

AVEVA Group Privacy Notice for Candidates for Employment or Contract for Services

1. **What is this document and why should you read it?**

- 1.1 This privacy notice explains how and why the AVEVA group company listed in **Schedule 5** (each a subsidiary of AVEVA Group plc) (referred to in this notice as “AVEVA”, “we”, “our” and “us”) uses personal information about candidates (referred to as “you”) applying for a position with us, whether directly (e.g. by direct contact with us, including by use of our recruitment portal)
- 1.2 You should read this notice, so that you know what we are doing with your personal information. Please also read any other privacy notices that we give you, that might apply to our use of your personal information in specific circumstances in the future.
- 1.3 This notice does not form part of your contract of employment (where applicable) or any other contract to provide services.

2. **AVEVA’s data protection responsibilities**

- 2.1 “**Personal information**” is any information that relates to an identifiable natural person. Your name, address, contact details, salary details and CV are all examples of your personal information, if they can be used to identify you.
- 2.2 The term “**process**” means any activity relating to personal information, including, by way of example, collection, storage, use, consultation and transmission.
- 2.3 AVEVA is a “**controller**” of your personal information. This is a legal term – it means that we make decisions about how and why we process your personal information and, because of this, we are responsible for making sure it is used in accordance with data protection laws.

3. **What types of personal information do we collect and where do we get it from?**

- 3.1 We collect many different types of personal information about you for lots of reasons. We will not be able to run our recruitment, interview and onboarding processes or administer our employment or other relationship with you without your personal information. Where we don’t need your personal information, we will make this clear, for instance we will explain if any data fields in our application and recruitment processes are optional and can be left blank.
- 3.2 Further details of the personal information we collect, where we get it from and what we do with it are set out in **Schedule 1**.
- 3.3 You provide us with personal information when you apply for a job with us on the application form available online. We may obtain your details from recruitment agents and consultants, previous employers or online job platforms you have used as well as your public social media presence such as your LinkedIn profile. This Privacy Notice should have been provided to you though the recruitment agent or recruitment portal.
- 3.4 It is your responsibility to make sure the personal information you provide to us is complete and accurate and you must help us to keep it accurate and up to date. If any of the personal information you have given to us changes, such as your contact details, please inform us without delay by contacting our human resource department.

4. **What do we do with your personal information, and why?**

- 4.1 We process your personal information for particular purposes in connection with your application, recruitment, onboarding and the management and administration of our staff and our business.
- 4.2 We are required by law to always have a permitted reason or justification (called a “Lawful Basis”) for processing your personal information. The table at **Schedule 2** sets out the different purposes for which we process your personal information and the relevant lawful basis on which we rely for that processing.
- 4.3 Please note that where we have indicated in the table at **Schedule 2** that our processing of your personal information is either:
 - 4.3.1 necessary for us to comply with a legal obligation; or
 - 4.3.2 necessary for us to take steps, at your request, to potentially enter into an employment contract with you, or to perform it

and you choose not to provide the relevant personal information to us, we may not be able to process your application, make you an offer or enter into our contract of employment with you.

- 4.4 We may also convert your personal information (including, where permitted by local law, your gender, age, disability status and racial and ethnic origin,) into statistical or aggregated form and/or anonymise it, to better protect your privacy, or so that you are not identified or identifiable from it. We may use it to conduct research and analysis, including to produce statistical research and reports. For example, to help us understand, monitor and improve diversity in the workplace, including, for example, the number of women in STEM roles.
- 4.5 Please note:
 - 4.5.1 We do not and will not sell your personal information.
 - 4.5.2 We will not share your personal information with third parties for cross-context behavioral advertising purposes.
 - 4.5.3 We will not use your personal information to make any automated decisions affecting you.
 - 4.5.4 We do not offer financial incentives, including price or service differences, in exchange for the collection, retention, sale or sharing of your personal information.

5. **Special category personal information (including criminal data)**

- 5.1 We are required by law to treat certain special categories of personal information, ‘sensitive information’, with even more care than usual. The table at **Schedule 3** sets out the different purposes for which we process your special category personal information and the relevant lawful basis on which we rely for that processing. For some processing activities, we consider that more than one lawful basis may be relevant – depending on the circumstances. We have included criminal related data in this category.
- 5.2 The table explains the legal basis on which we use this type of personal information for the relevant purpose:
 - 5.2.1 **Consent:** You have given **your explicit consent** to the processing (please also see paragraph **10.2**);
 - 5.2.2 **Employment and social security/protection law:** It is necessary for your/our obligations and rights in the field of employment and social security and social protection law;
 - 5.2.3 **Vital interests:** It is necessary to protect the vital interests of the individual or another person you or they are physically or legally incapable of giving consent;
 - 5.2.4 **Legal claims:** It is necessary for our establishment, exercise or defence of legal claims;

- 5.2.5 **Substantial public interest:** It is necessary for reasons of substantial public interest; or
- 5.2.6 **Preventative or occupational medicine:** It is necessary for preventive or occupational medicine, for the assessment of the working capacity of the employee.

6. Who do we share your personal information with, and why?

- 6.1 Sometimes we need to disclose your personal information to other organisations and people.

Inside the Schneider Electric group

- 6.2 AVEVA is wholly owned by the Schneider Electric group. We will need to share your personal information with other companies within the Schneider Electric group for our general business and workforce management purposes. For example, with their management, HR, payroll, legal, compliance, IT and other appropriate teams, helping to ensure efficient global resourcing and employment practices, monitoring compliance with our global KPIs and to ensure appropriate benchmarking of applicants, or approval of senior candidates with relevant global stakeholders.
- 6.3 Access rights between members of the Schneider Electric group are limited and granted only on a need to know basis, depending on job functions and roles.
- 6.4 Where any Schneider Electric group companies process your personal information on our behalf, we will make sure that they have appropriate security standards in place to make sure your personal information is protected and we will enter into a written contract imposing appropriate security standards on them, as well as safeguards to ensure the protection of your personal information if it is transferred to a Schneider Electric group company outside the UK / EEA.

Outside the Schneider Electric group

- 6.5 From time to time we may ask third parties (including but not limited to recruitment agents) to carry out certain business functions for us, such as operating an online recruitment platform, reviewing/screening applications and administering parts of the recruitment processes, including some interviews, right to work, immigration and criminal checks. If your application proceeds, these third parties will process your personal information on our behalf (in most cases as our processor). We will disclose your personal information to these parties (or allow them to collect it from you on our behalf) so that they can perform those functions. Before doing so, we will make sure that they have appropriate security standards in place to make sure your personal information is protected and we will enter into a written contract imposing appropriate security standards on them.
- 6.6 In certain circumstances, we will also disclose your personal information to third parties who will receive it as controllers of your personal information in their own right for the purposes set out above, in particular:
 - 6.6.1 if we transfer, purchase, reorganise, merge or sell any part of our business or the business of a third party or change suppliers, we may need to disclose or transfer your personal information to the prospective or actual seller, buyer, customer, supplier or other third party involved in such business transfer, reorganisation, change or merger arrangement (and their advisors); and
 - 6.6.2 if we need to disclose your personal information in order to comply with a legal obligation, to enforce a contract or to protect the rights, property or safety of our employees, customers or others.
- 6.7 We have set out below a list of the categories of recipients with whom we are likely to share your personal information:
 - 6.7.1 governmental departments, statutory and regulatory bodies including but not limited to those



responsible for taxation, equal opportunities reporting, criminal investigation and statistical reporting ; and

- 6.7.2 recruitment agents and consultants, recruitment platform providers, head-hunters and job board providers helping us to locate candidates.

We may also share your personal information with third parties, as directed by you.

7. **Where in the world is your personal information transferred to?**

7.1 Your personal information may be transferred to, and/or stored at a jurisdiction other than your own by us or by our sub-contractors. If any of our processing activities require your personal information to be transferred from the UK, European Economic Area (EEA), or other countries which require it to another country is not regarded as having an adequate level of protection, we will only make that transfer if:

- 7.1.1 we have put in place appropriate safeguards to protect your personal information, such as an appropriate contract with the recipient. (Please contact the Data Privacy Team at dataprotection@aveva.com if you wish to obtain a copy); and
- 7.1.2 the transfer is necessary for one of the reasons specified in the relevant data protection legislation, such as the performance of a contract between us and you; or
- 7.1.3 you clearly consent to the transfer.

8. **How do we keep your personal information secure?**

8.1 We have put in place appropriate security measures (as required by applicable data protection laws) to protect your personal information from unlawful or unauthorised processing and to prevent accidental loss, destruction or damage. We limit access to your personal information to those employees, agents, contractors and other third parties who have a business need to know. They will only process your personal information on our instructions, and they are subject to a duty of confidentiality. For more information, please use the contact details in the 'Where you can find out more' section below.

9. **How long do we keep your personal information for?**

9.1 If your application is unsuccessful, we will keep the personal information you provided as part of your application, as follows:

We will keep the personal information you provided as part of your application, including but not limited to your application, CV, reference and interview and test notes ("Application Personal Information") during the recruitment process and then, after it ends, for 12 months in connection with both our and your legal rights and obligations. This may mean that we keep some types of personal information for longer than others.

9.2 If your application is successful and you become employed by or contracted with AVEVA, we will keep your Application Personal Information subject to the AVEVA Group Privacy notice for Employees, Workers and Contractors.

9.3 We will only retain your personal information for a limited period of time. This will depend on a number of factors, including:

- 9.3.1 any laws or regulations that we are required to follow;
- 9.3.2 whether we are in a legal or other type of anticipated or actual dispute with each other or any third party;
- 9.3.3 the type of information that we hold about you; and
- 9.3.4 whether we are asked by you or a statutory or regulatory authority to keep your personal information for a valid reason.

9.4 Any personal information contained in any work-related correspondence or records may be retained for longer, dependent on the retention period applicable to your personal information.

10. **What are your rights in relation to your personal information and how can you exercise them?**

10.1 You have certain legal rights, which are briefly summarised at **Schedule 4**, in relation to any personal information about you which we hold.

10.2 Where our processing of your personal information is based on your **consent**, you have the right to withdraw your consent at any time. If you do decide to withdraw your consent we will stop processing your personal information for that purpose, unless there is another lawful basis we can rely on – in which case, we will let you know. Your withdrawal of your consent won't impact any of our processing up to that point.

10.3 Where our processing of your personal information is necessary for our **legitimate interests**, you can object to this processing at any time. If you do this, we will need to show either a compelling reason why our processing should continue, which overrides your interests, rights and freedoms or that the processing is necessary for us to establish, exercise or defend a legal claim.

10.4 If you wish to exercise any of your rights please contact the Data Privacy Team at dataprotection@AVEVA.com in the first instance.

10.5 You also have the right to lodge a complaint with the supervisory authority located in your country. Please contact the Data Privacy Team at dataprotection@AVEVA.com for information on the relevant regulatory body.

11. **Updates to this notice**

11.1 We may update this notice from time to time to reflect changes to the type of personal information that we process and/or the way in which it is processed. We will update you on material changes to this notice by email.

12. **Where can you find out more?**

12.1 We have appointed a Data Privacy Team whose role is to inform and advise us about, and to ensure that we remain compliant with, data protection legislation. The Data Privacy Team should be your first point of contact if you have any queries or concerns about your personal data. Our Data Privacy Team can be contacted at dataprotection@AVEVA.com.

SCHEDULE 1 - CATEGORIES OF PERSONAL INFORMATION

Types of personal information	Collected from
a) Contact Information <ul style="list-style-type: none"> • Name(s) • Address(es) • Email address(es) • Contact details including mobile telephone number(s) • Nationality • Citizenship status • Place of birth (city/country) 	<ul style="list-style-type: none"> • You • Recruitment consultants and agencies • Your previous employers • Publicly available information from online resources • Public and statutory authorities
b) Personal Information <ul style="list-style-type: none"> • Date of birth • Gender (male, female, other, prefer not to say) • Next of kin or other dependants • Marital or relationship status • Lifestyle and social circumstances • Emergency contact information 	<ul style="list-style-type: none"> • You • Recruitment consultants and agencies • Your previous employers • Publicly available information from online resources
c) Identity and Background Information• <ul style="list-style-type: none"> • Details of education and qualifications and results • Career history, experience and skills • References • Passport information • Driving licence information and/or other identification documentation • Psychometric and other test results • Right to work, residency, immigration and/or other visa information (where unrelated to your race or ethnicity) • Curriculum Vitae (CV) or resume and professional profile • Image, video or photographs • Application form and covering letter/correspondence • Minutes, evaluative notes and decisions from job interviews • Preferences relating to job location and salary • Conflicts of interests (including where related to family networks) 	<ul style="list-style-type: none"> • You • Recruitment consultants and agencies • Your previous employers • Publicly available information from online resources • Public and statutory authorities

d) Financial Information	
<ul style="list-style-type: none"> • Bank account details • Salary, compensation and other remuneration information • National insurance number and/or other governmental identification numbers • Business expense and reimbursement details • Credit checks / vetting 	<ul style="list-style-type: none"> • You • Your previous employer • Recruitment consultants and agencies • Financial institutions
e) Special Category Personal Information	
<ul style="list-style-type: none"> • Racial or ethnic origin (including your nationality and visa information) • Religious or philosophical beliefs • Trade union membership • Biometric data (including fingerprint and retinal scans) • Data concerning physical and/or mental health (including occupational health requirements, accident reports, disability, day- to-day health concerns such as diabetes or epilepsy conditions which we should be aware of, dietary requirements, allergies, drug and alcohol test results and reasons for any short term or long term absence) • Sexual orientation • Health and safety and accident records and reports • Information relating to actual or suspected criminal convictions and offences • Security and vetting information and results • Disability • Military/Veteran status. 	<ul style="list-style-type: none"> • You • Your emergency contact(s) • Your use of AVEVA security control systems • Recruitment consultants and agencies • Your previous employers • Publicly available information from online resources • Your GP or medical consultant • Occupational and other health or medical providers • Security and criminal records check providers • Providers providing drug and alcohol testing services

SCHEDULE 2 - PURPOSES OF PROCESSING PERSONAL INFORMATION

For some processing activities, we consider that more than one lawful basis may be relevant – depending on the circumstances.

	Purposes of processing	Categories of personal information	Lawful basis - We are permitted to process your personal data because...					
			Consent	Employment contract	Legal obligation	Legitimate interests	Vital interests	Public interest
Recruitment and workforce planning								
1.	Developing, operating and collecting feedback on recruitment activities and employee selection processes Legitimate interest: to enable AVEVA to improve its ability to select the best candidates for positions within the business					X		
2.	Administering your application for a job with us and considering your suitability for the relevant role Legitimate interest: to enable AVEVA to recruit suitable employees					X		
3.	Administering, and reviewing the results of, mathematic skills, retail experience or other checks of or testing of applicants Legitimate interest: to enable AVEVA to recruit suitable employees					X		
4.	Administering, and reviewing the results of, psychometric testing of job applicants Legitimate interest: to enable AVEVA to recruit suitable employees		X			X		
5.	Obtaining, considering and verifying your employment references and employment history Legitimate interest: to enable AVEVA to recruit suitable employees					X		

6.	Identifying individuals to approach with job opportunities with the business Legitimate interest: to enable AVEVA proactively to identify and recruit the most suitable employees					X		
7.	Reviewing and confirming your nationality , immigration and/or visa status and right to work in the relevant jurisdiction UK (Note:				X			
8.	Conducting verification and vetting, including criminal background checks, security and credit checks where required by law (Note: special category personal information Schedule 3)				X			
9.	Conducting background checks, verification and vetting which are not required by law but needed by us to assess your suitability for your role (Note: special category personal information Schedule 3)		X					X
10.	Making a job offer to you and entering into a contract of employment with you			X				
11.	Identifying and assessing AVEVA's strategic business direction and resourcing needs, current employees and areas for development Legitimate interest: the efficient and profitable management of AVEVA's business and developing capable and fulfilled workforce					X		
12.	Monitoring, analysing and reporting gender diversity for compliance with equalities legislation				X			

13.	<p>Monitoring, analysing and reporting on gender diversity in respect of women in STEM roles</p> <p>Legitimate interest: to maintain and improve gender balance in STEM roles, including widening female participation in line with Government policy</p>					X		
14.	<p>Monitoring, analysing and reporting (on a non-individual, aggregated basis) on the age spread of our workforce (here we mean candidates applying to become part of our workforce) for compliance with equalities legislation</p>				X			
15.	<p>Monitoring, analysing and reporting (on a non-individual, aggregated basis) on the age spread of our workforce (here we mean candidates applying to become part of our workforce) to help ensure we are not discriminating on the basis of age</p> <p>Legitimate interest: to help ensure we are not discriminating on the basis of age within our workforce (here, candidates)</p>					X		
16.	<p>Monitoring, analysing and reporting (on a non-individual, aggregated basis) on racial and ethnic origin, disability and veteran status for compliance with equalities and other relevant legislation (Note: special category personal information Schedule 3)</p>				X	X		

	Legitimate interest: to help ensure we are not discriminating on the basis of racial or ethnic origin within our workforce (here, candidates applying to become part of our workforce)							
17.	Promoting and supporting origin diversity in the work place and providing information about diversity initiatives and support networks and diversity- related events (Note: special category personal information Schedule 3)		X					
18.	Flight risk/high potential assessment Legitimate interest: AVEVA's interest in ensuring staffing and resourcing needs are met and the retention and incentivising of staff					X		
19.	9-box grid assessment/positioning Legitimate interest: AVEVA's interest in ensuring staffing and resourcing needs are met and the retention and incentivising of staff					X		
20.	Analysing recruitment and retention objectives, processes and employee turnover rates Legitimate interest: AVEVA's interest in ensuring staffing and resourcing needs are met and appropriate retention and incentivising of staff arrangements are in place and maintained					X		

22.	Developing, operating and collecting feedback on recruitment activities and employee selection processes Legitimate interest: to enable AVEVA to improve its ability to select the best candidates for positions within the business					X		
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SCHEDULE 3 - PURPOSES OF PROCESSING SPECIAL CATEGORY PERSONAL INFORMATION

Purposes of processing		Special category lawful basis - We are permitted to process your personal information because...					
		Explicit consent	Employment and social security / protection law	Vital interests	Legal claims	Substantial public interest	Preventive or occupational medicine
Recruitment and workforce planning							
1.	Conducting verification and vetting, including criminal background checks and credit checks where required by law		X			X	
2.	Conducting background checks, verification and vetting which are not required by law but needed by us to assess your suitability for your role	X				X	
3.	Reviewing and confirming right to work in the UK		X				
4.	Monitoring, analysing and reporting (on a non-individual, aggregated basis) on diversity data for compliance with equalities legislation		X			X	
5.	Promoting diversity in the work place and providing information about diversity initiatives and support networks and diversity-related events	X	X				

SCHEDULE 4 - YOUR RIGHTS IN RELATION TO PERSONAL DATA

Your right	What does it mean?	Limitations and conditions of your right
Right of access	Subject to certain conditions, you are entitled to have access to your personal information (this is more commonly known as submitting a “data subject access request”).	If possible, you should specify the type of information you would like to see to ensure that our disclosure is meeting your expectations. We must be able to verify your identity. Your request may not impact the rights and freedoms of other people, eg privacy and confidentiality rights of other staff. Other exemptions may apply dependent on the information and context.
Right to data portability	Subject to certain conditions, you are entitled to receive the personal information which you have provided to us and which is processed by us by automated means, in a structured, commonly-used machine readable format.	If you exercise this right, you should specify the type of information you would like to receive (and where we should send it) where possible to ensure that our disclosure is meeting your expectations. This right only applies if the processing is based on your consent or on our contract with you and when the processing is carried out by automated means (ie not for paper records). It covers only the personal information that has been provided to us by you.
Rights in relation to inaccurate personal or incomplete information	You may challenge the accuracy or completeness of your personal information and have it corrected or completed, as applicable. You have a responsibility to help us to keep your personal information accurate and up to date. We encourage you to notify us of any changes regarding your personal information as soon as they occur, including changes to your contact details, telephone number, immigration status.	Please always check first whether there are any available self-help tools to correct the personal information we process about you. This right only applies to your own personal information. When exercising this right, please be as specific as possible.
Right to object to or restrict our data processing	Subject to certain conditions, you have the right to object to or ask us to restrict the processing of your personal information.	As stated above, this right applies where our processing of your personal information is necessary for our legitimate interests. You can also object to our processing of your personal information for direct marketing purposes.
Right to erasure	Subject to certain conditions, you are entitled to have your personal information erased (also known as the “ <i>right to be forgotten</i> ”), eg where your personal information is no longer needed for the purposes it was collected for, or where the relevant	We may not be in a position to erase your personal information, if for example, we need it to (i) comply with a legal obligation, or (ii) exercise or defend legal claims.

Right to withdrawal of consent	As stated above, where our processing of your personal information is based on your consent you have the right to withdraw your consent at any time.	If you withdraw your consent, this will only take effect for future processing.
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**SCHEDULE 5 – AVEVA GROUP
COMPANIES**

Legal Entity Name	Legal Entity Full Name	Country - Aveva
AVEVA AP SB	AVEVA Asia Pacific Sendirian Berhad	Indonesia Malaysia Vietnam
AVEVA Australia	AVEVA Pty Limited	Australia
AVEVA China (Beijing)	AVEVA Solutions (Shanghai) Co.,Ltd (Beijing Branch)	China
AVEVA China (Guangzhou)	AVEVA Solutions (Shanghai) Co.,Ltd Guangzhou Branch	China
AVEVA China (Shanghai)	AVEVA Solutions (Shanghai) Co.,Ltd	China
AVEVA Denmark	AVEVA Denmark A/S	Denmark
AVEVA France	AVEVA SAS	France Belgium Portugal Spain
AVEVA GmbH	AVEVA GmbH	Austria Czech Republic Germany Hungary Poland
AVEVA Group PLC	AVEVA Group PLC	United Kingdom
AVEVA India LLP	AVEVA Solutions India LLP	India
AVEVA IT India	AVEVA Information Technology India Private Limited	India
AVEVA Japan	AVEVA KK	Japan

AVEVA Korea	AVEVA Korea Limited	South Korea
AVEVA Norway	AVEVA AS	Norway
AVEVA Software (Thailand) Co., Ltd	AVEVA Software (Thailand) Co., Ltd	Thailand
AVEVA SOFTWARE ARGENTINA S.A.	AVEVA SOFTWARE ARGENTINA S.A.	Argentina
AVEVA Software Australia Pty Ltd	AVEVA Software Australia Pty Ltd	Australia
AVEVA SOFTWARE BRASIL LTDA.	AVEVA SOFTWARE BRASIL LTDA.	Brazil
Aveva Software Canada Inc.	AVEVA SOFTWARE CANADA INC	Canada
AVEVA SOFTWARE CHILE S.P.A.	AVEVA SOFTWARE CHILE S.P.A.	Chile
AVEVA SOFTWARE COLOMBIA S A S	AVEVA SOFTWARE COLOMBIA S A S	Colombia
AVEVA Software España S.L.U.	AVEVA Software España S.L.U.	Spain
AVEVA Software Italia S.p.A.	AVEVA Software Italia S.p.A.	Italy
AVEVA Software K.K	AVEVA Software K.K	Japan
AVEVA Software Korea Ltd	AVEVA Software Korea Ltd	South Korea
AVEVA Software LLC	AVEVA Software LLC	United States of America
AVEVA SOFTWARE MEXICO S.A. DE C.V.	AVEVA SOFTWARE MEXICO S.A. DE C.V.	Mexico
AVEVA Software Middle East FZ-LLC	AVEVA Software Middle East FZ-LLC	Egypt Kuwait Qatae UAE
AVEVA Software Netherlands B.V.	AVEVA Software Netherlands B.V.	Netherlands

AVEVA Software Private Limited	AVEVA Software Private Limited	India
AVEVA Software Singapore Pte Ltd	AVEVA Software Singapore Pte Ltd	Indonesia Singapore Taiwan
AVEVA Solutions	AVEVA Solutions Limited	United Kingdom
AVEVA Sweden	AVEVA AB	Sweden Finland
AVEVA Turkey	AVEVA Yazılım ve Hizmetleri A.Ş.	Turkey
OSIsoft Argentina SRL	OSIsoft Argentina SRL	Argentina
OSIsoft Asia Pte. Ltd.	OSIsoft Asia Pte. Ltd.	Singapore
OSIsoft Australia, Pty, Ltd.	OSIsoft Australia, Pty, Ltd.	Australia
OSIsoft Canada ULC	OSIsoft Canada ULC	Canada
OSIsoft Czech Republic, s.r.o.	OSIsoft Czech Republic, s.r.o.	Czechia
OSIsoft Do Brasil Sistemas Ltda.	OSIsoft Do Brasil Sistemas Ltda.	Brazil
OSIsoft Europe GmbH	OSIsoft Europe GmbH	Germany
OSIsoft France SARL	OSIsoft France SARL	France
OSIsoft India Private Ltd	OSIsoft India Private Ltd	India
OSIsoft Italy S.R.L.	OSIsoft Italy S.R.L.	Italy
OSIsoft Japan KK	OSIsoft Japan KK	Japan
OSIsoft Korea Co., Ltd.	OSIsoft Korea Co., Ltd.	Korea, Republic of
OSIsoft, LLC	OSIsoft, LLC	United States of

		America
OSIsoft, LLC (Russia)	OSIsoft, LLC (Russia)	Russian Federation
OSIsoft Mexico, S. De R.L. De C.V	OSIsoft Mexico, S. De R.L. De C.V	Mexico
OSIsoft Norway AS	OSIsoft Norway AS	Norway
OSIsoft (Shanghai) Technology Co. Ltd.	OSIsoft (Shanghai) Technology Co. Ltd.	China
OSIsoft South Africa PTY	OSIsoft South Africa PTY	South Africa
OSIsoft Spain, S.L.	OSIsoft Spain, S.L.	Spain
OSIsoft Sweden AB	OSIsoft Sweden AB	Sweden
Osisoft Technologies Bilisim Hizmetleri Limited Sirketi's	Osisoft Technologies Bilisim Hizmetleri Limited Sirketi's	Turkey
OSIsoft Technologies Middle East SPC	OSIsoft Technologies Middle East SPC	Bahrain
OSIsoft (UK) Limited	OSIsoft (UK) Limited	United Kingdom
Telvent Control System (China) Co., Ltd.	Telvent Control Systems (China) Co. Ltd.	China
Telvent Control System (China) Co., Ltd. SH Branch	Telvent Control System (China) Co., Ltd. SH Branch	China