

AVEVA 2025 Norwegian Transparency Act Statement

The purpose of the Norwegian Transparency Act (the “Act”) is to ensure that companies secure human rights and decent working conditions across their operations and supply chain. Under this Act, companies are required to prepare and publish a statement regarding the steps taken during the last financial year to identify and avoid any adverse impacts on human rights or working conditions to which they may cause or contribute to through the use of suppliers, business associates or their subcontractors.

This statement is prepared in connection with the financial year ending 31 December 2024, in respect of AVEVA Group Limited and its subsidiaries (“AVEVA”).

Description of AVEVA’s business structure

AVEVA is a leading global provider of engineering and industrial software. It consists of a parent company, AVEVA Group Limited incorporated in the United Kingdom, and a number of subsidiaries,, which are incorporated in various jurisdictions around the world (including Argentina, Australia, Brazil, Canada, Chile, China, Colombia, Denmark, France, Germany, Hong Kong, India, Italy, Japan, Korea, Malaysia, Mexico, the Netherlands, Norway, Singapore, Spain, Sweden, Thailand, the U.A.E., the U.K. and the U.S.), each contributing to AVEVA’s profits, assets and cash flows.

On 1 March 2018, AVEVA merged with the Schneider Electric Industrial Software Business, creating a global leader in engineering and industrial software, which resulted in Schneider Electric owning c. 60% share in AVEVA. On 22 March 2021, AVEVA completed the acquisition of operational data platform developer, OSIsoft, improving the Group’s capabilities to enable industrial customers to accelerate their digital transformation experts. On 18 January 2023, Schneider Electric completed the acquisition of AVEVA which is now wholly owned. However, Schneider Electric intends for AVEVA to remain autonomous for its own governance.

We serve over 20,000 customers across 100 countries, facilitating the delivery of life’s essentials, including safe and reliable energy, food, medicines, infrastructure and more. Our secure industrial cloud platform and applications enable businesses to harness the power of their information and improve collaboration with customers, suppliers and partners. Our products support customers to engineer capital projects smarter, operate industrial sites better, and gather trusted insights and information by removing data silos to drive collaboration.

AVEVA has over 95 products, including:

- **AVEVA E3D Design** - AVEVA E3D Design combines the latest 3D graphics and user interface technologies with data management to deliver the most comprehensive, productive and tightly integrated multi-disciplined 3D plant design solution.
- **AVEVA Process Simulation** - Next generation process simulation platform delivering the process side of the Digital Twin. Steady-state and dynamic process simulation using a single model.
- **AVEVA PI System** - An integrated portfolio of solutions that enables industrial operations to collect, cleanse, store, enrich and visualize real-time operations data with full IT compliance.
- **AVEVA Logic Validator** - Validate new and updated control strategies with reusable, modifiable, and automated test procedures.
- **AVEVA XR for Training** - Connect operators and plant personnel with high-fidelity 3D process simulation and virtual walkthrough plant environment.
- **AVEVA Contract Risk Management** - Contract risk management for EPCs and OOs on CAPEX projects through automated collaboration regarding contractual obligations, approval processes, and contractor payments to control cash flow.
- **AVEVA Edge HMI** - HMI/SCADA software capable of scaling from small footprint edge devices and embedded machine HMI to robust SCADA applications. IIoT and edge device management capabilities, easy web publishing, and over 250 native communication protocols included.
- **AVEVA Advanced Analytics** - An offering powered by CONNECT that combines data formats from diverse sources and applies visualization and analytics in the cloud to break down information silos that that will help customers maximize production process efficiency by eliminating waste, reducing CO₂ emissions, and optimizing throughput for peak performance.
- **AVEVA Insight** - Delivers actionable information and Artificial Intelligence capabilities to help teams improve asset reliability and operational performance.
- **CONNECT** - An information platform that integrates data management, modelling, AI, analytics and visualization to help customers accelerate their digital transformation.

Respect for human rights is of the utmost importance for AVEVA. Within our operations and across our value chain, we maintain policies and procedures to enforce respect for human rights. Since 2021, we have been members of the United Nations Global Compact (UNGC), advancing the universal principles of human rights, labor, environment and anti-corruption through our strategy and programs.

To ensure employees and stakeholders have access to channels to report potential human rights concerns, AVEVA provides a ['Speak Up' portal](#). This channel is open to AVEVA personnel and external parties to report any suspected misconduct related to AVEVA's operations. All reports are handled confidentially, and any form of threat or retaliation against individuals who raise concerns is strictly prohibited. Once a concern is raised, a report is generated and sent to the AVEVA Speak Up Review Team (SRT) who will review the matter and appoint one of its members to coordinate an investigation, usually within three days from when a report is first raised. As part of the process, all investigations will be brought to the attention of AVEVA's General Counsel. In 2024, we had 54 speak up cases reported.

AVEVA's Due Diligence Approach

AVEVA has a [Human Rights Policy](#) and an [Anti-Slavery and Human Trafficking Statement](#), which detail AVEVA's commitment to respect fundamental human rights in alignment with international laws and standards.

AVEVA maintains a group-level [Supplier Code of Conduct](#) which describes our ethical business practices and sustainability expectations. This Code applies to all AVEVA's providers of goods and services, independent contractors, employment agencies providing temporary and permanent workers, contract labour providers, and technology licensors. At a minimum, AVEVA requires suppliers to operate in full compliance with the laws, rules, and regulations of the countries in which they operate including any applicable international laws and regulations. This Code also encourages suppliers to go beyond legal compliance to advance social and environmental goals, and business ethics drawing upon internationally recognised standards.

Considering the nature of AVEVA's business and its supply chains, which are comprised of office space, office-related supplies, IT and other technology, personnel, facilities, transportation, recruitment, legal and financial services, AVEVA believes the risks of human rights violations taking place in any part of its business or supply chains are low.

Notwithstanding the above, AVEVA remains committed to taking steps to prevent human rights violations arising in any part of its business or supply chains, including by conducting ongoing human rights due diligence. Our human rights commitments and due diligence efforts are informed by engagement with human rights experts, employees, suppliers, partners, and multi-stakeholder initiatives.

Implementation of Due Diligence Measures:

During the last financial year, AVEVA has taken the following steps:

- In 2024, all employees completed training on our Responsible Sourcing program as part of the annual compliance training. Since then, this training has been made mandatory for all new hires, ensuring that our entire workforce is equipped with the knowledge to support responsible sourcing practices.
- Our teams carried out mandatory due diligence in line with our [Supplier Code of Conduct](#) and included an acknowledgment to comply with this code in our supplier onboarding form.
- We deployed a supplier self-assessment questionnaire (SSAQ) to the suppliers who make up 83% of our procurement spend. Our SSAQ covers key areas such as compliance with labor laws and regulatory frameworks, human rights policies, and risk assessment mechanisms.
- This process helps us identify policy gaps and ensure compliance with labor laws and human rights standards. To address concerns found in supplier self-assessments, we have established a Corrective Action Plan (CAP) template. As a part of the CAP process, we work with suppliers to help them provide evidence of policies on human rights, modern slavery, and environmental protection. If any policies are missing, they must be created and submitted or provide evidence, with support from AVEVA, to meet our responsible sourcing requirements. In 2024, we issued 13 CAPs to suppliers and partners.
- **Through this approach, we have seen increased transparency, as many of our suppliers have developed the missing policies aligning more closely with AVEVA's ethical and regulatory standards.**

We expect that the actions taken will continue to build our capacity to assess our human right performance across our value chain and ensure our suppliers conduct their business without violating human rights or decent working conditions.

Our priorities over the next year include conducting virtual assessments based on data from supplier self-assessment questionnaires and providing resources and support for suppliers to develop and improve their own policies and practices. We have also enhanced our procurement process, integrating questions on human rights, labor practices, and fair work standards into RFPs and the new supplier onboarding process from the outset. Additionally, we have started educating suppliers through the UN Global Compact Sustainable Supplier Training Program to promote responsible and ethical business practices.

We are enhancing our Responsible Sourcing Programme to drive these priorities, including ongoing employee training. As we evolve our approach we will keep engaging in stakeholder dialogue with relevant parties, such as our vendors, partners, third-party consultants, and NGOs to understand better the effectiveness of the measures we are taking, help prioritise impacts we identify for action and make sure we are incorporating lessons learned from others.

Pursuant to Section 4 of the Act, any person has the right to request information from AVEVA regarding our work to address actual and potential adverse impacts. Requests can be sent to sustainability@aveva.com.

This Statement was approved by the Board of Directors of AVEVA AS in June 2025.