

# Human Rights Compliance

## Australian Modern Slavery Act Statement (Financial Year 2023)

### Preamble

This is the Australian Modern Slavery Act Statement for the Nemetschek Group and is made in accordance with the Australian Modern Slavery Act 2018. It covers the reporting period January 1, 2023, to December 31, 2023.

This is a joint statement (Section 14 of Australian Modern Slavery Act 2018) made in respect of the following reporting entities:

- *Allplan GmbH*
- *Bluebeam Australia Pty. Ltd.*
- *Graphisoft SE*
- *Maxon Computer GmbH*
- *Vectorworks Australia Pty. Ltd.*

The statement sets out the steps taken during 2023 to prevent Modern Slavery and Human Trafficking in the business and supply chains. Unless expressly stated otherwise, the statement refers to the Nemetschek Group including the reporting entities listed above and their owned and controlled entities.

This statement intends to provide transparency for stakeholders regarding Nemetschek Group's value chain and respective business partners.

Managing our Group well and taking responsibility for employees, society and the environment is of great importance to us. With our group solutions, which improve resource efficiency in the construction industry and enable the most careful use of resources, we make an important contribution to climate and environmental protection.

We pursue a preventive compliance approach and have a corporate culture in which all employees are made aware of the issue and receive appropriate training.

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Visit our website to learn more about the Nemetschek Group:  
[www.nemetschek.com/en](http://www.nemetschek.com/en)  
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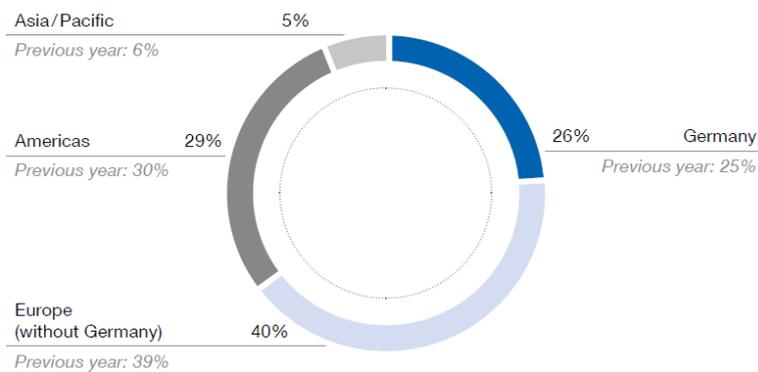
## Our History

The company's history dates back 60 years to its foundation in 1963 by Prof. Georg Nemetschek. Today, the Nemetschek Group is a global provider of software solutions in the AEC/O industry (Architecture, Engineering, Construction, and Operation) as well as in the Media segment.

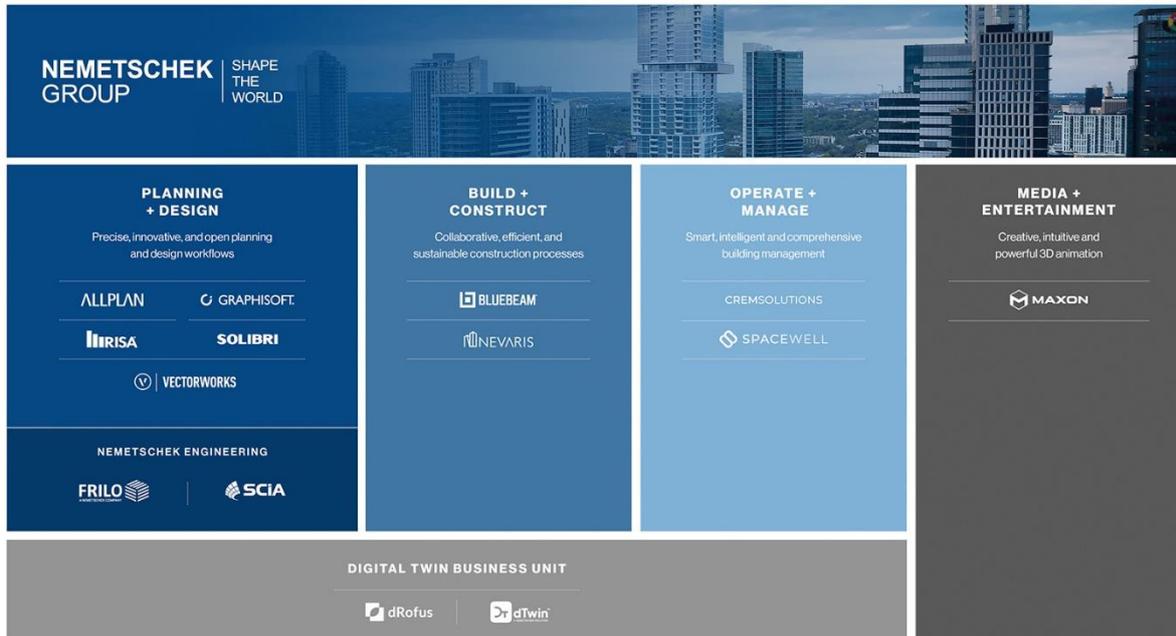
## Our Structure

The Nemetschek Group is organized as a strategic holding company (Nemetschek SE – publicly listed on the German Stock Exchange) with numerous global operating subsidiaries (brands).

The Nemetschek Group employs today more than 3,000 experts worldwide. The chart below shows the distribution of employees by region:



The Nemetschek Group total of 13 specific brands are divided among the four segments of Design, Build, Manage and Media according to their respective focus on specific end markets and customer groups.



The segments are responsible for implementing the Nemetschek Group’s operating activities in accordance with the objectives, strategic and legal framework specified by the Group holding company.

## Our Locations

The holding company Nemetschek SE is headquartered in Munich, Germany. The Nemetschek Group brands develop and market their solutions worldwide from a total of 82 locations.



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## **Actual physical offices in Australia with regard to the reporting entities:**

- Allplan GmbH: No Australian branch
- Bluebeam Inc.: Subsidiary Bluebeam Australia Pty. Ltd.
- Graphisoft SE: No Australian branch
- Maxon Computer GmbH: No Australian branch
- Vectorworks Inc.: Vectorworks Australia Pty. Ltd.

## **Our Business**

The Nemetschek Group offers digital solutions for all disciplines across the entire lifecycle of buildings and infrastructure projects, as well as for all phases in the creation of 2D and 3D digital content in the Media segment. In the AEC/O segment, the aim of offering networked solutions is to further improve cooperation between the various professional groups in the construction industry and to make this cooperation more efficient. Our broad portfolio comprising graphical, analytical and commercial solutions therefore enables an end-to-end workflow in the lifecycle of construction and infrastructure projects.

Here, the Nemetschek Group's software solutions meet the requirements of the central working method within the planning, construction and administrative process for buildings known as Building Information Modeling (BIM). BIM, an integral part of the digitalization of the construction industry, is used to digitally record and connect all design, quality, timing, and business requirements and data.

The Nemetschek Group has been following this integrated BIM approach for more than 30 years. Building Information Modeling enables efficient, sustainable, and transparent collaboration, improving the workflow for all those involved throughout the entire planning and building process and subsequent use phase of a property or infrastructure project.

Ultimately, these insights can help architects, engineers and building managers design and operate efficient and sustainable buildings.

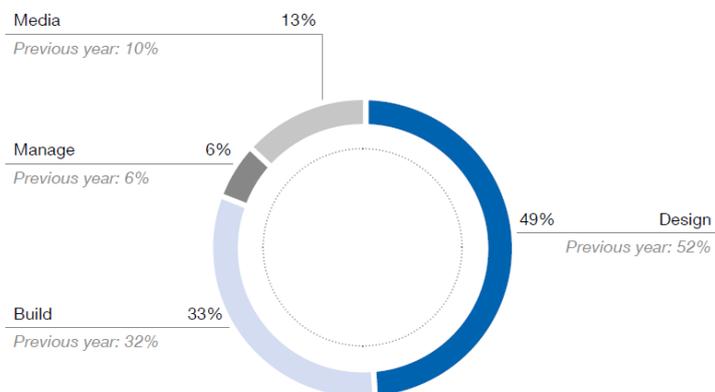
In view of sustainability, the Nemetschek Group's software solutions also contribute to more resource-efficient planning and construction and subsequently more efficient operation across the entire lifecycle of buildings and infrastructure projects. Detailed documentation also enables efficient operation across the entire lifecycle – for example, a structure can thus be efficiently rebuilt and renovated years after completion.

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At the same time, the Nemetschek Group with its Media segment is also a provider in the field of 3D animation solutions. The Nemetschek Group thus supports artists in optimizing their creative workflows, e.g., through 3D modeling, simulation and animation, tools for editing, motion design, and film production as well as rendering solutions for high-end productions. Our professional solutions for producing 2D and 3D digital content are used to create and render visual effects in feature films, TV shows and commercials, as well as for applications in the gaming industry and for applications in the areas of medical illustration, architecture and industrial design.

Revenues by Segment are as follows:

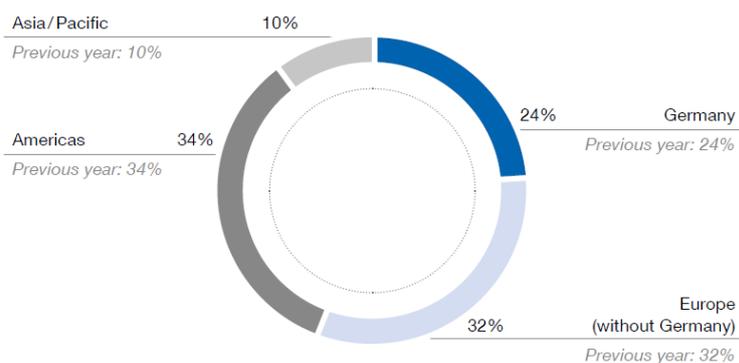
### Revenues by Segment



A strategic goal of the Nemetschek Group is the further internationalization of the business alongside the development of markets with a high growth potential. However, this market development should always be carried out responsibly, sustainably and in accordance with all regulations and laws.

Revenues by Region are as follows:

### REVENUES BY REGION



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## Operations & Supply Chains of Reporting Entities

### **Allplan GmbH**

Headquartered in Munich, Germany

Founded in 1963 as „Ingenieurbüro für das Bauwesen“, as part of the Nemetschek Group, ALLPLAN became a global provider of BIM software for the AEC industry.

Allplan is the interdisciplinary BIM software solution for architecture, engineering and construction that supports and integrates the design and construction process throughout all project phases and addresses therefore the entire “Design to Build” process from first concept to final detailed design for prefabrication and construction.

Our software products are developed in-house by our own employees in Germany, Slovakia, Austria, Czech Republic, and the US. Certain minor components are developed by freelancers or third-party developers from different countries, largely Europe and Vietnam, who are engaged in accordance with the Nemetschek Supplier Code of Conduct either through framework agreements or one-time single transaction agreements, depending on the nature of the development service.

Our software contains third party components, the largest of which is supplied by Siemens. For our BIM Services, we use AWS servers.

We resell our products via our own direct sales team, our web-shop, as well as through local resellers and agents. In Australia or New Zealand, we do not have any legal entities or employees but resell our products solely via local resellers or agents.

Being a software company with a largely professional workforce, we consider the risk of modern slavery in our direct business operations as very low. Any potential risks, both internally, as well as in our supply chain, being further mitigated by our compliance system (which includes our Business Partner Code of Conduct, as well as a business partner screening) and our corporate governance processes.

### **Bluebeam Inc. Bluebeam Australia Pty. Ltd.**

Headquartered in Pasadena (California), USA

Founded in 2002, Bluebeam is committed to digital transformation in the construction industry. Bluebeam develops innovative technology solutions that set the standard for project efficiency and collaboration for design and building professionals worldwide.

Today, over 2 million people in over 160 countries use Bluebeam solutions to mark up, collaborate and get more done through every phase of the project lifecycle. Bluebeam Revu and Bluebeam Cloud give teams the flexibility to work together anywhere through design, build and handover.

Bluebeam offers efficient construction software solutions for engineers, architects, contractors, subcontractors, enterprises, and the public sector in order to improve communication and document management and maximize productivity to finish jobs faster.

Bluebeam is committed to respecting human rights and ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Bluebeam primarily develops its solutions in-house, but where third parties are used, we are committed to acting ethically and with integrity in all our business relationships, in line with our core values and assure the same from those third-party partners. The Australian branch is located in Brisbane, Queensland and currently employs 21 people.

### **Graphisoft SE**

Headquartered in Budapest, Hungary

Founded in 1982, Graphisoft develops Archicad, the industry-leading Building Information Modeling software solution for architecture and design.

Graphisoft's mission is to provide professionals with software solutions that integrate people, workflows, and information in real-time via open BIM workflows. The software solutions are aimed at various professional users (such as architects, engineers, contractors, BIM manager and municipalities) and fields of application.

Graphisoft Archicad is a professional BIM solution empowering creator to develop and compare design alternatives, automate documentation, work in teams, and deliver professional presentations using the latest visualization techniques.

The BIMcloud solution offers secure real-time collaboration between project team members, detect and resolve inconsistencies on time, manage construction costs efficiently and stay on schedule. Investors and owners can view and share their opinions about the project during the design development stages including a first-person design-discovery experience.

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As a core member of the worldwide buildingSMART industry body, Graphisoft has adopted the universal, Open BIM approach in all solutions and workflows in accordance with the buildingSMART Data Model. For municipalities, governments, and regulatory bodies, this translates to transparency among consultants and assured project model data quality.

Graphisoft's products are developed in house, majority of their parts are developed by own employees. The software solutions include some third-party components, which are listed on the official website (<https://graphisoft.com/>).

There are no face-to-face connections with them at all. For certain services Graphisoft use Amazon and Google Cloud servers. Graphisoft resells its products and services through its web shops and their commercial partners.

### **Maxon Computer GmbH**

Headquartered in Bad Homburg vor der Höhe, Germany

Founded in 1986, Maxon operates subsidiaries in the US, UK, Canada, Japan, and France. Maxon content creation and visualization software products are sold and supported by over 150 distributors and resellers in over 80 countries worldwide.

Maxon makes powerful, yet approachable software solutions for content creators working in 2D and 3D design, motion graphics, visual effects, and visualization.

Maxon's innovative product portfolio helps artists supercharge their creative workflows. Maxon's product lines include the award-winning Cinema 4D suite of 3D modeling, simulation and animation technology; the creativity-on-the-go Forger mobile sculpting app; the diverse Red Giant lineup of revolutionary editing, motion design and filmmaking tools; the leading-edge, blazingly fast Redshift renderer; and ZBrush, the industry-standard digital sculpting and painting solution.

Maxon mostly develops its products in-house, but also utilizes indirect suppliers who facilitate Maxon's services. These vendors work as freelancers, agencies, or large corporations to provide technology, marketing, sales services to Maxon Computer GmbH and its subsidiaries around the world. Maxon ensures that its supplier chain adheres to international compliance standards.

### **Vectorworks Inc.**

#### **Vectorworks Australia Pty. Ltd.**

Headquartered in Columbia (Maryland), USA

Founded in 1985 as "Diehl Graphsoft", Vectorworks has become a global leader in design technologies for the architecture, engineering, construction, entertainment, and landscape design industries. Vectorworks product line is one of the world's best-selling

cross-platform design and BIM applications, and users rely on it to create groundbreaking experiences, environments, and destinations.

Today, more than 685,000 designers rely on Vectorworks technology, and we work tirelessly to ensure that our products consistently meet their needs while still anticipating future industry developments. Vectorworks devotion to its customers and its carefully cultivated partnerships allow Vectorworks to continually exceed expectations and craft a first-rate software solution for designers around the world.

Vectorworks supply chain covers the innovation, inputs, design of the products through to its delivery to the end user. The main suppliers, such as Siemens, Maxon and Nemetschek Bulgaria, provide technologies, IP and labor that enhances the product features and functionality.

The Australian branch is located in Rosebery, New South Wales and currently employs 8 people.

## Compliance & Sustainability

### Code of Conduct (CoC) – Basis of our Business

Nemetschek Group's business activities are based on the legal framework and ethical standards of the different countries in which it operates.

Compliance, fair business practices and the prevention of discrimination are of utmost relevance for us. Actual or suspected violations of applicable laws, internal regulations or ethical standards could have negative financial consequences. They could also have a negative impact on the reputation of the Nemetschek Group.

To promote trusting and long-term business relationships, the Nemetschek Group focuses on the transparent and lawful processing of all transactions. In addition, employees are expected to treat each other and third parties fairly and respectfully.

To this end, we have summarized the most important principles and regulations (also covering human rights topics) in our group-wide **Code of Conduct (CoC)** and made it available on our Nemetschek Group's website in German and English.

The CoC is the key document addressing individual responsibility within the Nemetschek Group. It is binding for all employees – regardless of their position – and this has been announced throughout the company to reach clear guidance and more sustainable transparency.

### Supplier Code of Conduct (SCoC)

The Nemetschek Group will ensure a high level of understanding of the risks of Modern Slavery & Human Trafficking with its own business and its supply chains by providing training to the relevant members of staff as well as briefing all Directors on the subject.

To live up to our holistic responsibility, we have created a Nemetschek Group's **Supplier Code of Conduct (SCoC)** and made it available on the company website in German and English. We include this document as an integral risk-based part of any important supplier contract. Furthermore, we expect our suppliers and business partners to accept and live our values in daily business.

The Nemetschek Group will not knowingly support and/or do business with any suppliers who are involved in Modern Slavery and/or Human Trafficking. In case of any Non-Compliance the Nemetschek Group reserves the right to take appropriate measures, including the termination of business relationships.

Both, the CoC and the SCoC provide guidelines that include the fundamental principles of the International Labour Organization (ILO), among other things.

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Visit our website to learn more about our CoC & SCoC:  
[www.nemetschek.com/en/integrity-compliance](http://www.nemetschek.com/en/integrity-compliance)  
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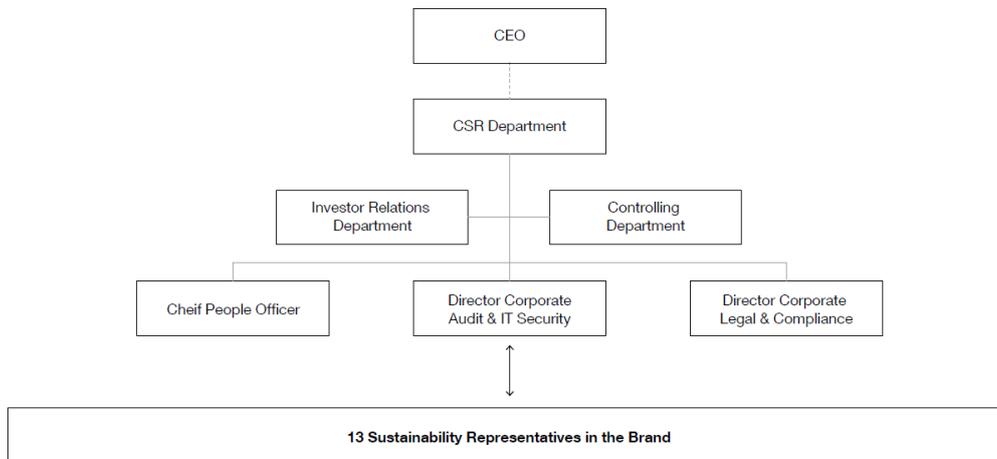
### Sustainability at the Nemetschek Group

The Nemetschek Group places considerable importance on good corporate governance and social and environmental responsibility.

The Nemetschek Group focus on acting sustainably not only in the development of our software solutions, but also in relation to how we treat our employees, business partners and customers and approach our role in society. For this reason, as mentioned above, the Nemetschek Group has defined standards in its CoC & SCoC for the way in which it conducts day-to-day business.

### Sustainability Structures

The Sustainability department and the cross-functional Core Sustainability Team identify sustainability-related topics and coordinate the implementation of the corresponding measures. The Sustainability department maintains close contact with the Executive Board in this regard.



However, to coordinate the activities and align them across the Nemetschek Group (13 brands), the sustainability representatives regularly exchange information on specific matters such as best practices and the ongoing development of the future sustainability strategy. The designated points of contact are the driving force for the relevant issues within their brand and are tasked with exchanging information with Nemetschek SE as well as with their colleagues at their brand and beyond.

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Visit our website to learn more about our Sustainability approach:  
[www.nemetschek.com/en/responsibility](http://www.nemetschek.com/en/responsibility)

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## Employees & Society

At the Nemetschek Group, the focus is on employees. The Nemetschek Group believes that satisfied, successful, and healthy employees are crucial to sustainable business development. The Group's management maintains an open dialog with all employees at all levels and has set priorities and directions for HR work in the company.

However, this social responsibility is not limited to only the employees at the Group. It also applies to clients, partners, suppliers, and society. The Nemetschek Group Code of Conduct (CoC) states the importance of acting responsibly in relation to all our stakeholders (also regarding human rights topics).

In addition to the CoC, the **People Letter of Commitment** defines basic standards and requirements for key issues affecting employees.

Moreover, the Nemetschek Group has launched various group-wide **Corporate Citizenship** projects showing the different cultures of the brands. Social commitments are very important to us as a Group and to our brands individually.

Our social commitment is reflected in our current Corporate Citizenship Booklet. Divided into three subcategories "People in Focus," "Building a Better World," and "Driving Digitalization," it features around 30 diverse projects.

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Visit our website to learn more about our Corporate Citizenship approach:  
[www.nemetschek.com/en/people](http://www.nemetschek.com/en/people)

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## Modern Slavery Risks (Operations & Supply Chains)

In view of our business model and the underlying supply chains, we consider the risk exposure throughout the Nemetschek Group to be generally low. Human rights violations are to be classified as rather subordinate in the risk matrix.

Nevertheless, meeting our responsibilities, we have carried out a group-wide Compliance Risk Analysis (CRA) as well as a Money Laundering Risk Analysis. These included many risk categories such as business model risks, industry risks, product, and services risks as well as country risks and taking into account specific indexes such as Corruption Perception Index (CPI), TRACE Bribery Risk Matrix, Basel AML Index and FATF information as well as human rights & supply chain aspects.

We also conducted a specific Modern Slavery Risk Analysis. As part of this analysis, we analyzed the localities of our Group companies and the sales countries of the Nemetschek Group in relation to the Global Slavery Index (GSI). The aim of this initial analysis was to identify fundamental risks and to create a basic awareness within our Group. This analysis is conducted periodically to track and verify the risk level.

### Business Model Risks

The Nemetschek Group's business model includes both direct (e.g., web stores) and indirect (e.g., dealers & distributors) sales. Any risks, e.g., a distributor is located in a country with a high risk, are mitigated by awareness communication and contractually integrating the Nemetschek Group's SCoC.

However, subscription licensing is not a classic "Face-to-Face" business, but a web-based business without much interposition of specific supply chains. The risk of a human rights violation in the respective supply chain is therefore to be classified as rather low.

### Industry Risks

The operating brands of the Nemetschek Group are basically in the construction industry in the broadest sense (business units Design, Build, Manage). This is generally to be classified as a higher-risk sector.

However, the products and services sold (mainly software products) and the specific structure of the business areas do not involve any traditional business practices specific to the construction industry and are therefore not particularly risky – especially with regard to Modern Slavery and Human Rights risks.

Therefore, despite a theoretical risk exposure, we consider the overall risk (including the Media sector) to be rather low.

### Customers & Supply Chain Risks

The customer structure varies depending on the subsidiary but includes both the normal Business-to-Business sector (e.g., companies or independent architects, engineers, construction planners, etc.) and business with public administrations (e.g., authorities, universities, etc.).

It is mainly a rather closed circle of business partners with whom long-standing connections and cooperations exist. The software products sold and used by customers are not changed frequently, so there is no excessive customer turnover. Moreover, business with public administrations is a general indication of a low risk.

The Nemetschek Group work with numerous of external partners worldwide, from suppliers in our development and programming department to dealers and distributors. We always follow a risk-based approach. Where necessary or advisable, our business partner and suppliers are required to comply with applicable regulations and are contractually obligated to uphold our compliance standards of anti-corruption, ethics, and human rights by recognizing our Supplier Code of Conduct (SCoC).

The individual supply chains mainly relate to general technology and programming activities as well as distribution activities. Pure supply chains for manufacturing processes involving many lower skilled labors are not the main business. In the future, the Nemetschek Group will evaluate its supply chain to identify any partners and suppliers that might pose risks for illegal or unethical behavior such as engaging in human trafficking, slavery, forced labor or other human rights violations.

### Product & Services Risks

Product & services risks describe the abstract risk that a distributed product or offered service can be used to a greater or lesser extent for modern slavery purposes.

In the Nemetschek Group, only software products are distributed that are sold or leased to customers by means of licensing. There are no conspicuous risk-increasing exchange

relationships in the conventional sense, and the use of specialized external labor for the sale of products and services (e.g., sales representatives or distributors) is only selective and not comprehensive, so that the overall risk can be classified as low.

The products are mainly programmed and sold through in-house persons. Services are also mainly provided by trained internal persons. The use of traditional suppliers, such as in the heavy or fashion industry, is not relevant to us. The products and services offered and sold throughout the Nemetschek Group therefore do not pose any increased Human Rights & Modern Slavery risks.

### Country Risks

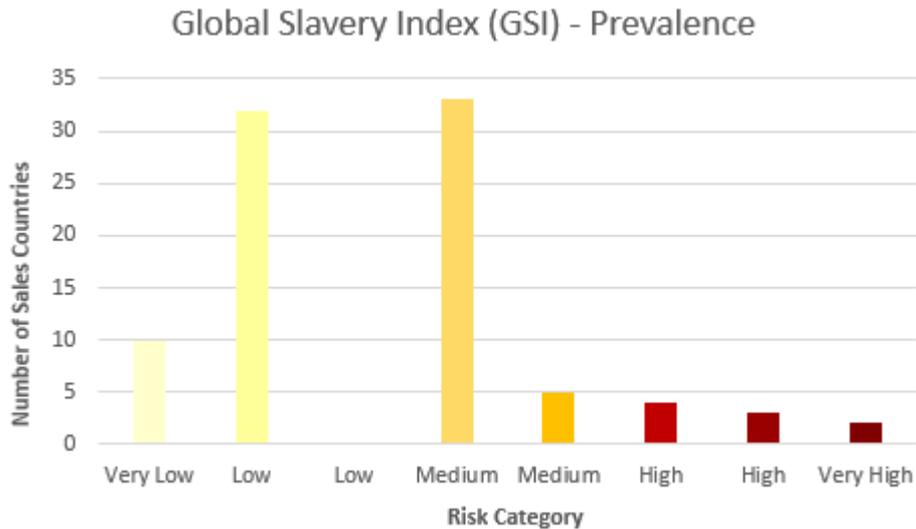
The Nemetschek Group currently has Group companies in 25 countries. According to the Global Slavery Index (GSI), the Modern Slavery Risk is classified as very low to low. Only the localities in Brazil, India, Mexico, can be generally classified as medium risk.

The risk of the Group companies is as follows (GSI – Prevalence Color Scheme):



Moreover, the sales countries of the Nemetschek Group were also analyzed in accordance with Global Slavery Index (GSI). According to the GSI, the Modern Slavery Risk is classified as low to medium. Only the sales countries United Arab Emirates, Azerbaijan, Bosnia-Herzegovina, Jordan, Kazakhstan, Saudi Arabia, Turkey and Ukraine show a potential increased risk.

The risk of the sales countries is as follows (GSI – Prevalence Color Scheme):



## Our Actions to prevent Modern Slavery & Human Trafficking

One of our foremost objectives is ensuring that critical compliance incidents do not happen in the first place.

The Nemetschek Group recognizes that Modern Slavery & Human Trafficking is still a global problem in our society. Our aim must therefore be to address this problem in a transparent manner and to recognize our responsibility by making all our employees and business partners & suppliers aware of the problem and the risks and by working together to find a sustainable solution.

The Nemetschek Group is strongly committed to ensuring that our operations and supply chains are free of Modern Slavery & Human Trafficking and acknowledges its responsibility to the Australian Modern Slavery Act 2018 and will ensure transparency within the company and with suppliers of goods and services to the company.

We at the Nemetschek Group have already been able to implement some measures on the topic of Modern Slavery & Supply Chain. However, the entire complex of topics is to be successively expanded over the next few years on a risk-based basis.

The Nemetschek Group have achieved or will achieve these aims by our initiative to identify and mitigate risks in the following ways (but not limited to):

- a) By having transparently published our group-wide Code of Conduct (CoC), which also addresses important values and rules on the subject of human rights in a way that is binding for all employees

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- b) By having transparently published our Supplier Code of Conduct (SCoC), which also addresses important values and rules on the subject of human rights
- c) By having transparently published our official board letter (tone from the top)
- d) By transparent and annual publication our Group Annual Report and Sustainability Report also covering the topic of human rights
- e) By developing our group-wide Compliance Management System (CMS) also with a noticeable focus to human rights and sustainability aspects
- f) By implementing various Compliance and CSR/ESG experts as well as group-wide networks for exchange and collaboration
- g) By having finalized our group-wide Compliance Risk Analysis in 2022, also with regard to human rights aspects and Supply Chain Management processes
- h) By having finalized an initial Modern Slavery Risk Analysis in 2023 with regard to Group locations and sales countries
- i) By implementing a risk-based Business Partner Due Diligence Process (Integrity Check) also with regard to human rights aspects by including and considering the Global Slavery Index (GSI) in the selection of business partners & suppliers
- j) By integrating our group-wide Supplier Code of Conduct (SCoC) in important supplier contracts on a risk-based basis
- k) By expanding the field of Contract Compliance and using risk-based compliance & human rights clauses in business partner & supplier contracts
- l) By having transparently implemented and communicated our group-wide digital whistleblowing system (also accessible for third parties) and by constantly encouraging the reporting of any concerns and by protecting whistleblowers
- m) By having communicated and trained a Supply Chain Compliance Guidance
- n) By expanding group-wide risk-based Supply Chain Due Diligence & Mapping identifying which of our business partners & suppliers operate in countries that are known to present significant risks of Modern Slavery
- o) By constantly reviewing & monitoring our supply chain processes, contracts and contractors
- p) By expanding and providing customized trainings and awareness communication for all employees

- q) By constantly reviewing and assessing our internal practices – checking all employees are paid at least the minimum wage and have the right to work
- r) By having Zero Tolerance to Modern Slavery & Human Trafficking

We encourage our employees to report behavior that may violate our Code of Conduct (CoC). To do so, they can contact their superiors, the HR manager responsible, the local Compliance coordinator or the Corporate Legal & Compliance Department directly. In addition, violations may be anonymously reported by using our group-wide digital whistleblowing system. This system is transparently accessible via the website and is also open to our business partners & suppliers (third parties).

## Assessing the Effectiveness of our Actions

No compliance violations regarding Modern Slavery & Human Trafficking were identified during the reporting period. There were thus no cases of legal action.

Nevertheless, our future approach is to use Key Performance Indicators (KPI) – e.g., number of employees trained, number of suppliers specifically screened on labor rights – to make a more standardized assessment of our actions to continuously improve our group-wide Human Rights & Supply Chain Compliance approach.

## Other Relevant Information

Each year the Nemetschek SE publishes an Annual Report as well as a dedicated Sustainability Report also covering CSR and human rights topics. Moreover, the Nemetschek Group annually publishes various further statements such as an UK Modern Slavery Act Statement as well as a Norwegian Transparency Act Statement on behalf of all relevant reporting entities.

Through these statements, the Nemetschek Group fully satisfies its disclosure obligations under various international laws.

## Consultation

The preparation of this statement was performed in consultation with relevant internal stakeholders at holding and brand level, including Corporate Legal & Compliance, Corporate Communication & CSR, and local Compliance coordinators within our Group Compliance Network (GCN).

Official approval at board level is indicated in the section below.

## Approval of the Statement

The Australian Modern Slavery Act Statement will be reviewed on a yearly basis by Corporate Legal & Compliance. This statement has been examined and approved by the Nemetschek Group's Executive Board on December 22, 2023.



**Yves Padrines**

Member of the Executive Board  
Chief Executive Officer (CEO)  
Nemetschek SE



**Louise Öfverström**

Member of the Executive Board  
Chief Financial Officer (CFO)  
Nemetschek SE

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