

Dassault Systèmes

Modern Slavery Transparency Statement

For financial year ending 31 December 2021

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps that Dassault Systèmes S.E. and its subsidiaries (**Dassault Systèmes, the Company, we, us, our**) have undertaken, and are continuing to take, to try to prevent Modern Slavery or human trafficking from taking place within their business or supplier relationship.

As stated in our Code of Business Conduct, we are committed to acting ethically and with integrity in all our business relationships, and this includes taking steps to work towards the removal of slavery and human trafficking from our business and our supplier relationship. We are a *Societas Europae* (European Company) making business mainly within three geographic regions, EMEAR, Americas and Asia, with locally based companies. In the United Kingdom, our main subsidiary is Dassault Systemes UK Limited. We are aware that Modern Slavery exists even in the UK and accept that we cannot be complacent when it comes to the prevention of Modern Slavery.

Dassault Systèmes is also committed to ensuring there is transparency in its own business and in its approach to tackling Modern Slavery throughout its procurement, consistent with its disclosure obligations under the UK Modern Slavery Act 2015.

Our business

The purpose of Dassault Systèmes is to provide business and people with 3DEXPERIENCE universes to imagine sustainable innovations capable of harmonizing product, nature and life.



Dassault Systèmes is a global leader in sustainable innovation. We provide virtual experience twins based on a collaborative platform that allows customers to create products and services for a more sustainable and desirable world, in three main sectors of the economy: Manufacturing Industries, Life Sciences & Healthcare, Infrastructure & Cities.

Our solutions translate into benefits for: citizens (how can we make cities great places to live and work?); patients (how can we care for the entire planet and for each individual, and how do we conduct clinical trials to roll out a vaccine in less than a year?); manufacturers (how do you design the entire product lifecycle?); consumers (how do you make sustainable purchasing choices?); learners of all ages (how do we prepare the workforce of the future for the jobs of the future?); and the research community (how do we develop new paradigms of scientific observation and reasoning?).

We truly believe that industry is not the problem but the solution. We stand at the threshold of a new world, where industry, instead of seeking to improve the world as it is, must create new landscapes in terms of what we offer, decide between use case scenarios, and transform the art of how we produce by combining science, art and technology. This led us, in 2012, to define our new horizon, which we call **3DEXPERIENCE**.

Indeed, achieving a more sustainable future is only possible by leveraging the virtual world. At Dassault Systèmes we believe that virtual worlds extend and improve the real world.

Dassault Systèmes solutions transform the way products are designed, simulated, produced, marketed and supported, leveraging the virtual world to improve the real world. We have helped manufacturers disrupt how products are designed and produced - with 3D design, with 3D digital mock-up (DMU), with 3D Product Lifecycle Management (PLM) and now with **3DEXPERIENCE**.

We want to be the catalyst and enabler of the real Industry Renaissance of the 21st century. Combining the real and the virtual leads to usher in new ways of inventing, learning, producing and doing business.

We are a purpose driven company. Our purpose is at the core of who we are and why people join Dassault Systèmes.

Dassault Systèmes is a science-based, innovation-driven, business-minded and long-term-oriented company. The Company's 20,000 employees all share this same mindset. This also translates into a high level of market confidence and trust among our 300,000 enterprise customers in more than 130 countries. We are a European company with a global presence and market reach.

Achievement of our purpose - "harmonizing product, nature and life" - is built on integrity, collaboration and mutual respect. For Dassault Systèmes, pursuing ethical and sustainable growth is a fundamental value and one of the pillars of our Corporate Principles of Social Responsibility. A deep-rooted culture of ethics and compliance informs all aspects of Company management and the decisions made by our workforce each day.

Our Policies & Procedures

We operate a number of internal and external policies and procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Code of Business Conduct** (available under the following web link: <https://www.3ds.com/fileadmin/COMPANY/Ethics-and-compliance/Code-of-Business-Conduct-English.pdf>): this code has been reviewed in 2019 and deployed in 2020. It applies to all 3DS employees and:
 - includes our ethics and compliance principles and expresses our corporate commitment to ensuring that business is conducted in accordance with high ethical standards;
 - confirms that our business practices operate in accordance with the local and national employment laws in which we do business;
 - requires 3DS 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, which prohibit forced or compulsory labour, servitude, slavery and human trafficking;
 - forms the basis of the online ethics and compliance training course provided to all new employees.
2. **Whistleblowing procedure**: this procedure allows our employees to raise concerns pertaining to serious infringement of Human Rights (thus including Modern Slavery) without fear of reprisals. As of today, this procedure has been deployed in 17 languages throughout the Group.
3. **Corporate Principles of Social Responsibility** (available under the following web link <https://www.3ds.com/fileadmin/COMPANY/Ethics-and-compliance/CSR-Principles-ENG-27-11-2018.pdf>): this document sets out the minimum international standards in terms of Human Rights and environment protection principles we expect all our partners and suppliers to adhere (the “CSR Principles”). These CSR Principles include the principle of eliminating any form of forced labor and other forms of Modern Slavery. More details on these CSR Principles are below under “Our Suppliers”.

The CSR Principles along with the Code of Business conduct are intended to serve as the reference for all Dassault Systèmes employees to guide them in their day-to-day work and to serve as inspiration for our partners and suppliers. They are both available on our 3ds.com website here: <https://www.3ds.com/about-3ds/ethics-and-compliance/>.

4. **3DS Sustainable Charter with Suppliers** (available under the following web link <https://www.3ds.com/fileadmin/Suppliers/PDF/3DS-Sustainable-Charter-with-Suppliers.pdf>): as part of our continuous improvement approach, we defined in this document our expectations toward suppliers and our reciprocal commitments regarding sustainability topics, including Human Rights and Modern Slavery.
5. **Dassault Systèmes ethics & compliance governance system**: we have established an Ethics Committee and a Business Ethics and Compliance Department responsible for oversight of ethics and compliance within the Group (please see

<https://www.3ds.com/about-3ds/ethics-and-compliance/> “Ethics and compliance governance”). The scope of their work spans all relevant ethics and compliance issues, including Human Rights and therefore, Modern Slavery. The Ethics Committee meets once a month and is tasked with ensuring all employees adhere to the Code and investigating any case of alleged breaches that may come to its attention with the aim of providing recommendations or instructions.

Training

Trainings in ethics and compliance matters for all employees are in place since 2013. They include aspects required under the French Law on the Duty of Vigilance, in particular pertaining to Human Rights and UK’s Modern Slavery Act (please see paragraph “Our Vigilance Plan – next steps” hereafter).

Our Suppliers

As a software company, 3DS purchases indirect goods and services. The main Procurement categories are:

- Facilities and Real Estate,
- Human resources related services,
- Marketing, Communication and Events,
- Professional Services,
- Software, Hardware, Network, Telecommunication and Video,
- Contractors,
- Travel.

Dassault Systèmes has implemented procurement policies and strives to commit its suppliers on corporate social responsibility concerns.

We aim to support our suppliers’ engagement in ethical issues, including Modern Slavery through our CSR Principles and our 3DS Sustainable Charter with Suppliers:

Our CSR Principles, which are referred to in most of our General Terms and Conditions for the Purchase of Products and/or Services and standard contracts with our suppliers throughout the world. These General Terms and Conditions and standard contracts state that suppliers are required to adhere to the CSR Principles and to encourage their own suppliers and sub-contractors to adhere to them as well. For our acquired subsidiaries, we strive to harmonize our General Terms and Conditions and standard contracts in this regard, in the best deadline where possible. Besides, we may terminate any purchase order or contract if Suppliers are in default of their obligations hereunder.

The 3DS Sustainable Charter is now integrated as a reference for our requests for proposal and is being deployed in all our standard contracts with suppliers, replacing the reference to CSR Principles.

Our Vigilance Plan - Next Steps

Pursuant to 2017 French Law pertaining to the Duty of Vigilance of Parent Companies and orders issuing Companies and as defined in our Vigilance Plan, we continued to implement in 2021 as well in preceding years a set of measures to mitigate risks in three areas: Human Rights and Fundamental Freedoms (including Modern Slavery concerns), Environment and Health & Safety of persons. The effectiveness of such measures is assessed every year through our Vigilance Plan.

The risk assessment conducted at the end of 2020 confirmed the first 2017 assessment that is the very limited nature of the risks of breaches regarding Modern Slavery as a result of the Group's activities or business model or those of its suppliers or subcontractors: due to their intangible nature, software-publishing activities involve almost no assembly of products from a supply chain.

In 2022, the Group will pursue the implementation of this Vigilance Plan. Please, refer to our Vigilance plan published in the 2021 Annual Report (*Universal Registration Document*, available on our 3ds.com website <https://www.3ds.com/investors/>, see section "2.6.5 Maintaining an Appropriate Vigilance Plan").

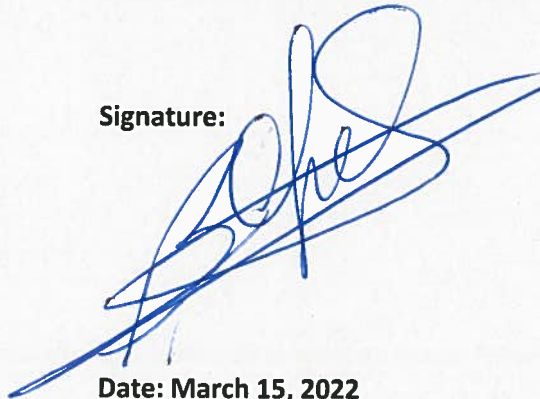
Approval for this statement

The Board of Directors approved this statement on March 15, 2022.

Bernard Charlès

Vice Chairman of the Board and CEO

Signature:



Date: March 15, 2022