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| <p style="text-align: center;">DASSAULT SYSTEMES GROUP PRIVACY POLICY FOR APPLICANTS</p> |
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In the course of its business, Dassault Systèmes and its subsidiaries (collectively, “3DS”) collect Personal Data (as defined below) from applicants.

As 3DS is committed to protecting the privacy of the information collected, this Privacy Policy (the “Policy”) sets forth the principles and guidelines governing the protection of the Personal Data processed.

The purpose of this Policy is to let applicants know how 3DS collects and uses their Personal Data and how they can control its use.

It is 3DS policy to abide by applicable legislation and regulations, including but not limited to the European Directive 95/46/C on personal data and privacy protection and national provisions adopted pursuant to this Directive.

1. SCOPE OF THIS POLICY

This Policy applies to the Personal Data provided to 3DS by applicants through the application process.

Personal data ("Personal Data") means any information relating to an identified or identifiable person. An identifiable person is a person who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to the person.

2. DATA COLLECTED AND PURPOSES

In the course of the recruitment process 3DS requires applicants to provide Personal Data that may vary depending on the country, in order to comply with applicable employment laws. Subject to applicable law, Personal Data collected may include:

- personal descriptors (gender, name, date of birth, place of birth, address, email, address, etc.),
- employment information (employment history, areas of expertise, job type preferences, evaluations, reference interviews, etc.)
- education information (educational background, diplomas, etc.), and
- any other Personal Data as may be relevant for the purposes listed below.

In all cases, however, the Personal Data requested is limited to data necessary to the purposes of conducting the recruitment and/or processing on-going hiring (it being understood that applicants may choose to provide 3DS with additional Personal Data on a voluntary basis) and in particular:

- Evaluate applicants and find the best talents for the vacancies or positions with 3DS
- Manage the recruitment sources
- background checks
- government reporting

3. PERSONAL DATA PROCESSING AND STORAGE TERM

Processing of Personal Data includes using, storing, recording, transferring, adapting, summarizing, amending, sharing and destroying Personal Data as necessary under the circumstances or as otherwise required by law. 3DS may require original documents containing Personal Data that verify employment eligibility and identification, which information may be processed in the same manner.

3DS will not process Personal Data in a way that is incompatible with the purposes for which it has been collected. To the extent necessary for those purposes, 3DS will take reasonable steps to ensure that Personal Data is relevant for its intended use, accurate, complete and current.

All Personal Data that has been collected will be stored for a limited duration that is relevant to the purpose of such collection and for so long as required by applicable law.

4. DISCLOSURE AND TRANSFER OF PERSONAL DATA

As a global company, 3DS is able to leverage technology to efficiently manage Personal Data and obtain candidate applications online throughout its global operations. 3DS may provide access to Personal Data to 3DS personnel in other countries for the above purposes. This will involve the transfer of Personal Data in and outside the applicants' country. It might also be necessary to disclose Personal Data to suppliers, contractors or service agents providing services to 3DS in connection with the above mentioned uses. For example, subject to certain legal requirements, 3DS may use external service providers to collect, process and validate Personal Data, such as education, work history, compensation, background, references, and status. 3DS might also disclose Personal Data to satisfy the legitimate requirements of a third party which is considering acquiring some of 3DS' business operations.

Before sharing Personal Data concerning a European Union resident with a third party, 3DS will ascertain that the third party: (i) safeguards Personal Data consistent with this Policy; and (ii) is subject to the European Union Data Privacy legislation or offers "an adequate level of protection" in accordance with said legislation.

With respect to Personal Data transferred from the European Union to the United States or other non-European locations, please note that 3DS subsidiaries who have received Personal Data relating to applicants in the European Union offer “an adequate level of protection” in accordance with European legislation.

Where 3DS has knowledge that an employee or internal contractor is using or disclosing Personal Data contrary to this Policy or applicable law, 3DS will take reasonable steps to prevent or stop such use or disclosure.

3DS will also disclose Personal Data to third parties if 3DS determines, in its discretion, that such disclosure is necessary to protect 3DS legal interests, such as in the following types of circumstances: (i) as a matter of law (e.g., to tax and social security authorities); (ii) to protect 3DS’ legal rights (e.g., to defend or prosecute a lawsuit or administrative proceeding); or (iii) in an emergency where health or security of an applicant may be endangered. These transfers may be transmitted over the internet, via mail, via facsimile, or by any other method that 3DS determines is appropriate and in accordance with applicable law.

5. RIGHT OF ACCESS

3DS will take reasonable steps to ensure that the Personal Data collected is used for the purposes stated in this Privacy Policy and that such Personal Data is correct and up to date.

Pursuant and subject to the European Directive 95/46/C on personal data and privacy protection, as well as national provisions adopted pursuant to this Directive and other local applicable laws, applicants can (i) access their Personal Data, subject to the principle of proportionality or reasonableness, or (ii) ask for the correction or update of their Personal Data, by notifying the Human Resources Department or by sending an email to 3DS.Compliance-Privacy@3ds.com. 3DS will use reasonable efforts to correct any reported factual inaccuracies in Personal Data. Depending on the scope of the request, 3DS reserves the right to charge a reasonable fee to cover any out-of-pocket costs (such as copying fees) incurred in connection with such access and correction.

Applicants should notify the 3DS Human Resources Department concerning changes in Personnel Data, such as legal change of name, address, and other such status changes. Applicants should contact the 3DS Human Resources Department or send an email to 3DS.Compliance-Privacy@3ds.com.

3DS may deny access to Personal Data in limited situations as defined by applicable laws and regulations.

6. SECURITY OF PERSONAL DATA

3DS has in place reasonable safeguards with respect to the protection and security of Personal Data.

All Personal Data will be treated as confidential. Therefore, 3DS restricts access to such Personal Data to 3DS employees, independent contractors or agents who have a need to know such data in carrying out their mission in consistence with the purposes for which the Personal Data was collected or otherwise in furtherance of the performance of the duties at 3DS. All non-business related access and/or disclosures are prohibited. All the people who have access to Personal Data are bound by a duty of confidentiality.

Every employee must contribute to the confidentiality of Personal Data by respecting technical access and clearance processes and procedures. 3DS maintains reasonable physical, electronic, and procedural safeguards to protect Personal Data from loss, misuse and unauthorized access, disclosure, alteration and destruction. As part of those safeguards, 3DS employs technology designed to protect Personal Data during its transmission and prevent transmission errors or unauthorized acts of third parties.

Although 3DS has put into place reasonable safeguards to protect Personal Data, we recognize that there is no method of transmitting or storing Personal Data that is completely secure. If an applicant has reason to believe that the security of his/her Personal Data has been compromised or misused, they should contact the 3DS Human Resources Department.

7. DISPUTE RESOLUTION

3DS will investigate and attempt to resolve complaints regarding use and disclosure of Personal Data in accordance with the principles contained in this Policy.

If the matter is not resolved through internal 3DS procedures, i.e. by contacting the 3DS Human Resources Department, then applicants who are European Union residents may directly report the matter to the local Data Protection Authority (e.g., in France: the C.N.I.L). Non-European Union residents should follow local procedures for dispute resolution.

Unauthorized access to or misuse of Personal Data may be treated as serious offenses as required by local legislation and practice.

8. CONTACT

Any questions or comments concerning this Policy can be submitted to the 3DS Human Resources Department or by email to 3DS.Compliance-Privacy@3ds.com.

9. POLICY EFFECTIVE DATE AND REVISIONS

This Policy is communicated to 3DS applicants. Occasionally 3DS may update this Policy to accurately reflect any changes to its privacy practices or as required to comply with legal requirements. The most recent policy will be published and will reflect the effective date.

The effective date of this Policy is December 30th 2015.