

## Dassault Systèmes

### Modern Slavery Transparency Statement

For financial year ending 31 December 2022

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, Europe, 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, a global leader in sustainable innovation, provides to companies and individuals virtual twin experiences based on an unique collaborative software platform. In three main sectors of the economy (Manufacturing Industries, Life Sciences & Healthcare, Infrastructure & Cities), Dassault Systèmes develops **virtual twins** that allow customers to create products and services for a more sustainable and desirable world.

This representation of the real world, based on scientific laws and mathematical models and which combines virtual modeling, simulation and visualization, makes it possible to imagine, design and deploy new concepts or processes.

Dassault Systèmes helps its customers to face their most ambitious challenges of the past ten years:

- How to make cities great places to live and work?
- How to care for the entire planet and for each individual, and how to conduct clinical trials to roll out a vaccine in less than a year?
- How to design the entire product lifecycle?
- How to make sustainable purchasing choices?
- How to prepare the workforce of the future for the jobs of the future?
- How to develop new paradigms of scientific observation and reasoning?

In this context, **Dassault Systèmes launched in 2012 the 3DEXPERIENCE**, a platform that provides to companies a real time broad view of their business and ecosystem. The **3DEXPERIENCE** connects people, ideas, data, and solutions in a unified environment, allowing companies of all sizes to innovate, produce, and sell in entirely new ways.

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

**It is important to remember that virtual worlds were created to drive sustainable development.** The purpose of the first 3D representations was to replace physical prototyping, saving raw materials, energy and resources. The PLM solutions pioneered by Dassault Systèmes in the early 1990s have helped foster a circular, more balanced approach within industry. Today, Dassault Systèmes wants 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. Achieving a more sustainable future is only possible by leveraging the virtual world.

**Dassault Systèmes believes that virtual worlds extend and improve the real world.**

Dassault Systèmes is a European science-based, innovation-driven, business-minded and long-term-oriented company, with a global presence and market reach. The Company's 22,000 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.

**Dassault Systèmes built its strategy around three words: 'Human Industry Experiences'.**

"Human" means that the Company is focused on the human being, building on imagination, knowledge and know-how to make a lasting contribution for the benefit of all. "Industry" means that Dassault Systèmes wants to offer customers what they value the most – a sustainable outcome. "Experiences" refers to the will to help businesses and people grow and live in today's new "New World".

To achieve this strategy, Dassault Systèmes is focusing on developing solutions in three main sectors: Manufacturing Industries, Life Sciences & Healthcare, and Infrastructure & Cities. After modeling the object in its environment, Dassault Systèmes also wants to model the living.

**The Company is rolling out its strategy through strategic operational components: Brands, Industries and Geos.**

Dassault Systèmes' Brands create great user experiences and build vibrant user communities. Industries develop Solution Experiences, industry-focused offerings which deliver specific value to companies and users in a particular industry. The eleven Geographies (GEOs) are responsible for making GEOs the driving force for the development of our business and for overseeing the implementation of our customer-centric engagement model.

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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**

Our Business ethics are based upon international standards relative to human and social rights, as laid down in the United Nations Universal Declaration of Bill of Human Rights, the UN Convention on the Rights of the Child, the OECD Guidelines for Multinational Enterprises and the Fundamental Conventions on the International Labor Organization.

Furthermore, Dassault Systèmes is a member of the United Nations Global Compact.

Thus, 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 Dassault Systèmes 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 our 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 annual online and compulsory ethics and compliance training course provided to all employees.
2. **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 policy 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”.
3. **Sustainable Charter with Suppliers** (available on the following webpage <https://www.3ds.com/suppliers>): 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.

The CSR Principles along with the Code of Business conduct and the Sustainable Charter with Suppliers are intended to serve as a reference for all Dassault Systèmes employees to guide their behaviour and interactions as part of their daily activities and to ensure the commitment of our partners and suppliers. They are available on our 3ds.com website here: <https://www.3ds.com/about-3ds/what-drives-us/ethics-compliance>.

4. **Dassault Systèmes ethics & compliance governance:** 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/> heading “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.
5. **Whistleblowing procedure:** Every case of non-compliance with laws – in particular pertaining to Modern Slavery and Forced Labor – or with our Code of Business Conduct, our Sustainable Charter with Suppliers, can be reported via the Whistleblowing procedure. This procedure is available in 18 languages throughout the Group. It encourages our stakeholders to raise concerns pertaining to serious infringement of Human Rights - thus including Modern Slavery - without fear of retaliation and guarantees the confidentiality of their identity. They can use the email address [People.Ethicscommittee@3ds.com](mailto:People.Ethicscommittee@3ds.com).

As of today, the Whistleblowing procedure is being reviewed, in particular to be strengthened with new provisions pertaining to whistleblower protection resulting from Directive (EU) 2019/1937 dated October 23, 2019 and its transposition by the Member States of the European Union in 2022 (for France, Wasserman law dated 21 March 2022 and its enforcement decree dated 3 October 2022).

### **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, we purchase 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 Sustainable Charter with Suppliers:

Our CSR Principles or our Sustainable Charter with Suppliers are referred to in the majority 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 abide by the CSR Principles or the Sustainable Charter with Suppliers and to encourage their own suppliers and sub-contractors to abide by 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 Sustainable Charter with Suppliers is now integrated as a reference for our requests for proposal.

### **Our Vigilance Plan - Next Steps**

Pursuant to 2017 French Law pertaining to the Duty of Vigilance of Parent Companies and contracting undertakings, and as defined in our Vigilance Plan, we continued to implement in 2022 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 in 2020 and reviewed in 2022 by the Steering Committee confirmed 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 2023, the Group will pursue the implementation of this Vigilance Plan. Please refer to our Vigilance plan published in the 2022 Annual Report (*Universal Registration Document*, available on our 3ds.com website <https://www.3ds.com/investors/>, see section "2.6.4 Maintaining an Appropriate Vigilance Plan").

### **Approval for this statement**

The Board of Directors approved this statement on March 14, 2023.

**Bernard Charlès**

**Chairman & Chief Executive Officer**

**Signature:**

**Date: March 14, 2023**