatory risks related to environmental matters, Dassault Systèmes' Legal department and General Resources and Sustainable Development department closely follow environmental regulations that may have an effect on its business.

## 2.3 Independent Verifier's Attestation and Assurance Report on Social, Societal and Environmental Information

*This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

To the Shareholders,

In our quality as an independent verifier accredited by the COFRAC<sup>(1)</sup> under the number n° 3-1050, and as a member of the network of one of the Statutory Auditors of the company Dassault Systèmes, we present our report on the consolidated social, environmental and societal information established for the year ended on December 31, 2015, presented in chapter 2 of the management report, hereafter referred to as the "CSR Information," pursuant to the provisions of the article L. 225-102-1 of the French Commercial Code (*Code de commerce*).

### Responsibility of the Company

It is the responsibility of the Board of Directors to establish a management report including CSR Information referred to in the article R. 225-105-1 of the French Commercial Code (*Code de commerce*), in accordance with the protocols used by the Company, consisting in HR reporting instructions and an environmental reporting protocol in their versions both dated November 2015 (hereafter referred to as the "Criteria"), and of which a summary is included in section 2.1.6 (social reporting) and in section 2.2.5 (environmental reporting) of the management report, as well as available at the Company's headquarters.

### Independence and quality control

Our independence is defined by regulatory requirements, the Code of Ethics of our profession as well as the provisions in the article L. 822-11 of the French Commercial Code (*Code de commerce*). In addition, we have implemented a quality control system, including documented policies and procedures to ensure compliance with ethical standards, professional standards and applicable laws and regulations.

### Responsibility of the independent verifier

It is our role, based on our work:

- to attest whether the required CSR Information is present in the management report or, in the case of its omission, that an appropriate explanation has been provided, in accordance with the third paragraph of R. 225-105 of the French Commercial Code (*Code de commerce*) (Attestation of presence of CSR Information);
- to express a limited assurance conclusion, that the CSR Information, overall, is fairly presented, in all material aspects, in accordance with the Criteria (Limited assurance on CSR Information).

Our verification work was undertaken by a team of five people between October 2015 and March 2016 for an estimated duration of seven weeks.

We conducted the work described below in accordance with the professional standards applicable in France and the Order of May 13, 2013 determining the conditions under which an independent third-party verifier conducts its mission, and in relation to the opinion of fairness and the reasonable assurance report, in accordance with the international standard ISAE 3000<sup>(2)</sup>.

(1) Scope available at [www.cofrac.fr](http://www.cofrac.fr)

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical information.

## 1. Attestation of presence of CSR Information

We obtained an understanding of the Company's CSR issues, based on interviews with the management of relevant departments, a presentation of the Company's strategy on sustainable development based on the social and environmental consequences linked to the activities of the Company and its societal commitments, as well as, where appropriate, resulting actions or programmes.

We have compared the information presented in the management report with the list as provided for in the article R. 225-105-1 of the French Commercial Code (*Code de commerce*).

In the absence of certain consolidated information, we have verified that the explanations were provided in accordance with the provisions in article R. 225-105-1, paragraph 3, of the French Commercial Code (*Code de commerce*).

We verified that the information covers the consolidated perimeter, namely the entity and its subsidiaries, as aligned with the meaning of the article L. 233-1 and the entities which it controls, as aligned with the meaning of the article L. 233-3 of the French Commercial Code (*Code de commerce*) with the limitations specified in the Methodological Note in sections 2.1.6 and 2.2.5 of chapter 2 of the management report.

Based on this work, and given the limitations mentioned above, we confirm the presence in the management report of the required CSR information.

## 2. Limited assurance on CSR Information

### Nature and scope of the work

We undertook a dozen interviews with the people responsible for the preparation of the CSR Information in the different departments, including people in the Human Resources, Facilities, Purchasing, Innovation, who are in charge of the data collection process and, if applicable, the people responsible for internal control processes and risk management, in order to:

- assess the suitability of the Criteria for reporting, in relation to their relevance, completeness, reliability, neutrality, and understandability, taking into consideration, if relevant, industry standards;
- verify the implementation of the process for the collection, compilation, processing and control for completeness and consistency of the CSR Information and identify the procedures for internal control and risk management related to the preparation of the CSR Information.

We determined the nature and extent of our tests and inspections based on the nature and importance of the CSR Information, in relation to the characteristics of the Company, its social and environmental issues, its strategy in relation to sustainable development and industry best practices.

For the CSR Information which we considered the most important<sup>(1)</sup>:

- at the level of the consolidated entity, we consulted documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions, etc.), we implemented analytical procedures on the quantitative information and verified, on a test basis, the calculations and the compilation of the information, and also verified their coherence and consistency with the other information presented in the management report;
- at the level of the representative sample of entities that we selected<sup>(2)</sup> based on their activity, their contribution to the consolidated indicators, their location and a risk analysis, we undertook interviews to verify the correct application of the procedures and undertook detailed tests on the basis of samples, consisting in verifying the calculations made and linking them with supporting documentation. The sample reviewed therefore represented on average 31% of the workforce and between 10% and 46% for quantitative environmental information<sup>(3)</sup>.

For the other consolidated CSR information, we assessed their consistency in relation to our knowledge of the Company.

Finally, we assessed the relevance of the explanations provided, if appropriate, in the partial or total absence of certain information.

We consider that the sample methods and sizes of the samples that we considered by exercising our professional judgment allow us to express a limited assurance conclusion; an assurance of a higher level would have required more extensive verification work. Due to the necessary use of sampling techniques and other limitations inherent in the functioning of any information and internal control system, the risk of non-detection of a significant anomaly in the CSR Information cannot be entirely eliminated.

## Conclusion

Based on our work, we have not identified any significant misstatement that causes us to believe that the CSR Information, taken together, has not been fairly presented, in compliance with the Criteria.

Paris-La Défense, on March 18, 2016

*French original signed by:*

Independent Verifier

ERNST & YOUNG et Associés

Eric Mugnier

Partner, sustainable development

Bruno Perrin

Partner

### (1) Environmental and societal information:

**Indicators (quantitative information):** energy consumption (in MWh), greenhouse gas emissions (in tonnes of CO<sub>2</sub> equivalent), quantity of waste electrical and electronic equipment recycled according to environmental norms (in kg).

**Qualitative information:** general environmental policy (organisation, evaluation or certification procedures), measures for preventing, recycling and eliminating waste, sustainable use of resources and climate change (energy consumption, measures taken to improve energy efficiency and the use of renewable energy), importance of sub-contracting and the consideration of environmental and social issues in purchasing policies and relations with suppliers and subcontractors, business ethics (actions undertaken to prevent bribery and corruption), territorial, economic and social impact (impact on neighbouring or local populations).

### Social information:

**Indicators (quantitative information):** workforce size and breakdown by geography, age, gender, type of contract (long/short term), percentage of female managers, absenteeism, hiring and terminations, turnover rate, total number of training hours and breakdown by type of training, by category, by gender, and the ratio of hours of training per employee.

**Qualitative information:** employment (total headcount and breakdown, hiring and terminations, remunerations and their evolution), the organisation of working time, absenteeism, social relationships (the organisation of social dialogue, collective bargaining agreements), health and safety conditions at work, training policies, diversity and equality of treatment and opportunities (measures undertaken for gender equality, the employment and inclusion of people with disabilities, anti-discrimination policies and actions).

(2) The entities Dassault Systèmes S.E. and Dassault Data Service (DS Paris Campus and Terre Europa sites in Vélizy, France); the entities Dassault Systèmes Canada Inc. and DS Canada Software Inc. (Montreal, Canadian site).

(3) The coverage rate of our work is 31% of the workforce for the social data, 46% for the quantities of computers and servers recycled, 42% for energy consumption, and 18% for greenhouse gas emissions.

## NRE correspondence table

Article R. 225-105-1 of the French Commercial Code items	Reference Document	
	Paragraphs	Pages
<b>EMPLOYMENT</b>		
Total employees and distribution by gender, age and geographic location	2.1.1, 2.1.7	39,56
New hires and departures	2.1.2, 2.1.7	42,56
Compensation	2.1.4	50
<b>ORGANIZATION OF WORKING TIME</b>		
Absenteeism	2.1.1	39
<b>LABOR RELATIONS</b>		
Organization of employee relations and employee communications, consultation and negotiation procedures	2.1.5	52
Summary of collective agreements	2.1.5	52
<b>HEALTH AND SAFETY</b>		
Health and safety conditions	2.1.5	52
Summary of agreements reached with labor unions or employee representatives regarding health and safety	2.1.5	52
Work accidents frequency and seriousness, and professional illnesses	2.1.5	52
<b>TRAINING</b>		
Training policies	2.1.2	42
Total training time	2.1.2	42
<b>EQUAL TREATMENT</b>		
Measures for the equal treatment of women and men	2.1.2	42
Measures for the employment of disabled persons	2.1.2	42
Anti-discrimination policy	2.1.2	42
<b>PROMOTION OF AND RESPECT FOR THE PROVISIONS OF THE BASIC CONVENTIONS OF THE INTERNATIONAL LABOR ORGANIZATION ON</b>		
Respect for the freedom of association and the right to collective negotiation	2.1.5	52
Eliminating discrimination at work	2.1.2	42
Eliminating forced labor	2.1.5	52
Eliminating child labor	2.1.5	52
<b>INFORMATION ON SOCIETAL COMMITMENTS AND COMMITMENTS TO SUSTAINABLE DEVELOPMENT</b>		
Regional, economic and social impact of the business in terms of employment and regional development, on nearby or local populations	2.1.2	42
Relations with individuals and organizations interested by the Company's business (job placement associations, educational establishments, environmental protection associations, etc.), partnership and sponsorship	2.1.2	42
Sub-contractors and suppliers: social responsibility. Taking social and environmental issues into account in the purchasing policy. Importance of sub-contracting. Taking suppliers' and sub-contractors' social and environmental responsibility into account in relations with them	2.1.1	39
Good citizen practices (actions to prevent corruption and measures to protect the health and safety of consumers) and other measures to support human rights	2.1.5	52
<b>GENERAL POLICY ON ENVIRONMENTAL ISSUES</b>		
Organizing the Company to take into account environmental issues. If need be, environmental assessment or certification processes	2.2.1	58
Employee training and information actions regarding environmental protection	2.2.3	65
Resources devoted to the prevention of environmental risks and pollution	2.2.6	67
Amount of provisions and guarantees for environmental risks	2.2.6	67

Article R. 225-105-1 of the French Commercial Code items	Reference Document	
	Paragraphs	Pages
<b>POLLUTION AND WASTE MANAGEMENT</b>		
Measures for preventing, recycling or eliminating waste	2.2.2.5 and 2.2.4	61, 65
<b>SUSTAINABLE USE OF RESOURCES</b>		
Water consumption	2.2.2.5	61
Consumption of raw materials	2.2.2.5 and 2.2.4	61, 65
Measures taken to improve the efficiency of the use of raw materials	2.2.2.5 and 2.2.4	61, 65
Energy consumption	2.2.2.5	61
Measures taken to improve energy efficiency and the use of renewable energy	2.2.2.5	61
<b>CLIMATE CHANGE</b>		
Greenhouse gas emissions	2.2.2.5	61

Information not published due to lack of relevancy	Explanation
Frequency/severity rate of work accidents. Professional illnesses.	Given the nature of Dassault Systèmes' activity, the number of work accidents is low and consists of only a few cases per year. This indicator is not calculated.
Consideration of noise pollution Land use Water supply in accordance with local constraints Adaptation to the consequences of climate change Biodiversity protection	Given Dassault Systèmes' activity, these topics are not covered. The Group is not aware of any noise pollution that could negatively impact the environment, nor is it aware of any impact on biodiversity. With regards to land use, the Group is only a commercial user, and the Group is not aware of any local constraints with regards to water supply. The Group does not believe that it is at risk with regards to climate change in the near-or mid-term.