

Modern Slavery Statement

1. Our commitment

This Modern Slavery Statement ("MSS") is made by Dassault Systemes Australia Pty Ltd (ACN 113 589 772) of Level 12, 15 William Street Melbourne VIC 3000, Australia, pursuant to the *Modern Slavery Act 2018* (Cth) for the financial year ending 31 December 2024.

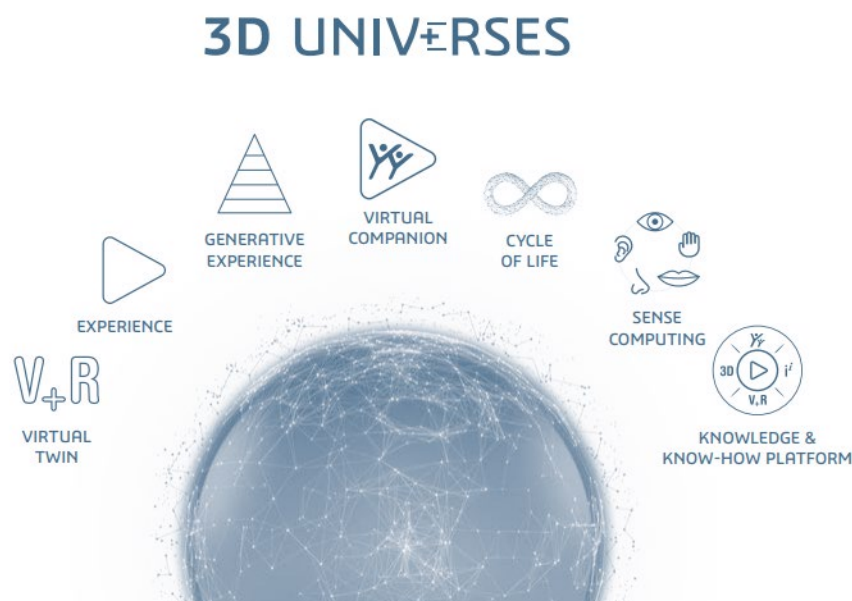
This MSS sets out the steps that Dassault Systèmes S.E and its subsidiary, Dassault Systemes Australia Pty Ltd, (together, "Dassault Systèmes") have undertaken and are continuing to undertake, to prevent Modern Slavery within our business operations and supply chains. In this MSS, "we", "us", or "our" refers to Dassault Systèmes.

Dassault Systèmes is committed to acting ethically and with integrity in all our business relationships, and this includes taking all necessary actions to prevent Modern Slavery, child labour and human trafficking within our business operations and supply chains.

Dassault Systèmes complies with Australian laws and regulations, as well as international standards, such as the International Charter of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises and the United Nations Convention on Children's Rights.

2. Our purpose and vision

Dassault Systèmes, a global leading player in sustainable innovation, provides organisations and individuals with "3D UNIV+RSES" – combinations of virtual twin experiences – based on a unique collaborative and secure software platform. 3D UNIV+RSES allow customers to create innovative products, services and experiences that contribute to the "generative economy" for a more sustainable world.



Focusing on three main sectors of the economy - *Manufacturing Industries*, *Life Sciences & Healthcare*, and *Infrastructure & Cities* - Dassault Systèmes is developing 3D UNIV+RSES that push the boundaries of innovation, learning and production.

This new representation of the real world, based on scientific laws and mathematical models, which combines virtual modelling with simulation, real-world data and artificial intelligence, empowers organisations to imagine, design and deploy disruptive concepts and processes.

Dassault Systèmes is opening up a new horizon as part of the emerging generative economy. The result of the coming together of the experience economy and the circular economy, the generative economy is based on the premise of taking inspiration from the living world to develop knowledge and know-how – to generate rather than consume.

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.



3. Our structure

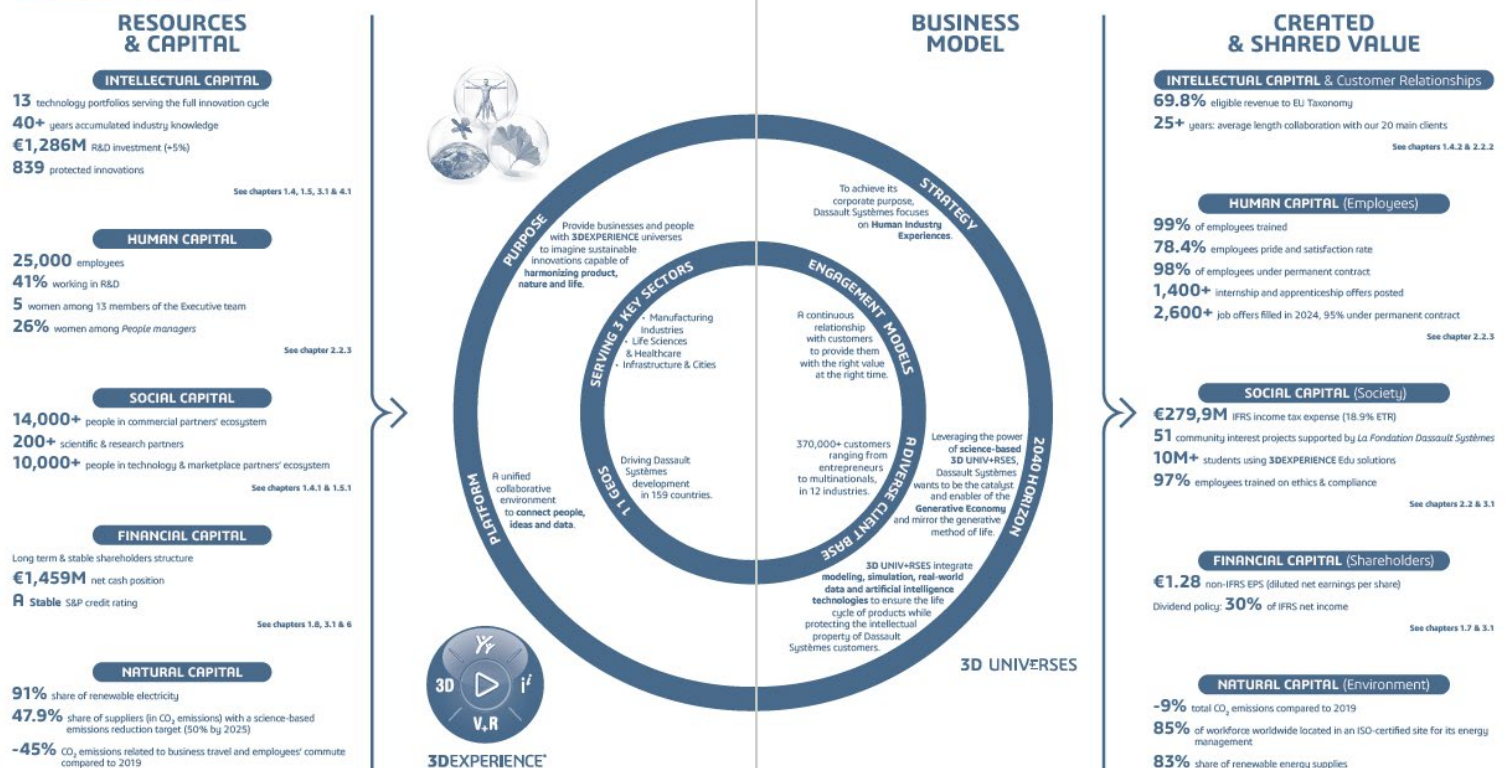
Dassault Systèmes Australia Pty Ltd is a subsidiary of Dassault Systèmes SE, a publicly listed company located in Vélizy-Villacoublay, France.

Dassault Systèmes is a science-based, innovation-driven European company (*Societas Europae*) in the software industry. The company currently employs more than 25,000 employees spread across 184 sites worldwide.

Dassault Systèmes Australia Pty Ltd is one of 88 operating subsidiaries of Dassault Systèmes SE. It currently employs 179 employees.

Dassault Systèmes is a global leader in 3D modelling, simulation, information intelligence, social and collaborative applications and tools. The company serves over 370,000 enterprise customers worldwide.

Dassault Systèmes' Corporate Model*



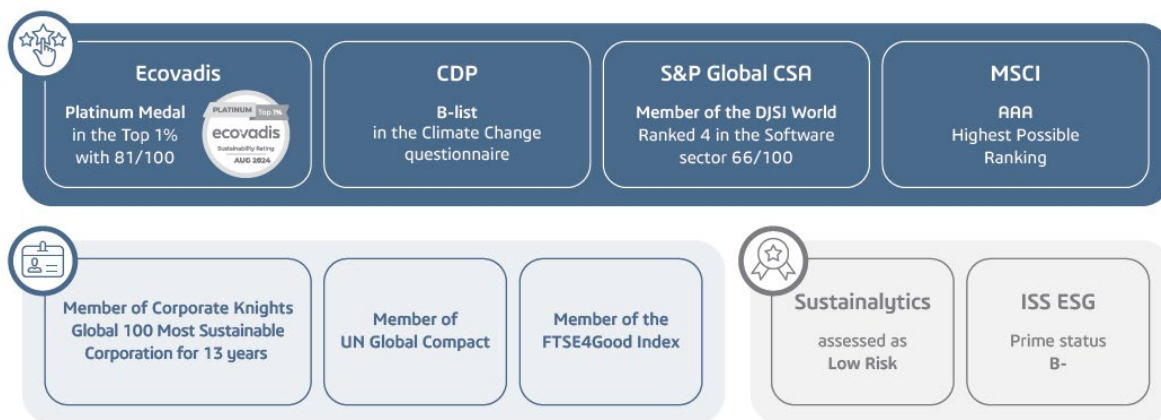
4. Environmentally sustainable operations

In 2021, Dassault Systèmes joined the Science-Based Targets initiative (SBTi) and aligned itself with a target of limiting global temperature increases to 1.5°C by the end of the century. The trajectory was validated in 2023 by the SBTi and is broken down as follows:

- Scope 1 and 2: 35% reduction in GHG emissions by 2027 compared with 2019;
- Scope 3:
 - business travel and employee's commute: 20% reduction in GHG emissions by 2027 compared with 2019;
 - purchased goods and services and capital goods: 50% of suppliers (measured in terms of carbon emissions) must have defined science-based emission reduction targets.

At the same time, Dassault Systèmes has strengthened its environmental reporting by integrating new sources of impact, including water consumption, and by improving several estimation methodologies, notably through the use of a hybrid method combining spend-based emission factors and actual data provided by certain suppliers for the purchase of goods and services and capital goods. These changes enable a more accurate and exhaustive assessment of environmental impacts, and partly explain the variations observed since 2022. The environmental reporting methodology is detailed in the chapter 2.2 "Sustainability Statement" of the company's Registration Document found at: investor.3ds.com/earnings-reports/annual-report.

Recognised for its transparency and commitment to Environmental, Social and Governance matters, Dassault Systèmes was awarded the following ratings in 2024:



Dassault Systèmes' commitment to sustainability, related actions and achievements, as well as key metrics and their integration into the Company's strategy, are detailed in the sustainability statement in chapter 2 "Environmental, Social, Societal and Governance Responsibility".

5. Developing an inclusive and ethics culture

Dassault Systèmes' commitment to developing an inclusive and ethics culture is reflected in its desire to:

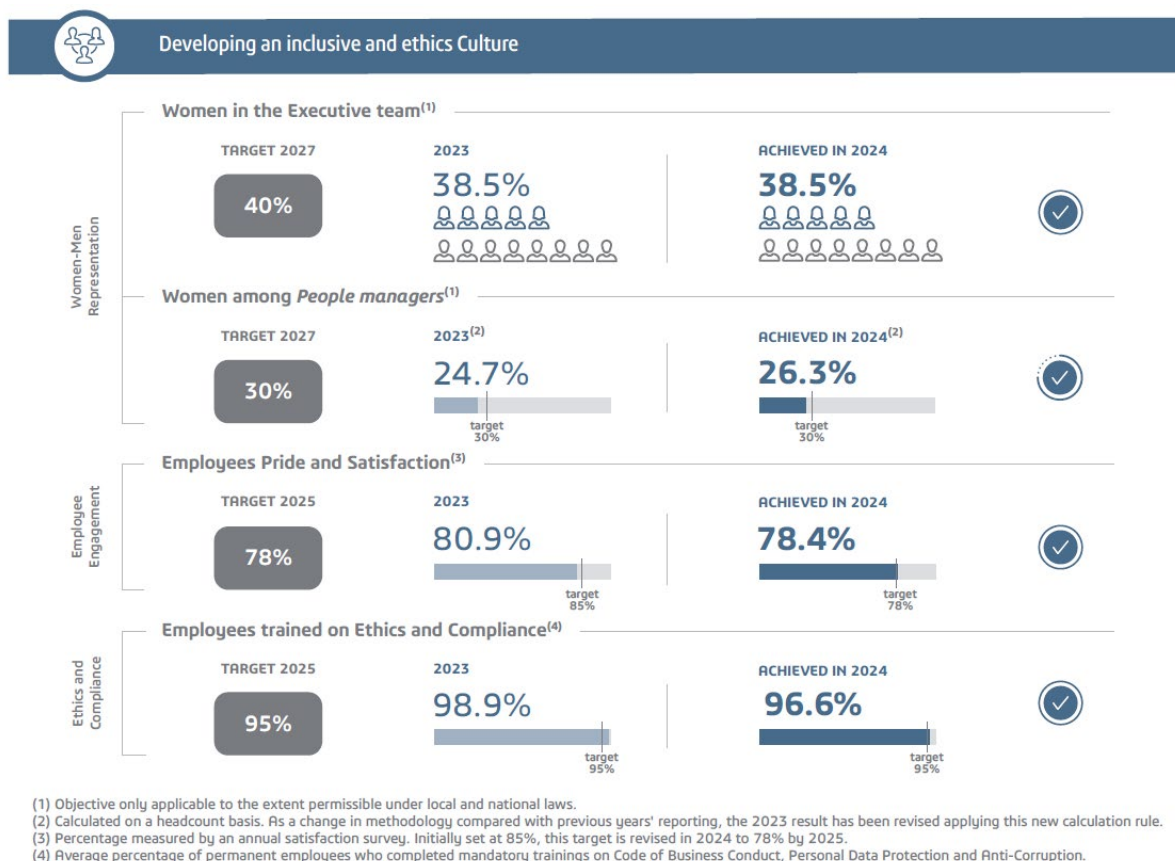
- achieve a balanced representation of women and men;
- develop its employees' commitment and give meaning to their professional lives;
- ensure that employees have mastered the fundamentals of ethics and compliance.

Our policies are reviewed annually and are adjusted, when necessary, with regard to changes in the legal framework around the world.

The proportion of women on the Executive Committee is 38.5%, stable since 2020. The proportion of women among People managers is up 1.6 points on 2023, corresponding to an increase of 12% in the number of women in this role.

In line with the Company's recurrence policy, over 96% of employees have taken training in the Code of Business Conduct and the Personal Data Protection.

The Company's policies, actions and performance monitoring metrics are detailed in paragraphs 2.2.3 "Social and Societal Information" and 2.2.4 "Corporate Governance Information" of the company's Registration Document found at: investor.3ds.com/earnings-reports/annual-report.



6. Our operations and supply chain

6.1 Overview of risks

The development of all Dassault Systèmes' software solutions, whether available "on-premise" or in the cloud, relies on in-house research and development with minimal external procurement. Dassault Systèmes has full control and visibility of all internal development processes. In the marginal instances where we integrate third party software components under license, Dassault Systèmes verifies the origins scrupulously.

The production of software solutions relies on IT infrastructure including servers and network equipment, as well as hosting and data storage supplied by web services or data centre co-location providers who provide the space and technical resources.

Dassault Systèmes' procurement activities are organised by category, in line with our critical needs. The main categories are:

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

6.2 Risk mitigation

Dassault Systèmes has implemented procurement policies through which we strive to commit our suppliers on corporate social responsibility.

As part of our due diligence to identify any Modern Slavery risks in our supply chain, Dassault Systèmes:

- Conducts assessments and produces reports prior to the onboarding of any partner; and
- Performs continuous control assessments on its high-risk suppliers and third parties via batch screening tools.

New suppliers are required to accept the Dassault Systèmes Sustainable Charter with Suppliers (available at 3ds.com/assets/invest/2024-12/2024_12_06_en_supplier-sustainable-charter.pdf), which requires the supplier to prohibit Modern Slavery, child labour, and human trafficking in their operations.

Most Dassault Systèmes companies' standard contracts and general purchasing terms and conditions provide for the right to immediately terminate the contract in the event of a supplier's breach of any of these principles.

Training in ethics and compliance matters, which includes Modern Slavery, has been mandatory for all Dassault Systèmes employees since 2013. Dassault Systèmes complies with all Australian workplace and employment laws.

Our Business ethics are based upon international standards relative to human and social rights, as laid down in the International 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 Labour Organisation.

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

We therefore rely on 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

3ds.com/sites/default/files/2021-11/code-of-business-conduct-english.pdf

This code has been reviewed in 2024. 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 Labour Organisation, which prohibit forced or compulsory labour, servitude, slavery and human trafficking; and
- forms the basis of the annual online and compulsory ethics and compliance training course provided to all employees.

2. Corporate Principles of Social Responsibility

3ds.com/sites/default/files/2021-11/csr-principles-en-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 labour and other forms of Modern Slavery.

3. Sustainable Charter with Suppliers

3ds.com/assets/invest/2024-12/2024_12_06_en_supplier-sustainable-charter.pdf

As part of our continuous improvement approach, we define in this document our expectations toward suppliers and our reciprocal commitments regarding sustainability topics, including Human Rights and Modern Slavery.

4. The CSR Principles

3ds.com/about/corporate-responsibility/ethics-compliance

In addition to the Code of Business Conduct and the Sustainable Charter with Suppliers, the CSR Principles 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.

5. Dassault Systèmes ethics & compliance governance

3ds.com/about/corporate-responsibility/ethics-compliance

We have established an Ethics Committee and a Business Ethics and Compliance Department responsible for oversight of ethics and compliance within the Group. The scope of their work spans all relevant ethics and compliance issues, including Modern Slavery. The Ethics Committee meets once a month and is tasked with ensuring all employees adhere to the Code and investigate any case of alleged breaches that may come to its attention with the aim of providing recommendations or instructions.

6.3 Risk assessment and action

Dassault Systèmes acknowledges in its risk mapping the risk of Modern Slavery associated with its activities, investments and supply chain and does not ignore them. We are committed to a continuous improvement approach and therefore actively review and address risks as they may arise. Part of this process includes an established precise criterion for identifying high-risk suppliers.

In accordance with the French law of 27 March 2017 relating to the duty of care of parent companies and ordering companies, Dassault Systèmes implements a “Vigilance Plan” aimed at identifying risks and preventing serious harm to Human Rights and fundamental freedoms (including Modern Slavery), health and safety of individuals and the environment, resulting from its activities as well as from the activities of subcontractors and suppliers with whom we have an established business relationship. The effectiveness of such measures is also assessed every year through our Vigilance Plan.

The content of the Vigilance Plan meets the five obligations:

- risk mapping;
- procedures for regularly assessing the situation of subsidiaries, subcontractors and suppliers;
- measures to prevent and mitigate the risks identified in the risk map;
- whistleblowing procedure; and
- a system for monitoring measures and evaluating their effectiveness.

Vigilance measures, adapted and proportionate to Dassault Systèmes’ risk profile, can be implemented in the short and medium term.

Dassault Systèmes' vigilance is also exercised through its recurring and ongoing actions in relation to:

- raising awareness among employees, such as monitoring and updating online training courses on ethics, compliance, health and safety, crisis management, sustainable development and publications on its 3DEXPERIENCE platform;
- Dassault Systèmes' Whistleblowing procedure;
- the use of specialised due diligence databases and where appropriate, a risk assessment method dedicated to Human Rights issues, as well as monitoring for the detection of risk situations; and
- the implementation of control points by the Internal Audit department.

Dassault Systèmes has an established Steering Committee dedicated to reviewing the risk assessment in the Vigilance Plan.

Further details about our Vigilance Plan is available in section "2.4 Maintaining an Appropriate Vigilance Plan" of the company's Registration Document found at: investor.3ds.com/earnings-reports/annual-report.

In 2024, the Steering Committee assessed that there was a low and limited risk of Modern Slavery within the Group's operations and supply chain. This was in part due to the intangible nature of software as software-publishing activities involve almost no assembly of products.

7. Consultation with entities we own or control

Dassault Systemes Australia Pty Ltd did not own or control entities in the year ended 31 December 2024.

8. Approval

This MSS was approved by the Board of Directors of Dassault Systemes Australia Pty Ltd on 27 June 2025.

A handwritten signature in black ink, appearing to read 'KHAOU', with a large, sweeping underline.

Samson KHAOU
Executive Vice-President, Asia Pacific, Dassault Systèmes
Managing Director, Dassault Systemes Australia Pty Ltd