

Modern Slavery Statement

1. Our commitment

This Modern Slavery Statement ("MSS") is made by Dassault Systèmes 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 2025.

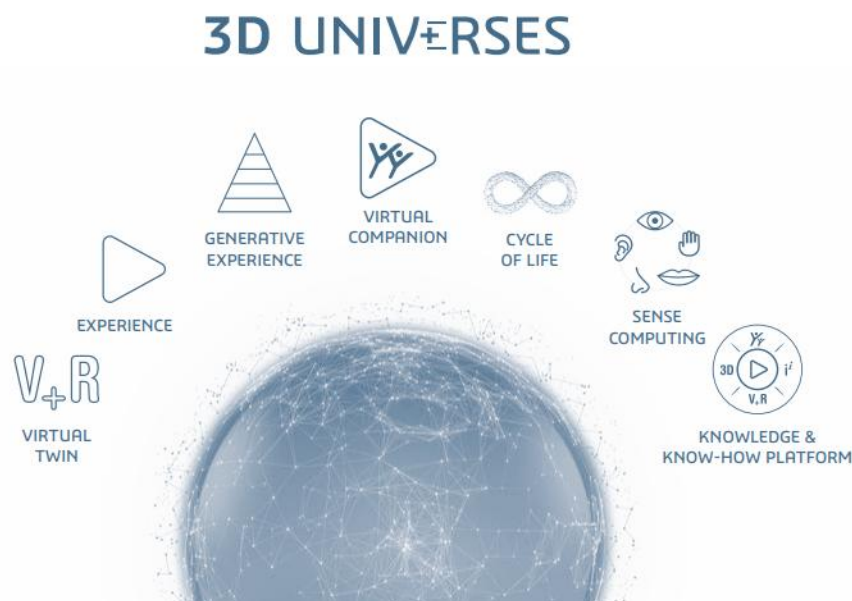
This MSS sets out the steps that Dassault Systèmes S.E and its subsidiary Dassault Systèmes Australia Pty Ltd (together, "Dassault Systèmes") have undertaken and are continuing to undertake, to prevent Modern Slavery from taking place within our business operations and supply chains.

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+RES 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

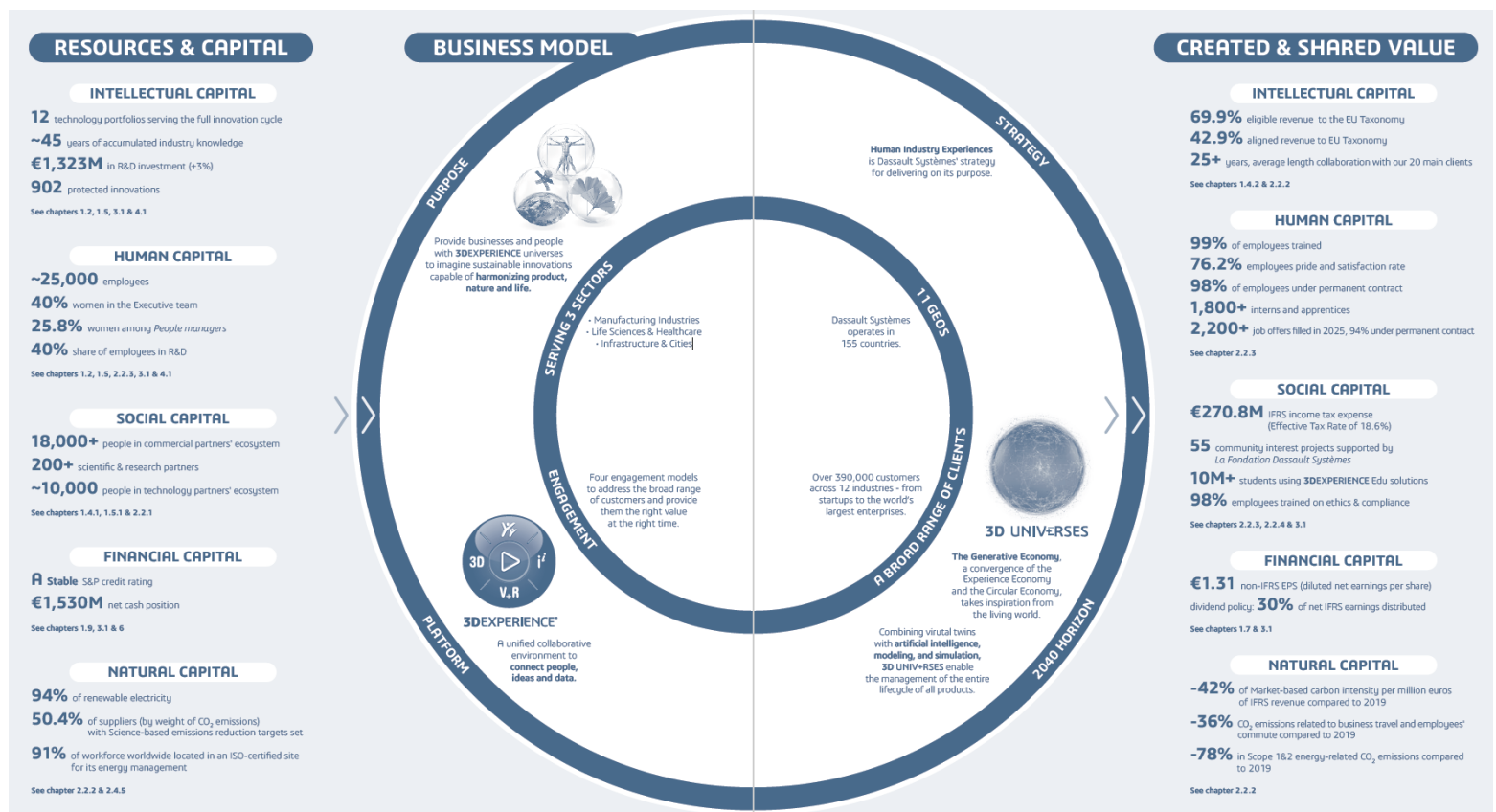
Dassault Systèmes Australia Pty Ltd is a subsidiary of Dassault Systèmes SE, a publicly listed company located in Vélizy-Villacoublay, France.

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 over 190 sites worldwide.

Dassault Systèmes Australia Pty Ltd is one of 88 operating subsidiaries of Dassault Systèmes SE. It currently employs 165 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.

At the Australian level, Dassault Systèmes Australia Pty Ltd's direct procurement is limited and is principally for office premises and facilities management, cleaning and security services, catering, IT hardware and peripherals, locally engaged contractors and professional services, events, and business travel. The substantive supply-chain risk arises through the global supply chain of the wider Dassault Systèmes group; which is managed centrally and described in section 6 below.



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 commutes: 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.

As reported in the group's 2025 Registration Document, Dassault Systèmes had by the end of 2025 reduced Scope 1 and 2 emissions by 78.3% against the 2019 baseline, reduced business-travel emissions by 35.7% against 2019, and had 50.4% of suppliers (by weight of CO₂ emissions) committed to a science-based emissions reduction target. Renewable electricity represented 93.9% of the group's electricity consumption.

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 2025:

 ESG 2025 Evaluations by the main international Rating Agencies				
Agencies	2025 Results	Sector Ranking	Evolution	Comment
S&P Global CSA	Score of 66/100	Top 2% Software Industry	=	DJSI World Member
MSCI	AAA	Top 10% Software & Services Industry	=	Highest possible score - Leader Category
CDP	B List	Above peer group average	=	Score B on climate change
EcoVadis*	Score of 82/100	Top 1% Software Industry	↑	Gold Medal - Top 5% all industries
Corporate Knights	37 rank/100	1 st in Software & Services Industry	↑	A- Rating
Sustainalytics	Score of 12.8	9/388 (3 rd percentile) Enterprise & Infrastructure Software	↑	ESG Risk Score: Low Risk
ISS ESG	B	Rank 1 in Software & Services Industry	↑	Transparency Level: Very High

* Information as of March, 2026.

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 ethical culture

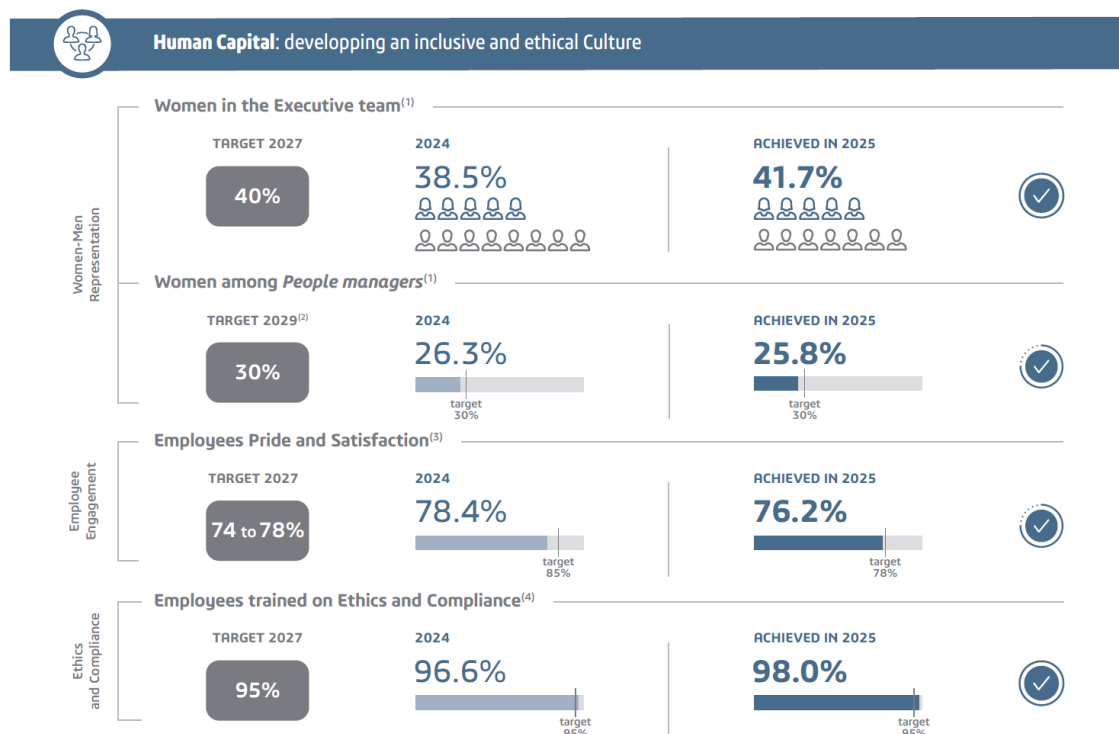
Dassault Systèmes' commitment to developing an inclusive and ethical culture is reflected in its desire to:

- provide equal opportunities for all, including for women and men;
- develop employee engagement and give meaning to their professional lives;
- ensure that employees have master 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.

As the creation of inclusive teams is part of Dassault Systèmes' commitment to encourage creativity and creating a fulfilling collective environment, the Company aims to have 40% of its management team members be women by 2027 and 30% of overall people managers by 2029.

In 2025, Code of Business Conduct training reached 96.9% of the workforce and Personal Data Protection training reached 97.3%. 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.



(1) Only applicable to the extent permissible under local and national laws and do not apply to the United States workforce.

(2) Set by 2027, this target is postponed to 2029.

(3) Percentage measured by an annual satisfaction survey.

(4) Average percentage of permanent employees who completed mandatory trainings on Code of Business Conduct, Personal Data Protection and Anti-Corruption.

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.

While Dassault Systèmes' own operations are software-based and involve no manufacturing or assembly, we recognise that this does not eliminate Modern Slavery risk in our extended supply chain. The group's 2025 vigilance risk mapping identifies the production of IT equipment and the operation of cloud and data-centre infrastructure as priority value-chain exposures. The manufacture of servers, network equipment and other hardware, and the construction and operation of data centres, are recognised globally as areas where forced labour and exploitative labour practices can occur, particularly in lower tiers of the supply chain. As the group scales its cloud and industrial-AI infrastructure, we treat these categories, rather than our intangible software products, as the focus of our Modern Slavery due diligence.

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 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 2025, 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. Continuous improvement

Dassault Systèmes treats Modern Slavery risk management as an ongoing process. For the coming reporting period, Dassault Systemes Australia Pty Ltd intends to:

- Work with IT procurement to improve visibility of Modern Slavery risk beyond first-tier suppliers; and
- Report against these commitments in next year's statement.

8. Consultation with entities we own or control

Dassault Systemes Australia Pty Ltd did not own or control entities in the year ended 31 December 2025.

9. Approval

This MSS was approved by the Board of Directors of Dassault Systemes Australia Pty Ltd on 30 June 2026.

A handwritten signature in blue ink, appearing to read 'Samson KHAOU', written over a horizontal line.

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