

AVEVA Norwegian Transparency Act Statement

The purpose of the Norwegian Transparency Act (the “Act”) is to ensure that companies secure human rights and decent working conditions across their operations and supply chain. Under this Act, companies are required to prepare and publish a statement regarding the steps taken during the last financial year to identify and avoid any adverse impacts on human rights or working conditions to which they may cause or contribute to through the use of suppliers, business associates or their subcontractors.

The AVEVA Group is a leading global provider of engineering and industrial software. It consists of a parent company, AVEVA Group Limited (“AVEVA”) incorporated in the United Kingdom, and a number of subsidiaries held directly or indirectly by AVEVA, which are incorporated in various jurisdictions around the world (including Argentina, Australia, Brazil, Canada, Chile, China, Colombia, Denmark, France, Germany, Hong Kong, India, Italy, Japan, Korea, Malaysia, Mexico, the Netherlands, Norway, Singapore, Spain, Sweden, Thailand, the U.A.E., the U.K. and the U.S.), each contributing to the Group’s profits, assets and cash flows.

On 1 March 2018, AVEVA merged with the Schneider Electric Industrial Software Business, creating a global leader in engineering and industrial software, which resulted in Schneider Electric owning c. 60% share in AVEVA. On 22 March 2021, AVEVA completed the acquisition of operational data platform developer, OSIsoft, improving the Group’s capabilities to enable industrial customers to accelerate their digital transformation experts. On 18 January 2023, Schneider Electric completed the acquisition of AVEVA which is now wholly owned. Schneider Electric intends for AVEVA to remain as a distinct legal group with its own board of directors.

This statement is prepared in connection with the financial year ending 31 December 2023, in respect of AVEVA and its subsidiaries.

Respect for human rights is of the utmost importance for AVEVA. Within our operations and across our value chain, we maintain policies and procedures to enforce respect for human rights. Since 2021, we have been members of the United Nations Global Compact (UNGC), advancing the universal principles of human rights, labour, environment and anti-corruption through our strategy and programmes.

AVEVA has a [Human Rights Policy](#) and an [Anti-Slavery and Human Trafficking Statement](#), which detail AVEVA’s commitment to respect fundamental human rights in alignment with international law and standards.

AVEVA maintains a group-level [Supplier Code of Conduct](#) which describes our ethical business practices and sustainability expectations. This Code applies to all AVEVA's providers of goods and services, independent contractors, employment agencies providing temporary and permanent workers, contract labour providers, and technology licensors. At a minimum, AVEVA requires suppliers to operate in full compliance with the laws, rules, and regulations of the countries in which they operate including any applicable international laws and regulations. This Code also encourages suppliers to go beyond legal compliance to advance social and environmental goals, and business ethics drawing upon internationally recognised standards.

Considering the nature of AVEVA's business and its supply chains, which are comprised of office space, office-related supplies, IT and other technology, personnel, facilities, transportation, recruitment, legal and financial services, AVEVA believes the risks of human rights violations taking place in any part of its business or supply chains are low.

Notwithstanding the above, AVEVA remains committed to taking steps to prevent human rights violations arising in any part of its business or supply chains, including by conducting ongoing human rights due diligence. Our human rights commitments and due diligence efforts are informed by engagement with human rights experts, employees, suppliers, partners, and multi-stakeholder initiatives.

During the last financial year, AVEVA has taken the following steps:

- Carried out mandatory due diligence in line with our [Supplier Code of Conduct](#) and included an acknowledgment to comply with this code in our supplier onboarding form.
- Deployed a supplier self-assessment questionnaire to the suppliers who make up 53% of our procurement spend.
- Developed and implemented a Corrective Action Plan to address red flags identified through the supplier self-assessment questionnaire responses. Suppliers must provide evidence of their existing policies in human rights, modern slavery, and environmental protection. If such policies or statements are missing, suppliers are asked to develop and submit them.
- Hired a Responsible Sourcing Analyst; this role will support the development and implementation of responsible sourcing strategies, ensuring ethical, sustainable, and compliant supply chain practices.

We expect that the actions taken will continue to build our capacity to assess our human right performance across our value chain and ensure our suppliers conduct their business without violating human rights or decent working conditions. Our priorities over the next year include conducting virtual assessments based on data from supplier self-assessment questionnaires,

leveraging external platforms to support supplier assessment practices comprehensively, and providing resources and support for suppliers to develop and improve their own policies and practices. Additionally, we are enhancing our Responsible Sourcing Programme to drive these priorities, including ongoing employee training. As we evolve our approach we will keep engaging in stakeholder dialogue with relevant parties, such as our vendors, partners, third-party consultants, and NGOs to understand better the effectiveness of the measures we are taking, help prioritise impacts we identify for action and make sure we are incorporating lessons learned from others.

Pursuant to Section 4 of the Act, any person has the right to request information from AVEVA regarding our work to address actual and potential adverse impacts. Requests can be sent to sustainability@aveva.com.

This Statement was approved by the Board of Directors of AVEVA AS in June 2024.