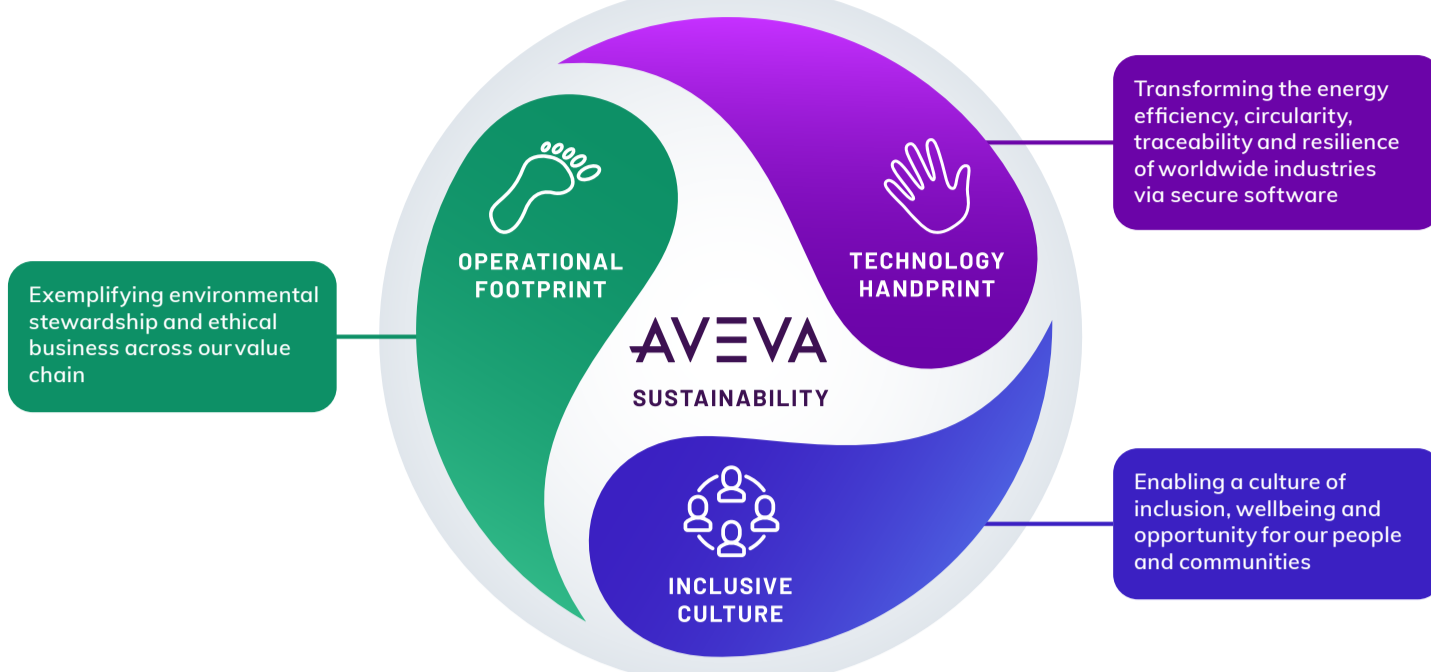


Our pledge to drive the sustainable industries of the future

We combine the power of information and artificial intelligence with human insight to elevate industries' performance, driving sustainability and growth. Our Environmental, Social and Governance framework shapes our areas of focus and advances our work on setting enterprise-wide sustainability goals. Following a detailed materiality assessment, we created this three-pillar approach as a foundation for setting robust sustainability targets.

Our approach



Operational Footprint

We define our operational footprint as our efforts to demonstrate ethical business practices and manage the environmental impacts of our operations in line with the highest standards. We aspire to lead by example on how we measure and reduce our own GHG emissions and are committed to minimising our use of all natural resources. We are also focused on strengthening our resilience and mitigating risks as part of our work to indicate climate leadership.

Inclusive Culture

As a company, we are passionate about embracing and supporting a diverse, equitable and inclusive culture for our people and communities around the world. In addition to our employee-led support networks, we have a comprehensive diversity and inclusion action plan in place. We are committed to ensuring all our colleagues feel a sense of belonging and well-being. And, through our various giveback initiatives and the Action for Good programme, we strive to share those core values with our communities.

Technology Handprint

Our technology handprint is the positive environmental, operational and social impact that our products can offer our customers. As a technology leader, this handprint is where we believe we have the biggest opportunity to make a positive global impact, including by helping our customers reduce their greenhouse gas emissions. We are committed to demonstrating we are a trusted and secure software partner who can enable new levels of energy efficiency, circularity, traceability and resilience for industries worldwide.

Pledging to support sustainability

We are pleased to be formalizing the first of our sustainability ambitions and specific goals.



Our Operational Footprint

Net Zero Operations

In this crucial year for climate action, we are pleased to affirm our commitment to exemplifying environmental stewardship across our value chain through the reduction of greenhouse gas emissions.

Specifically, we commit to:

- Achieve net-zero emissions across our operations (Scopes 1 and 2*) by 2030
- Set a science-based emission reduction target aligned with the SBTi's target-setting criteria

*Scope 1 = direct emissions from operations
Scope 2 = indirect emissions from purchased energy



Our Inclusive Culture

Advancing Women in Technology

In line with our commitment to DEI and efforts to enable a truly inclusive organizational culture, we're pleased to announce our pledge to drive greater representation of women in AVEVA's workforce.

Specifically, we commit to:

- 30% leadership roles held by women by 2030
- 40% management roles held by women by 2030
- 50% women hires by 2030

We are continuing to formalize our sustainability pledges across other focus areas as well as develop interim goals to help us report and communicate on our progress. We look forward to sharing more details on our additional formalized pledges in the coming months.

Our Technology Handprint

Putting our capabilities into practice

Veolia Water Technologies, global leaders in optimised resource management, use our software to support agile collaboration in the Cloud. AVEVA Connect helps boost collaboration by 20%, empowering teams to leverage centralised real-time data to enhance operational efficiency. This contributes directly to Henkel's climate-positive ambitions, reducing energy usage by 16% in just six years. This is equivalent to EUR 8 million in savings each year.

Ballard Power Systems, a leading global provider of innovative clean-energy solutions, was looking to build a standardised, scalable model to enable remote monitoring, diagnostics and optimisation of fuel cells in the field. To do so, it leveraged AVEVA's Cloud-based Insight solution, empowering its team to visualise and analyse fuel-cell performance across its entire operational fleet around the world.

Global leaders in consumer goods and chemicals, **Henkel** uses AVEVA Manufacturing Execution System to realise the sustainability goals of its Laundry and Home Care division. Working closely with us, Henkel built a digital backbone that connects its global operations in a proprietary Cloud system, unifying 1.5 billion data points to help optimise energy and resource efficiency. This contributes directly to Henkel's climate-positive ambitions, reducing energy usage by 16% in just six years. This is equivalent to EUR 8 million in savings each year.

The City of Seattle uses AVEVA software to gather data from across diverse municipal systems. During the pandemic, the city's authorities needed teams and processes to be seamlessly connected to drive resiliency and agile decision-making. Using AVEVA software, the team was able to centralise technology operations data, enabling the authorities to transition to almost 100% remote operations early in the outbreak. As a result, thousands of critical employees were able to keep the city services functioning safely and seamlessly, supporting citizens on the frontline of the crisis.

To explore AVEVA's sustainability mission visit www.aveva.com/sustainability