Industrial ingenuity for a sustainable future

AVEVA

FY23 Sustainability Report

About this report

The 2023 AVEVA sustainability report is our third disclosure on our progress and learnings against our Environmental, Social and Governance (ESG) pledges and strategy framework. Our first report established our guiding commitments to environment and gender for 2030, while our second report launched our 15 ESG targets for 2025. This report offers a deep-dive look at the workstreams we are advancing to meet these various ambitious targets.

This report outlines our management approach to key ESG issues, which we reflect through our three strategy pillars: AVEVA's technology handprint, operational footprint and inclusive culture. To learn more about our strategy, please visit **page 13**.

Data included in the following pages of this report reflects company-wide, global numbers from the time period between April 1, 2022, and March 31, 2023 (FY23), unless otherwise stated. When feasible, we have included historical data we are able to access to show trends and progress against our targets.

Ensuring our stakeholders feel confident in the data we disclose is a top priority for us.

This year, our environmental and gender data have undergone an assurance process with a third-party audit group to provide an additional level of trust in the metrics we are reporting.

As we progress our reporting strategy, we will continue to explore further assurance opportunities for our initiatives.

AVEVA acquired OSIsoft in 2021, and has undergone a systems integration process to ensure all employees are now following uniform processes and using harmonized systems. While the majority of our historical data includes OSIsoft's metrics, there are some instances in which we do not have a full view of the information. In this situation, we have noted any discrepancies.
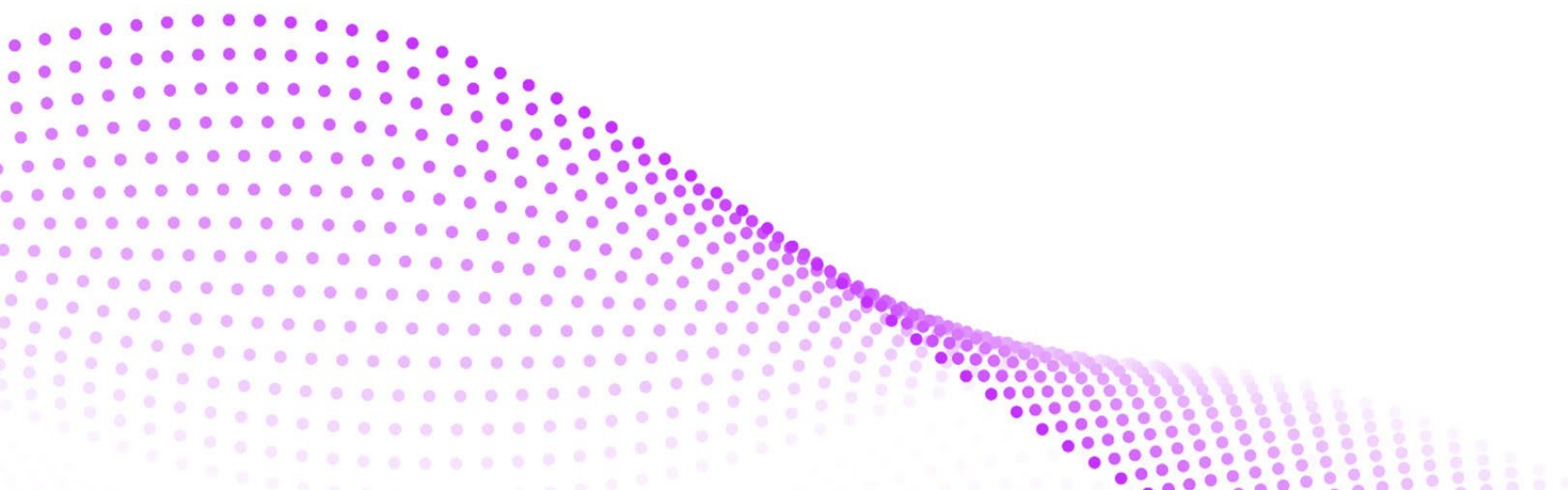
Our report has been prepared in alignment with the SASB and WEF indexes, and includes a GRI reference for the first time. As we continue to track our data and sustainability progress, we strive to maintain transparency and report to relevant global frameworks.

We would appreciate any feedback you have on this report or our program. You can reach us at sustainability@aveva.com.

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LETTER FROM THE CEO

Since its founding, AVEVA has had a singular objective: pioneer industrial innovation for a better world. Driven by our purpose, mission and vision, we work every day to help our customers transform and reshape their digital approach, enabling sustainable innovation.

As global challenges continue to cause disruptions to all aspects of our lives, the criticality of securing a sustainable tomorrow through digital solutions has now, more than ever, come into focus. Geopolitical and global financial crises continue to bring uncertainty with each passing day. The effects of a warming climate are manifesting, resulting in an increased frequency of extreme weather events.

We believe at AVEVA that the connected industrial economy will be a major contributor in the fight against climate change. By empowering industrial teams and companies with integrated data to collaborate outside their own four walls, we are unlocking the potential to streamline insights that promote scaled efficiency and reduced excess. We consider this to be our **technology handprint**, a pillar of our sustainability strategy and the area where we have the most significant opportunity to advance positive change as a software company.

Driving sustainability within our own operations is just as critical. Our ESG framework is an essential part of our overall business strategy, and we are striving every day to integrate sustainable considerations into each aspect of our business. We consider the work we do to secure ethical business practices and advance environmental stewardship across our value chain as the **operational footprint** pillar of our sustainability strategy.

Promoting sustainable change at home and for our customers requires our most critical asset: our employees. Our **inclusive culture** pillar helps ensure we are working toward an increasingly diverse workforce with a culture that places equality and a sense of belonging above all

else. This includes infusing Diversity, Equity, Inclusion and Wellbeing (DEIW) considerations into every stage of our employees' careers at AVEVA.

I am pleased to share this report with you today, which details the measures and steps we have taken over the last year to progress on our sustainability journey. In this report, you will read updates on our 2030 climate and gender goals, as well as progress we have made toward achieving our 15 ESG targets for 2025.

❝

We believe that driving sustainability is not just a responsibility we have to our stakeholders, but also an opportunity to grow our business and lead through innovation.

The digital transformation of industry is critical to unlocking the next frontier in the fight against climate change and facilitating the transition to a circular economy where end-of-life considerations are made for all resources. Looking to the future while integrating learnings from our past, we are committed to accelerating our customer collaborations and solutions to advance a world where economic growth supports environmental sustainability, with better living standards for all.

This past year has also been one of change and evolution for AVEVA, ushering in a new era of partnership with Schneider Electric post-acquisition. Known as one of the most sustainable companies in the world, we are

excited to explore shared learnings and forge synergies to help our industry customers meet their objectives as part of our broader vision for industrial sustainability: providing an agnostic and cloud-enabled platform where companies can collaborate, innovate and share data through the connected industrial economy.

Recent global challenges require a coordinated and collective effort from stakeholders across the board, including governments, NGOs, corporations and everyday citizens. The time for novel industrial solutions and collaboration among industry leaders is here. We are proud participants of a number of international organizations collaborating to create lasting change, including through the world's largest voluntary corporate sustainability initiative, the United Nations Global Compact (UNGC).

As part of continuing to take action to support the UN goals, we shared our insights on how digital technologies can contribute to a just and equitable energy transition at the World Economic Forum's Annual Meeting this year, entitled "Cooperation in a Fragmented World." We also sent representatives to COP27, where we were a proud sponsor of the Sustainable Innovation Forum and shared our learnings on setting science-based targets with other companies.

As we continue to evolve and advance our ESG progress, we are committed to reporting transparently and using data insights to drive change. We welcome your feedback on this report and are keen to continue our tradition of partnership with our customers, suppliers, partners and employees to achieve a thriving future.

Caspar Herzberg
AVEVA Chief Executive Officer

OUR BUSINESS AT A GLANCE

Sparking industrial ingenuity

Our software is trusted by over 90% of leading industrial companies, furthering some of the world's most critical industries. We are leaders in advancing our customers' digital transformation, enhancing their ability to drive efficiency and agility through the connected industrial economy.

Our customer base provides essential services, such as energy, food and clean water to global populations. By connecting our industrial customers with enriched, contextualized data from across their assets and processes, we are unlocking their potential to work more effectively across global operations, unifying their teams for agile decision-making and helping them to use predictive analytics to see around corners.

Sustainability considerations are at the core of our solutions. By enabling a "living" digital twin with real-time data, we are empowering our customers to simulate, test and optimize a variety of processes within a digital space before translating them into real-world projects. This "cuts the cost of curiosity" in the design and build phase of a project. Paired with our operations portfolio, which leverage the power of real-time data and advanced applications to deliver value-add capabilities made possible through the cloud, we are helping our customers to save resources, reduce cost and optimize everything from individual assets and processes, to entire enterprises and industrial ecosystems.

Building a data ecosystem

We support an array of industries, including energy, hybrid power and grid, food and beverage, consumer packaged goods, life sciences, chemicals, infrastructure, marine and mining, metals and materials.

20,000+ customers

100+ countries

c. 6,500 employees

65+ global offices

6,000+ partners
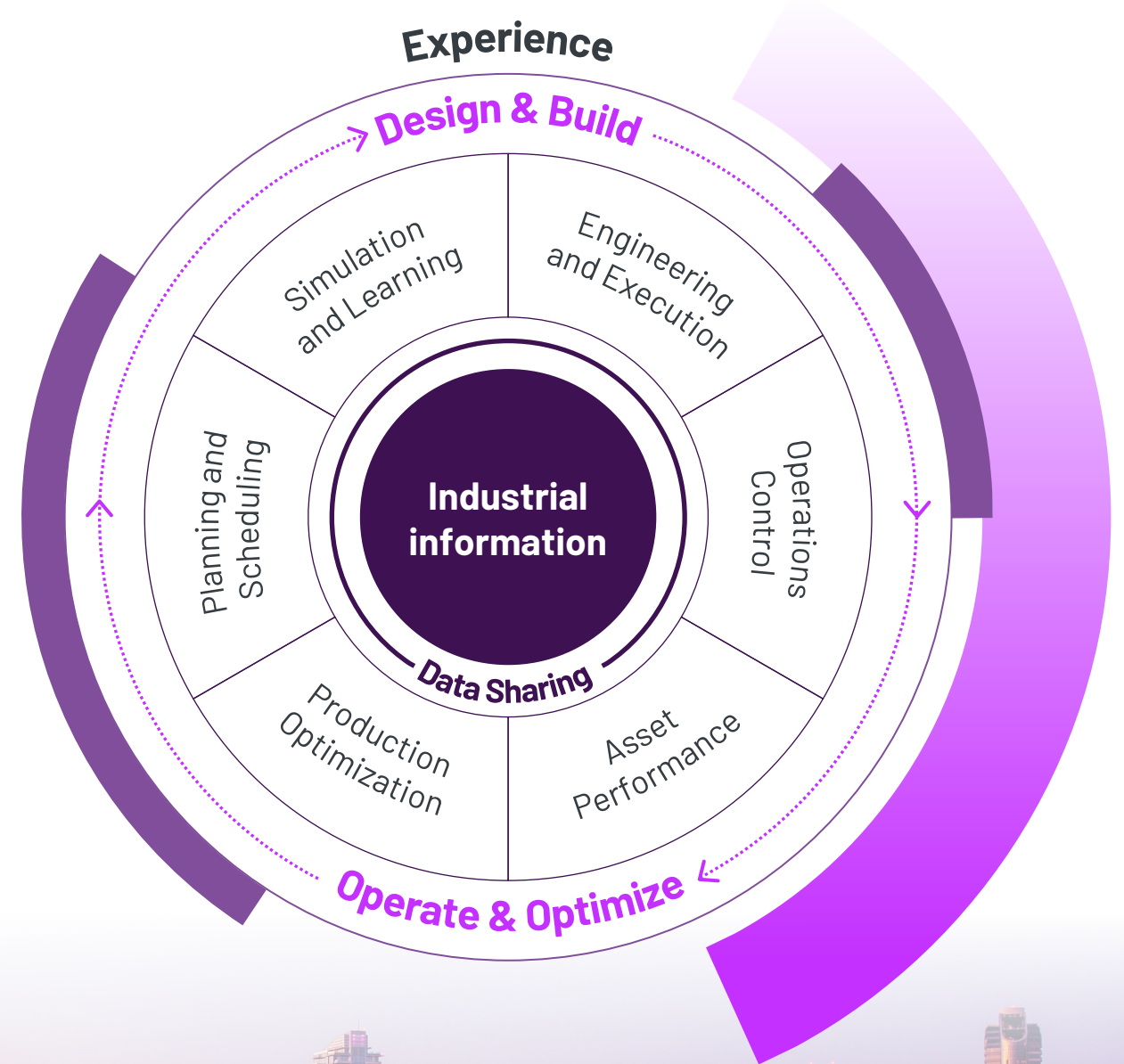
PURPOSE AND VALUES

Our values form the foundation of our purpose, mission and vision. At the core of our business, our purpose is to **spark industrial ingenuity**. This is bolstered by our mission: connecting people with trusted information and insights to help them make informed decisions about their operations and reduce their environmental impact. Simultaneously, we are focused on our vision: driving responsible use of the world's resources. By providing customers with the tools they need to optimize their resource use and improve their sustainability performance, AVEVA is contributing to a more sustainable future for all.

Our values guide our actions as a company and advance us towards fulfilling our purpose:

Impact

We make a positive, sustainable difference in the world.

Aspiration

We aim high and surpass the expected.

Curiosity

We ask questions, and experiment to find powerful, meaningful solutions.

Trust

We put people first and build relationships based on inclusion and respect.

By focusing on impact, curiosity, aspiration, and trust, AVEVA can develop innovative solutions that help customers to reduce their environmental impact and achieve their sustainability goals. At the same time, AVEVA is promoting diversity and inclusion in the workplace and building strong relationships with stakeholders based on trust and mutual respect.
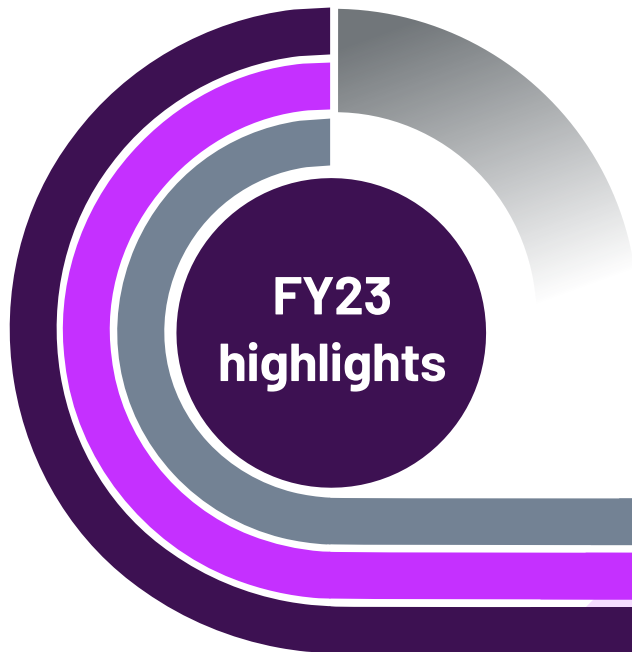
FY23 highlights

Year in review

We are proud of the progress we have made in the past year to advance sustainability at AVEVA. See some of the highlights from this year below.

Technology handprint

115+ sustainability
hackathon ideas

750+ universities
incorporating our software into their curricula and research activities

Impact analysis
published on the contributions of industrial software to advancing net-zero ambitions

Operational footprint

Net-zero target
validated by the SBTi

⌄ 93% reduction achieved
for Scope 1 and 2

Supplier Code of Conduct
launched to support progress on our ethics and environmental goals

Inclusive culture

37.2% of new hires
are women

200+ employees
completed leadership training

36% of employees
participated in an Action for Good event

GOVERNANCE OF ESG

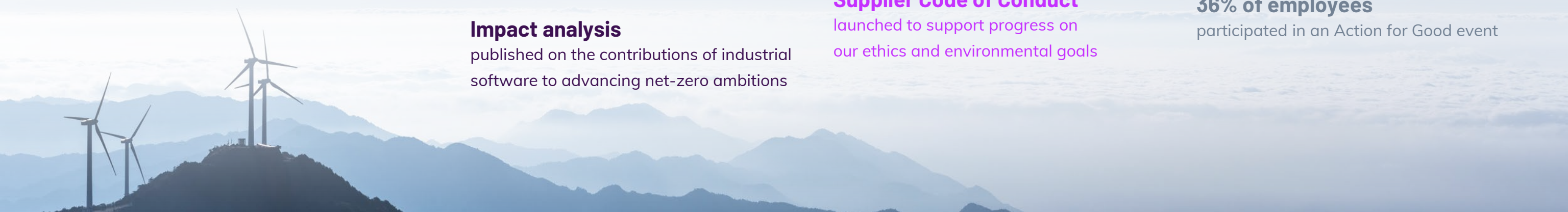**Input and accountability from the highest level of our company is paramount to driving progress against our ESG priorities. This is why we report regularly to the Executive ESG Committee and quarterly to the Board of Directors. In FY23, we updated the Board on our progress against our climate and diversity commitments, as well as provided a comprehensive overview of how our software portfolio supports industrial sustainability.**

Our Executive ESG Committee is chaired by our CEO and this past year, included our Chief Finance Officer, General Counsel and Company Secretary, Chief People Officer, Chief Technology Officer, Chief Product Officer and Chief Strategy and Transformation Officer.

In FY23, we met with the ESG Committee eight times to address our goals and programmatic activities related to climate, circularity and resource efficiency, responsible technology design and use, diversity, equity and inclusion, wellbeing, workforce development, responsible sourcing, business ethics and labor and human rights.

In FY23, we also included three ESG objectives in the executive leadership team's annual bonus scheme.

These objectives ladder up to our 2025 ESG goals and advance our climate, gender and supply chain due diligence agenda.

AVEVA ESG governance

AVEVA Group Board
- Determine risk appetite relative to Environmental, Social and Governance (ESG) risks, including climate and diversity, equity and inclusion issues
- Receive quarterly updates on key progress against ESG strategy

Human Resources Committee
- Oversight of ESG performance issues that impact executive and employee remuneration

Finance & Compliance Committee
- Oversight of regulated reporting on ESG issues

Executive ESG Committee

Oversight of overall ESG strategy, including:
- Effective identification, evaluation, management & co-ordination of ESG issues and risks
- Tracking enterprise-wide performance on agreed upon ESG performance measures
- Membership aligned to AVEVA's Executive Leadership Committee, group chaired by our CEO

ESG Working Group
- Responsible for design and implementation of programs to support achievement of AVEVA's 2025 ESG Goals
- Representatives report directly to Executive ESG Committee on progress on a rotational basis

Q&A with Lisa Wee

01

You have been building AVEVA's sustainability strategy for more than two years now. What are some learnings about growing the program that you have taken away?

Without a clearly defined strategy and program, it is hard to know if an organization is really making progress in terms of its sustainability intentions. By establishing a clear, strategic and ambitious sustainability framework and program at AVEVA, we have been able to set direction for our organization, drive alignment and measure impact.

This approach has helped our talented and passionate employees see where and how they can best fit in and contribute, including in relation to developing new product capabilities that help global industries to decarbonize, embrace circularity and become more resilient.

Customers and partners are also looking for opportunities to work with those who share their values, understand their challenges and have a strong sustainability track record of their own. By setting courageous goals and working hard to achieve them, we are building a culture and a network of people committed to positive change and hopefully inspiring others to do more along the way.

02

Sustainability can be a hard space to work in since it often requires organizational transformation. What keeps you motivated to advance sustainability progress at AVEVA?

Working in sustainability certainly requires resilience and boundless energy. Expectations are constantly evolving and accelerating as we race against the clock to limit climate change and realize a more socially just reality for current and future generations.

The work I do to create a shared sustainability vision and energize others to engage and learn keeps me motivated. It requires listening and influencing a wide range of stakeholders, so that together we can work to future-proof the business. It's a significant responsibility, but also a huge privilege.

Speaking the language of the business and identifying connections to commercial success is critical to bringing others along the journey of transformation. But being willing to initiate honest and sometimes difficult conversations with leadership about the alignment between sustainability and shorter-term financial objectives is also important. Credibility is our currency in sustainability.

Lisa Wee
AVEVA VP, Global Head
of Sustainability

Q&A with Lisa Wee

03

Could you share more about how our partnership with Schneider Electric advances sustainability at AVEVA?

Our strong ties with Schneider Electric have enabled positive synergies across our ESG efforts for several years now. While building out AVEVA's 2025 ESG goals, we discussed and aligned early on where it made sense to pursue the same objectives and where it did not, given AVEVA's identity as a software company. We work closely to provide quarterly data to Schneider Electric, and even where we have the same overarching goal, there is mutual understanding that our achievement strategies may differ significantly, and there are opportunities for us both to learn from each other.

Climate is a great example, where, given the nature of our business, we have a different footprint and have prioritized different value chain mitigation strategies, with AVEVA focusing on the energy-consumption profile of our software offers. We still have areas of overlap though, like business travel, and in those cases, we are looking for opportunities to continue to share insights and collaborate on next steps.

Our strategic partnership also allows us to combine forces and provide more impactful sustainability solutions to our customers. With AVEVA providing key functionality and domain expertise within the software and applications layer of EcoStruxure, we are already working closely with Schneider Electric to support end-to-end digitization and empower our industrial customers to achieve operational efficiency. Through ongoing collaboration, we continue to find further opportunities to help customers optimize their engineering, operations and performance for more sustainable outcomes.

04

What sustainability advances within the business are you most excited about?

Since the start of our sustainability program, we have been focusing on laying a solid foundation to drive forward our ESG strategy. We have moved quickly on advancing the groundwork by conducting our materiality assessment, setting targets and working cross-functionally to embed sustainability goals throughout the business.

We are now chartering new territory and striving to drive positive change through technology innovation and on a broader scale. With this goal in mind, I am encouraged by the various sustainability product investments that are on the horizon, as well as the global partnerships we have joined to accelerate industry change.

Our leaders are advocates for sustainability programs that shift how we do business and are willing to hold our teams accountable with measurable KPIs and incentive plans. As an example, we recently launched our first green sale incentive program to support growing our business with a focus on green end markets.
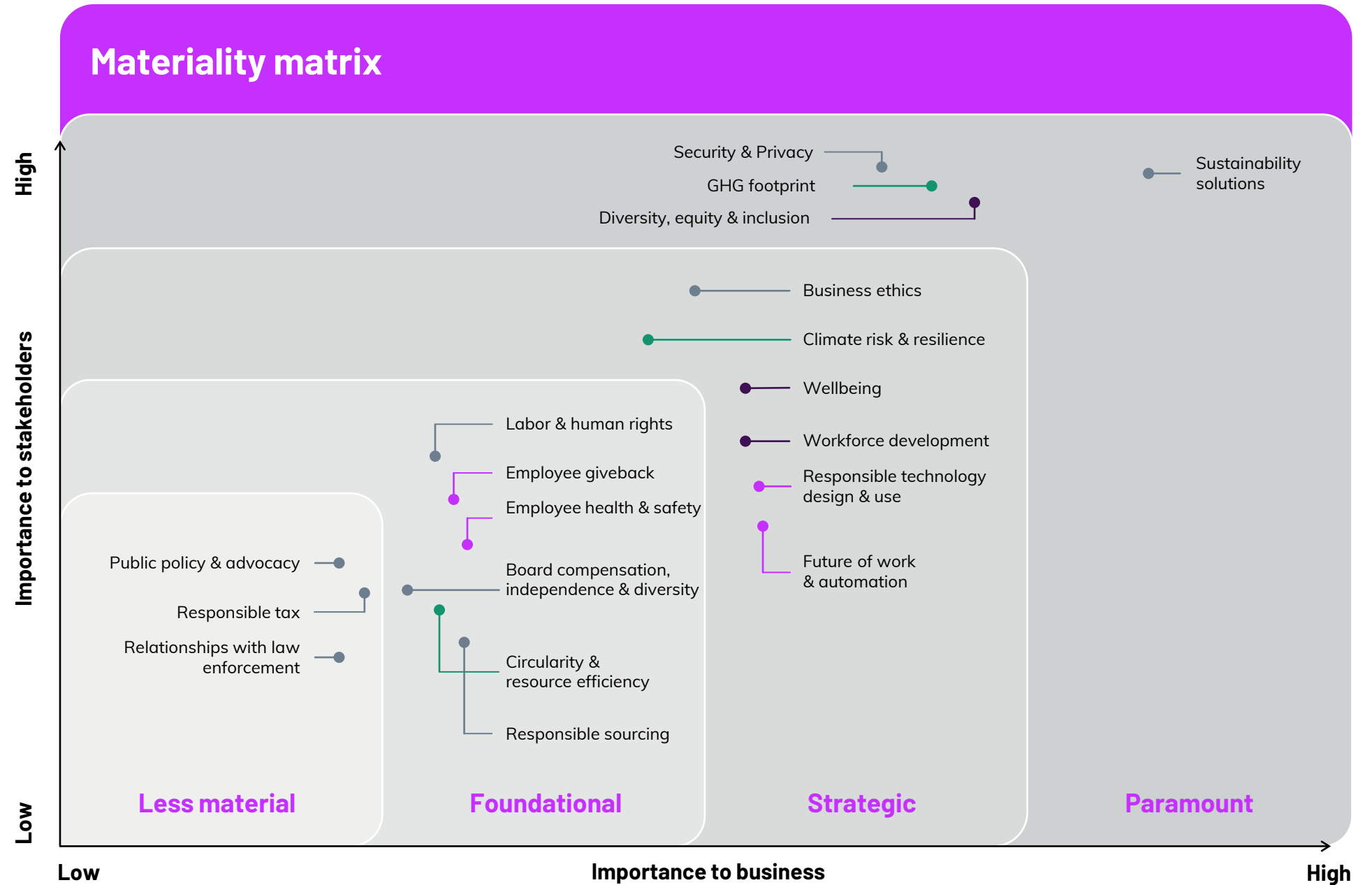
MATERIALITY ASSESSMENT

To better ascertain the specific ESG topics relevant to our business and industry, we conducted our first materiality assessment in 2021. We consulted with more than 85 internal and external stakeholders through both surveys and interviews to rank the salient issues we should focus on when building our overall ESG strategy and roadmap.

Our materiality assessment categorized key issues based on how important the issue is to the business and to stakeholders. The resulting four categories are paramount, strategic, foundational and less material. Based on this assessment, we've built our ESG strategy to map to our paramount and strategic issues. We continue to use our materiality assessment as a compass when expanding our ESG strategy, as it provides direction on the areas we should explore and grow. We are also closely monitoring legislation, such as the Corporate Sustainability Reporting Directive (CSRD), to better understand the evolution of best practises around materiality and ensure they inform the next iteration of our own process and matrix.

Key

- ● Governance
- ● Social
- ● Environmental
- ● Products & services

Materiality matrix

Importance to stakeholders (High / Low)

Importance to business (Low / High)

- Security & Privacy
- GHG footprint
- Diversity, equity & inclusion
- Sustainability solutions
- Business ethics
- Climate risk & resilience
- Wellbeing
- Workforce development
- Responsible technology design & use
- Labor & human rights
- Employee giveback
- Employee health & safety
- Future of work & automation
- Public policy & advocacy
- Board compensation, independence & diversity
- Responsible tax
- Relationships with law enforcement
- Circularity & resource efficiency
- Responsible sourcing

Less material | **Foundational** | **Strategic** | **Paramount**

Memberships and awards

MEMBERSHIPS

Green Software Foundation

SCIENCE BASED TARGETS

First Movers Coalition

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

United Nations Global Compact

WORLD ECONOMIC FORUM

wbcsd

BSR

RECOGNITION

FT FINANCIAL TIMES | CLIMATE LEADERS 2023 | statista

AVEVA was included for the first time on the FT's Climate Leaders List in 2023.

FT FINANCIAL TIMES | LEADER IN DIVERSITY 2023 | statista

AVEVA has been on the FT Diversity Leaders list three out of the past four years, including in 2023.

CDP DISCLOSER 2022

AVEVA was recognized for being at the Management Level (B) in the 2022 CDP rating. We also received the CDP Supplier Engagement "A" rating.

AVEVA Software
S&P Global ESG Score 2022
48 /100
As of June, 7 2023
Scores are industry specific.
Learn more at spglobal.com/esg/scores
S&P Global   Sustainable1

In 2022, AVEVA participated for the first time in the S&P Corporate Sustainability Assessment and placed in the top 5% of the software industry.

MSCI ESG RATINGS
CCC | B | BB | BBB | A | AA | AAA

In 2022, AVEVA secured an AA rating on the MSCI ESG assessment, placing us in the "leader" category for the first time.
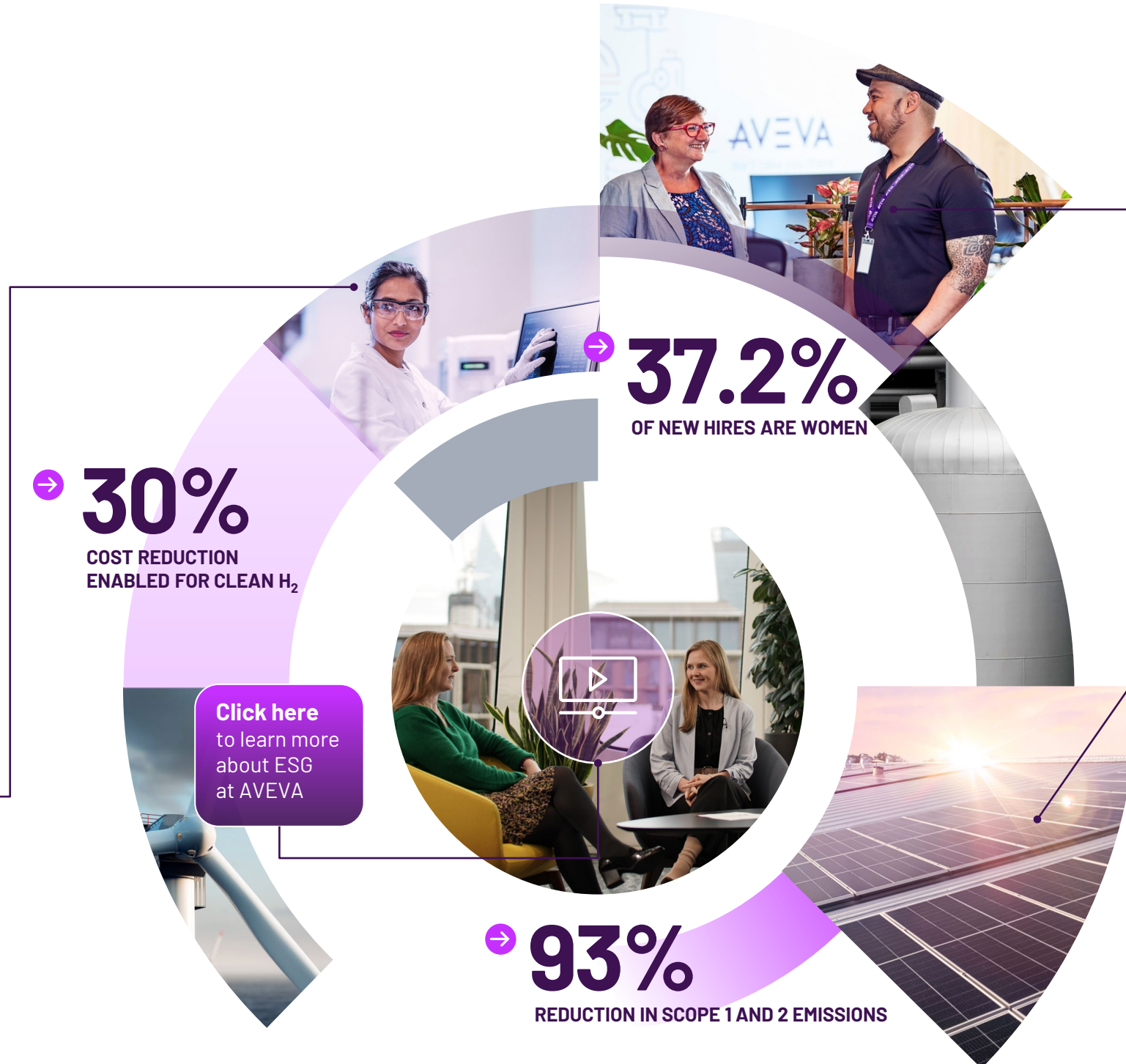
SILVER 2022 ecovadis Sustainability Rating

We earned a Silver EcoVadis rating in 2022; this was our second time responding to the questionnaire.

OUR STRATEGY

At a glance

We spark industrial ingenuity by connecting people with trusted information and insights to drive responsible use of the world's resources

Inclusive culture

Enabling a culture of inclusion, wellbeing and opportunity for our people and communities

2030 GOAL:
Achieve 50/40/30 on gender representation and pay parity

▸ **Read more**

5 GENDER EQUALITY

37.2%
OF NEW HIRES ARE WOMEN

30%
COST REDUCTION ENABLED FOR CLEAN H$_2$

Click here to learn more about ESG at AVEVA

Technology handprint

Inspiring our customers to transform the environmental and social impacts of their business through our trusted and secure software

2030 GOAL:
Measurably contribute to inclusive and sustainable industrialization and innovation

▸ **Read more**

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Operational footprint

Exemplifying ethical business practices and environmental stewardship across our value chain

2030 GOAL:
Achieve net-zero ready operations and a 50% reduction on value chain emissions*

*Climate goals set against 2020 baselines

▸ **Read more**

13 CLIMATE ACTION

93%
REDUCTION IN SCOPE 1 AND 2 EMISSIONS

OUR STRATEGY

At a glance

2025 GOALS

Technology handprint

	01	Develop customer saved and avoided CO_2 emission baseline and target
	02	Develop and deploy green product design principles
	03	Develop and launch a sustainability innovation program
	04	Remain in the top 25% of security benchmarks
	05	Train all employees annually on cybersecurity

Operational footprint

	06	Reduce GHG emissions across operations (Scopes 1 & 2) by at least 90%[1]
	07	Reduce GHG emissions associated with business travel (Scope 3) by at least 20%[1]
	08	Deploy on e-waste program based on a circular economy model
	09	Deploy updated ESG supplier policies and screening processes
	10	Increase employee confidence in reporting unethical behavior to top 25%

Inclusive culture

	11	Demonstrate progress on 50/40/30 gender representation and pay parity targets
	12	Year-over-year improvement in employee engagement score
	13	Double early career opportunities
	14	Ensure all employees have an annual talent review
	15	Increase average reportable learning hours[2]

(1) Climate goals set against 2020 baseline year
(2) Goal language adjusted based on improved data

PROGRESS AGAINST OUR 2025 GOALS

To make sure we can track progress against our more qualitative 2025 goals, we have developed at least one key quantitative target that we can monitor and report against.

		Quantitative targets	FY23 progress	2025 target
Technology handprint	1	Increase number of customers cases modeled on saved and avoided emissions[†]	3	30
	2	Increase percent of portfolio for which power consumption measurements are in place[†]	15%	100%
	3	Increase number of sustainability innovation ideas that make it to production annually[†]	2	6
	4	Remain in the top 25% of security benchmarks	810 BitSight score	Top 25%
	5	Train all employees annually on cybersecurity	97.6%	100%
Operational footprint	6	Reduce GHG emissions across operations (Scopes 1 & 2) by 90%	93%	90%
	7	Reduce GHG emissions associated with business travel (Scope 3) by 20%	43%	20%
	8	Divert e-waste from landfills each year (in tonnes)[†]	1.25	5
	9	Increase percent of suppliers by spend engaged on our responsible sourcing program	41%	80%
	10	Increase employee confidence in reporting unethical behavior to top 25% for industry	8.7 Peakon score	Top 25%
Inclusive culture	11a	Increase gender diversity in hiring (50%), managers (40%), and leadership (30%)	37.2%, 26.9%, 22.2%	40.4%/30.0%/25.5%[††]
	11b	Attain pay parity below 1% for all genders	Baseline underway	<1%
	12	Improve employee engagement score year over year	7.6 Peakon score	7.8
	13	Double hiring opportunities for interns, co-ops, graduates, and apprentices	160	320
	14	Ensure all employees have key talent data submitted in Workday by managers each year	7%	100%
	15	Increase average reportable learning hours	26.2	40

[†] **These are transitional indicators; KPI for the goal may change as progress advances**
[††] **These represent our interim targets toward achieving our 2030 goals**

SDG alignment

In FY22, AVEVA undertook a mapping exercise to better understand how we can contribute to the United Nations Sustainable Development Goals (SDGs), including their underlying targets. As shown
on our goal page, we identified three primary SDGs where we could have the greatest direct impact.
We are working toward finalizing measurable impact targets for all three of them as part of our **2030 goals** and have set 2025 goals that ladder up to these longer-term objectives. You can read more about our progress against these measures in the next sections of this report.

Our SDG mapping exercise also revealed that given the flexible, scalable nature of AVEVA software, we can impact progress on a broad range of SDGs indirectly through our customers. Looking at the most common customer use cases from across our portfolio, we narrowed down to four additional SDGs where we see AVEVA solutions having the greatest potential to enable global progress. **We are pleased to continue to share customer impact stories on these SDGs as part of qualitative reporting on our technology handprint.**

CLEAN WATER AND SANITATION

- AVEVA partners with the Ontario Clean Water Agency (OCWA), helping them to provide water and wastewater services to municipalities, private sector companies and First Nations throughout a vast territory.

- By deploying AVEVA software, including AVEVA System Platform and AVEVA InTouch HMI, OCWA has access to real-time reports that improve performance analysis and proof of compliance with the stringent requirements
of the Ministry of the Environment.

- Access to historical data records has also enabled teams to carry out proactive maintenance and respond more rapidly to severe weather events, boosting OCWA's overall capability to consistently provide safe drinking water and properly treated wastewater.

AFFORDABLE AND CLEAN POWER

- In the UK Continental Shelf, wind power company Schlattner turned to AVEVA E3D Design to create detailed engineering drawings of wind turbines that could withstand the notoriously rough winds and waves of the North Sea.

- The ultra-heavy wind turbine topsides, sit thirty meters below the sea's surface. Embedded into the sea floor, they form the critical foundation of an offshore wind farm and must be able to sustain extreme weight in order to ensure robust and resilient operations.

- Using AVEVA's engineering suite, the complex design process was simplified through automation, and after the first phase of construction, the wind farm was already supplying 200,000 households with electricity.

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SUSTAINABLE CITIES AND COMMUNITIES

- Home to some 2 million residents, Pimpri-Chinchwad Municipal Corporation (PCMC) aims to become India's most livable city by 2030 and serve as a lighthouse project for the Indian Government's "100 Smart Cities" mission.

- Using AVEVA Unified Operations Center to centralize and improve the efficiency of the city's IT and infrastructure applications and communications, PCMC has made significant gains on key sustainability metrics.

- Leveraging the smart metering energy management application, they have cut energy usage and emissions by 15-20%. The smart city system has also cut pollution by reducing traffic congestion by 20-25%.

RESPONSIBLE CONSUMPTION AND PRODUCTION

- Danone is a global leader in the food & beverage industry with a mission to drive healthier and more sustainable production through its "One Planet, One Health" initiative.

- Working with AVEVA, the specialized nutrition team developed a core model with twenty standard functionalities to schedule and optimize the performance of their production lines in Jakarta, Indonesia.

- The model leverages AVEVA's Manufacturing Execution System technology to provide teams with end-to-end traceability across their factories serving both Danone's quality and sustainability goals

Our technology handprint

Our technology handprint encompasses the sustainability benefits that our industrial software accelerates. By improving efficiency, reducing carbon emissions, minimizing waste, and boosting circularity, our products enable our customers to make their enterprises more sustainable. Our technology handprint is how we advance a future of responsible resource use.

This approach embodies not only the positive impacts of our software, but also the steps we take to ensure our products meet the rigorous standards on security that our customers expect and that we continue
to invest in through our security culture.

Sustainability solutions

As more companies implement new technologies to reach their sustainability objectives, they increasingly choose AVEVA software to meet their goals. Our versatile, vendor-neutral software is a piece of the puzzle for our customers working to address major global challenges, and we are continuing to embed additional sustainability-specific capabilities into our existing engineering and operations products. We are also evaluating how our solutions can further contribute to advancing sustainability through complementary capabilities offered by our partner ecosystem.

Looking across the sustainability landscape, there are three macro-level trends that are increasingly key to understanding our customer priorities: decarbonization, circularity and resilience. We have conducted a full mapping of the sustainability strengths of our portfolio against these priorities based on current capabilities and customer use cases. This mapping informs ongoing discussions around our cross-portfolio sustainability solutions strategy, including decisions on where to introduce new capabilities through in-house development, partnerships and mergers and acquisitions.

Legend: ■ SUCCESSFUL IMPLEMENTATION □ APPLICABLE

	Low Carbon Transition							Circular Economy			Resilient Infrastructure			
	ENERGY EFFICIENCY	EMISSION MGMT.	CCUS	RENEWABLES	HYDROGEN	NUCLEAR	BIOFUEL	PROCESS INNOVATION	WASTE REDUCTION	ASSET LIFE EXTENSION	POWER GRID	WATER & WASTEWATER	TRANSPORT, MARINE	CITY & FACILITY MGMT.
ENGINEERING														
SIMULATION & LEARNING	■	■	■	■	■	■	■	■	■	■		■		
ENGINEERING & EXECUTION	□	■	■	■	■	■	□	□	■		■	■	■	
INDUSTRIAL INFORMATION	■	■	■	■	■	■	■	■	■	■	■	■	■	■
OPERATIONS														
OPERATIONS CONTROL	■	■	□	■	□	□	■	□	■	□	■	■	■	■
PRODUCTION OPTIMIZATION	■	■	□	□	□		□		■	■				
ASSET PERFORMANCE	□		□	■	□	■	□	□	■	■	□	■	□	□
SUPPLY CHAIN	□	■	□	□	□		■		■				□	□

PARTNER NETWORK — Schneider Electric

MODELING HOW INDUSTRIAL SOFTWARE
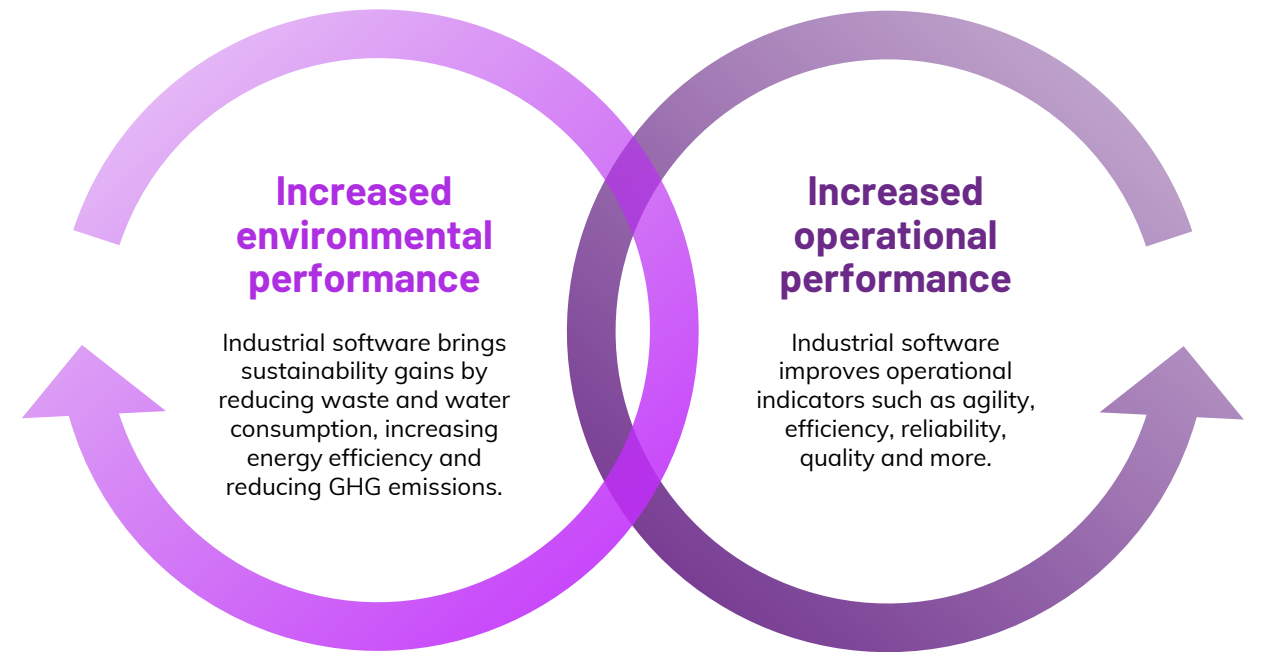# CONTRIBUTES TO ADVANCING NET-ZERO AMBITIONS

Target #1
Develop customer saved and avoided CO2 emissions baseline and target

Through the development of our software, our customers can reduce the emissions associated with the design and build of their facilities, as well as unlock additional carbon savings through optimized operations. These saved and avoided emissions are a significant part of our impact strategy, but there is currently no globally recognized method that can be used to quantify them. One of the reasons is because while industrial software is key to enabling sustainability strategies, it is part of the overall solution, which encompasses new working practices, different processes, and often new hardware.

In AVEVA's **recently published white paper**, we show it is possible to collaborate with customers and industrial experts to develop and set parameters of impact for different types of solutions and to start to model this impact based on industry-specific context. We see this modeling as an important first step in establishing a credible customer saved and avoided carbon emissions baseline, leveraging standardized industrial KPIs that many of our customer already track, especially in manufacturing.

Our next step is to continue to develop an in-house program that systematically captures sustainability impact data across our customer install base. We also plan to develop an avoided emission estimation based on data collected as part of our collaboration with the World Business Council for Sustainable Development on their new guidance for assessing and measuring avoided emissions.

Increased environmental performance

Industrial software brings sustainability gains by reducing waste and water consumption, increasing energy efficiency and reducing GHG emissions.

Increased operational performance

Industrial software improves operational indicators such as agility, efficiency, reliability, quality and more.

Industrial software capabilities

Enterprise visualization for collaboration and decision-making
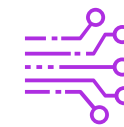
Process and asset information systems for effective data management
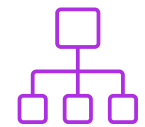
Models and analytics for process and supply chain optimization

AVEVA'S SOFTWARE DRIVES SUSTAINABLE MANUFACTURING WORLDWIDE

Kellogg's

$3.3M per year in energy and water cost savings at Battle Creek plant, plus $1.8M in rebates.

Henkel

16% cut in YoY energy consumption, with +€37M in energy costs savings across laundry and home care unit.

OYAK

30% fossil fuels replaced with renewables, saving €5-7M with every 1% decrease in energy use.

Schneider Electric

26% drop in energy consumption and a 20% water use reduction at Lexington Smart Factory.

TOYOTA

35% cut in energy consumption and 28% drop in CO2 emissions across 8 plants in the EU.

Heineken

40% emissions and 25% water use reduction achieved at Seville brewery.

Nestlé

3% energy use reduction or 10% cost savings at 4 sites in Thailand.

BUILDING AN INTERNAL COMMUNITY OF PRACTICE AROUND SUSTAINABILITY

As we weave sustainability-focused features into the core of our software, we are training our teams on emerging sustainable markets. This year, we ran a community practice that featured training sessions and webinars for our presales team, helping them better understand green technologies, the overall industry and the lexicon of these spaces.

In all, we developed and hosted seven sessions focused on technologies to advance net-zero emissions and decarbonization, including:

solar   **wind**

water   **hydrogen**

We covered the technology fundamentals, advantages, constraints and costs as well as the innovation in each space. As we prioritize sustainability for our customers and in our sales strategy, we will continue to train our team to support upskilling and a complete understanding of the industries we work in.

To encourage our sales colleagues to pursue new logos that are actively driving sustainable change, we are developing 'green' incentives. Our goal is to continue diversifying our customer portfolio and to incentivize partnering with customers that are furthering the green economy.

ADVANCING THE ENERGY TRANSITION

Our software portfolio enables customers across all industries to achieve decarbonization by operating at higher energy efficiency and lower emission intensity. With studies from the World Economic Forum and Accenture estimating that digital technologies at scale represent an emissions reduction opportunity of up to 20% by 2050, we see a particularly strong opportunity for our solutions to be leveraged to decarbonize hard-to-abate industries.

REPSOL

Repsol is leveraging AVEVA Process Optimization and PI Vision to optimize energy, utilities usage and CO2 emission at the Coruña refinery.

▶ **Learn more**

agl

AGL is using AVEVA PI System to gather consistent and reliable data on its wind turbines infrastructure to avoid asset failures and reduce equipment downtime.

▶ **Learn more**

TOPSOE

Topsoe is accelerating the global clean hydrogen economy using AVEVA Process Simulation.

▶ **Learn more**

Current energy system decarbonization

Transition accelerators

New energy frontiers

AVEVA provides energy producers with digital solutions that help minimize emissions and maximize efficiency of today's energy infrastructure and value chains – delivering measurable cost savings that can then be reinvested in clean energy technologies to accelerate the energy transition.

AVEVA solutions help accelerate the deployment of clean energy technology solutions that are already commercially viable, such as wind and solar, modular nuclear, and circular feedstocks.

AVEVA enables pioneering companies to reduce the cost of new clean technologies at the demonstration or prototype phase – including clean hydrogen and ammonia, CCUS at scale, advanced biofuels, synthetic fuels and fusion – and supporting their successful commercialization.

Innovation for a more sustainable world

Our purpose as a company is to "spark industrial ingenuity," and we do this through our culture of innovation. It requires diverse minds and innovators from all walks of life who can bring fresh perspectives to existing issues. As a testament to our drive for engineering new innovations, AVEVA currently holds 257 granted patents, globally.

Hear more from Femi Adedimeji, Innovation Project Manager, about the work we do to promote a culture of innovation throughout AVEVA.

DESIGNING GREEN SOFTWARE

Target #2
Develop and deploy green product design principles

As a technology company, we recognize that the design of our software can impact overall emissions for companies using our solutions. We are committed to developing our software following "green" software engineering principles—incorporating patterns and practices that limit the overall carbon emissions from use of our products.

Green Software Foundation

In 2022, AVEVA joined the Green Software Foundation (GSF) to work with like-minded peers to develop new standards for building climate-friendly, sustainable software. We are currently working on our green product guidelines and definitions based on our internal learnings and findings from the GSF. Considerations include promoting coding that is more energy efficient, encouraging apps to work more when there is cleaner electricity available, reducing the amount of data and distance traveled across networks, and avoiding unnecessary database lookups or avoidable movement of data.

To understand AVEVA's baseline more clearly, we have defined and patented a new method to more accurately measure the energy consumption resulting from the use of our software. Over the past year, we have expanded testing capabilities from our R&D labs in California to our facilities in India and have conducted power bench-testing for **four of our top ten most energy-intensive products.** For all four, we have found a **significant reduction in actual associated emissions** compared to the previous estimated values.

Ultimately, this measurement will enable us to refine our GHG emissions data even further, with the goal of covering the full AVEVA portfolio of products and services.

ADVANCING SUSTAINABILITY THROUGH HACKATHONS

Target #3
Develop and launch a sustainability innovation program

Our employees understand our software better than anyone else, positioning them well to cultivate pioneering ideas for improving our solutions. Each year, we host regional hackathons for employees to go head-to-head and turn their ideas into reality. Our judging panel consists of AVEVA senior leaders.

During FY23, we had **over 95** AVEVA employees participate in our regional hackathons.

More than **450 ideas** were submitted this year, **115+** of which were related to sustainability.

Proposed sustainability designs include building a new digital solar farm solution and exploring how to optimize EV value chains with our solutions.

As part of our sustainability innovation program, we are committed to increasing the number of sustainability innovation ideas that make it into production annually. To support this effort, we are launching **AVEVA's Sustainability Accelerator** to serve as a vehicle for advancing our understanding of our customers' most pressing goals and ensure we are working seamlessly across product, sales and marketing to develop and deploy solutions that meet their needs, leveraging homegrown concepts where we can.

This year, we also had a hackathon **category for accessibility**, which received many idea submissions. We are committed to ensuring we have a diverse group of employees participating in all our innovation activities**. In FY23, 15% of our hackathon participants were women.**

We are implementing ways to engage more women in these competitions, including ensuring our communications and competition schedules are inclusive. We are also connecting with previous female participants to understand any barriers they faced when participating and are exploring hosting Q&A sessions with them so other women at AVEVA can learn about the competition.

ENHANCING OUR SUSTAINABILITY OFFERINGS

As part of the AVEVA portfolio strategy, we are continuously evaluating opportunities to enhance our existing engineering and operations solutions with new sustainability features and capabilities to support our customers.

ENGINEERING

At its core, the AVEVA Process Simulation's digital twin capabilities accelerate sustainability by enabling a data-centric approach that unifies engineering, design and simulation information. By combining process simulation data with 3D modeling and other engineering tools, we have made it possible for engineers to easily evaluate the impact of any design with the other areas of a project.

Our latest edition of AVEVA Process Simulation puts sustainability at the heart of process design. Engineers can now work smarter, considering both CAPEX and OPEX at the early stages of the project, while also setting specific sustainability parameters to help them design for a more sustainable world. The new renewables library includes the models necessary to simulate renewable power generation networks for wind turbines, solar panels, electrical distribution, and hydrogen electrolysis. We have also embedded global warming potential factors and pre-populated emission calculation formulas.
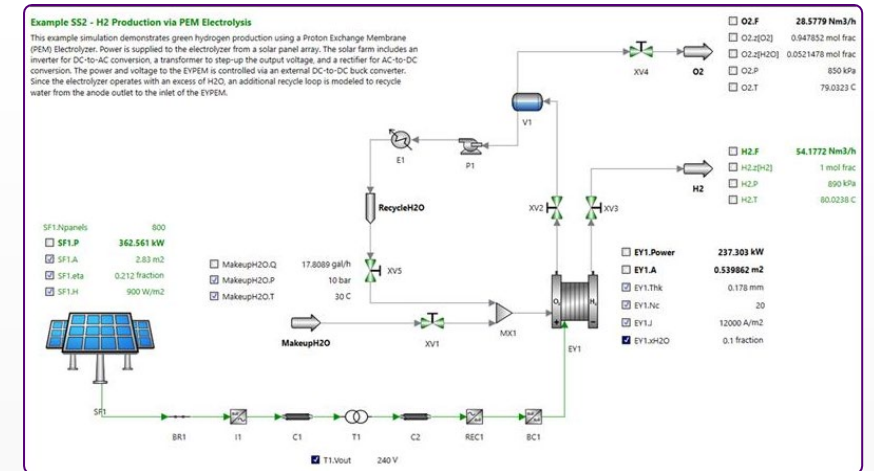
OPERATIONS

In May 2022, we announced two new industry templates for customers to accelerate the deployment of enterprise visualization in the water and renewables sector. The AVEVA Unified Operations Center for Water and AVEVA Unified Operations Center for Renewables offer a centralized view to improve decision-making, thanks to established capabilities in collecting, visualizing and analyzing data.

The solution connects people, assets, systems and sites, empowering customers with data to make key decisions and plan the next steps, providing a system-of-systems approach. The new templates provide extra assistance to companies in the water and renewable power sectors for increased visibility into their operations, so they can make better business decisions faster — saving time and resources.
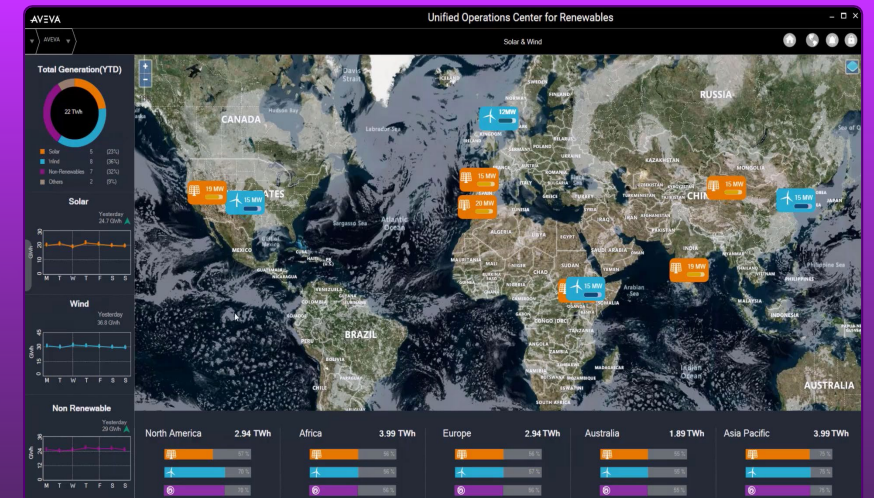
EDUCATING THE NEXT GENERATION

Promoting academic engagement

We know that the next generation of industrial professionals will be critical in the fight against climate change and responsible natural resource use. As an academic partner, we recognize that the responsibility to infuse sustainability considerations sits not only with companies,
but also with the universities educating future industrial professionals. Currently, more than **750 universities** are incorporating our software into their curricula and research activities, and
we are committed to ensuring they understand the full sustainability impact potential of
our portfolio.

AVEVA Process Simulation curriculum

Our AVEVA Process Simulation curriculum is a prime example of academic partnership to progress decarbonization and circularity.

Created in partnership with West Virginia University, the material is divided into three phases of increasing complexity, enabling the use of the simulator regardless of the teacher's familiarity with the tool. Using AVEVA Process Simulation, teachers and students can **explore the use of renewable energy and look for production alternatives that reduce greenhouse gas emissions** to achieve the goal of a net-zero world for the next generation.

At **AIChE 2022**, the annual meeting for the American Institute of Chemical Engineers, hundreds of students were inspired during a workshop entitled: **"Building the momentum towards a sustainable future - AVEVA Process Simulation."**

Today, more than
90 universities worldwide
use AVEVA Process Simulation in different applications, both in the classroom and in research and development projects.

Seeding new clean-tech ideas through Go Green

Time and time again, we have seen that investing in pilots and protypes has advanced progress toward a more sustainable future. Each year, we partner with Schneider Electric to host the Go Green student sustainability competition. Through the competition, we support university students as they nurture and develop their ideas for solving some of the world's biggest climate and inclusivity challenges.

Overall, the 2022 competition saw:

22,243 participants

3,708 students submitting ideas

The teams represented gender diversity across **200** countries.

AVEVA is a proud sponsor of the "Decoding the Future" category of the Go Green competition, which challenges students to brainstorm future technology approaches to design, engineering, construction and digital operations of industrial assets and infrastructure of the future. Our AVEVA volunteer mentors are pivotal to the success of the program, providing guidance and support to the participating students. The AVEVA mentor cohort continues to grow each year, demonstrating our colleagues' dedication to nurturing the next generation.

Schneider In Collaboration with AVEVA
Go GREEN
A Global Student Competition

Security and data privacy

Our customers trust us with their critical engineering and operating data — a responsibility we do not take lightly. We work every day to deliver and maintain our best-in-class security program, setting ourselves ambitious targets to continue to protect the data of every business that uses our solutions.

Security considerations are embedded into each aspect of our business, and we are committed to using capabilities that meet recognized international standards and technology. We also take a dual approach to our security program, ensuring we are focused on both cybersecurity and physical security, given their interconnectivity.

Hear more about our ESG approach to data security and IT from Kevin Cornwall, AVEVA's Chief Information Officer.

DESIGNING SECURE SYSTEMS

Our security program is built following the requirements of the US National Institute of Standards and Technology (NIST) Cybersecurity Framework. Through program development and implementation, we work each day to improve our NIST maturity curve in the five main categories: identify, protect, detect, respond and recover.
We have implemented NIST 800-53, which is necessary for compliance as a trusted industrial software company.

To maintain our cybersecurity posture and to stay ahead of risk and potential vulnerabilities, we have undergone various audits and certifications. In 2022, we achieved ISO 27001 recertification for our R&D organization. Our R&D function engages annually in a SOC 2 Type II audit by an external, independent third-party to assure the operational effectiveness of our data security internal controls and systems. Other key certifications we hold include ISASecure SDLA, ISO 9001, and ANSSI CSPN First Level Security Certification.

We report all notifiable data security incidents to relevant authorities, and in FY21, FY22 and FY23, we had no reportable incidents. We also have a business continuity program in place that develops and reviews business continuity documentation for critical sites and functions every 12 months.

SAFEGUARDING PRIVACY

As new, complex and global security challenges emerge, AVEVA must have strong governance mechanisms in place to protect the security and privacy of the information with which we are trusted. Our Chief Financial Officer holds executive responsibility for the oversight of cybersecurity. Our Chief Legal and Transformation Officer holds global responsibility for data privacy compliance and reports to the Finance and Compliance Committee on a routine basis. This responsibility includes key privacy documentation, like our privacy policy, customer privacy policy and cookie policy. We incurred no monetary losses as a result of legal proceedings related to user privacy in FY23.

ENHANCING A PRODUCT SECURITY

We take a life cycle approach to product security, which helps us mitigate risks related to performance issues, service disruptions and total customer downtime. In FY23, we successfully supported over 2,900 cloud deployments. We also improved on our uptime KPI, achieving 99.99% uptime across our cloud offerings.

We occasionally, although rarely, receive information requests from law enforcement authorities in the jurisdictions in which we do business. We respond to lawful requests from such authorities in compliance with applicable legislation.

MEASURING OUR SECURITY PERFORMANCE

Target #4
Remain in the top 25% of external benchmarking for security performance

We continually hold ourselves to the highest security standards. As one of our 2025 ESG targets, we are committed to remaining in the top 25% of external benchmarking for our security performance, which we measure through various methods, including the BitSight platform.

Given the ever-changing nature of global security, sustaining a top-tier security program can prove challenging without proper resources and continuous improvement. Currently, we have a BitSight Advanced rating, and are ranked in the top 5% of scores within our peer group. We maintain this posture through the aforementioned certifications and deliver a comprehensive security capability that covers:

Cybersecurity

Protecting, detecting, responding to and recovering against cybersecurity threats and incidents with enterprise security technology and experienced staff.

Security governance

Delivering a five-year security strategy and program to continually review and improve AVEVA's enterprise security capabilities and quickly adapt to new industry and global threats.

Physical security

Safeguarding employees and visitors globally at AVEVA offices, events, home offices and customer sites.

Product security

Ensuring AVEVA products are designed, developed, tested and updated to ensure the highest level of security protection for our customers.

EMPOWERING OUR COLLEAGUES THROUGH SECURITY TRAINING

Target #5
Train all employees annually on cybersecurity

Our colleagues are an important layer of our defense in upholding the security of our assets and data. This is why we have set a 2025 ESG target of providing security training to all employees annually and established our Think Secure program, which focuses on managing the human risk element of overall security threats.

Each year, our employees and contractors must complete various learning modules on security, including content related to both cybersecurity and physical security. Module topics include acceptable use of our systems, how to evade social engineers, and physical security best practices. All new starters must also complete their security training within 30 days of assignment. In FY23, over 97% of our colleagues completed their Think Secure training.

It is crucial to reinforce these learnings throughout the year to ensure knowledge retention. We do so through various security engagement activities, including:

AVEVA Security Ambassadors community

Partnering with other organizations and vendors

Internal employee events and external speaker talks

Optional security training modules for employees

Global security awareness days

Simulated email phishing campaigns

Regular security communication and messaging

Social engineering has become one of the fastest growing threats within security, which technical controls alone cannot address. The Think Secure program reduces the risk by helping employees to understand the importance of security measures and procedures, as well as how to recognize and respond to potential threats.
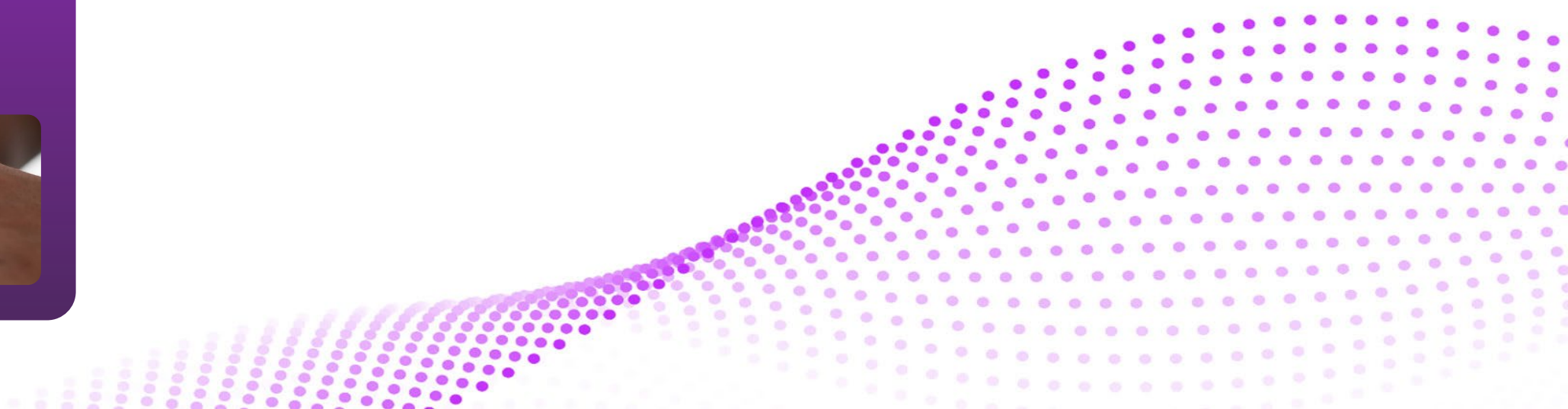
Our operational footprint

At AVEVA, we understand that corporate sustainability leadership means exemplifying responsible operations within our own company.

We are committed to doing our part to reduce the impact of our operations on the planet and mitigate any negative impacts from our business.

Our operational footprint pillar encompasses our climate, business ethics and responsible sourcing programs. We apply an interdisciplinary approach to operating responsibly, extending our focus to other ESG issues that are material to how we run our business, such as circularity and human rights.

Environmental stewardship

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

LRQA CERTIFIED ISO 14001

REDUCING OUR CARBON IMPACT

As a part of our ongoing commitment to reduce our environmental impact, we have committed to climate targets in line with the 1.5^0C future envisioned by the Paris Agreement. Mitigating the impact of our operations reflects our commitment to advancing sustainable practices for ourselves and across our value chain.

One of our significant achievements this year is having both our 2030 and net-zero climate targets validated by the Science Based Targets initiative (SBTi). This verification confirms that our reduction targets are credible and ambitious enough to achieve decarbonization in line with the latest climate science. You can read more about our short- and long-term verified climate targets **here**.

Learn more about how AVEVA is driving sustainability throughout its value chain from Lisa Wee, AVEVA's VP, Global Head of Sustainability.

LAUNCHING OUR NEW ENVIRONMENTAL POLICY

We believe that effectively managing the environmental impact of our operations starts with outlining expectations. In our new Environmental Policy, we set out key environmental and energy management principles for all our employees. We also reinforce our commitment to continually improve our environmental performance, drive sustainability innovation with our customers and lead by example in the fight against climate change. We require all sites with over 500 full-time employees to receive ISO14001 certification.

In 2022, our Hyderabad office was awarded this certification, and to build on this progress, we are developing a plan to share learnings with our other large offices.

MEASURING OUR GHG FOOTPRINT

To drive climate transformation, building a robust data management approach is critical. In 2021, we started using a third-party Environmental Management System (EMS) to automate our GHG emissions data collection process and refine our approach when gathering climate metrics. This EMS helps to enhance the accuracy of our emissions inventory and support our ability to communicate this data transparently.

This year marks the first time our climate data has undergone a limited assurance process.

After extensive engagement across the business, both our FY20 baseline data and our FY23 data have been audited by an independent third-party auditor. Our goal with this assurance process is to build further credibility with stakeholders around both our emissions inventory and our reported emissions reductions. This assurance process covered Scopes 1 & 2 emissions.

We calculate and report our emissions data in line with the World Resource Institute's GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol). For the emissions data reported in this report, we used an

operational control approach to define our organizational boundary.

For our Scope 2 emissions for purchased electricity, we report using both a location-based approach and a market-based method. The latter approach allows us to demonstrate our commitment to investing in green energy tariffs, which you can read more about later in this section of the report. We report on all Scope 3 emission categories material to our business, which include: purchased goods and services, capital goods, fuel- and energy-related activities, waste, business travel, employee commuting and use of sold products.

The calculations for our upstream value chain emissions are based on standard methodologies compliant with the GHG Protocol, with further details available in our **CDP disclosure**. For our downstream emissions, we developed a custom model to estimate the energy used by our customers to run AVEVA software. The model was refined based on feedback from third-party experts on decarbonization and GHG accounting. Through energy consumption bench-testing, which you can read more about in our technology handprint section. We are planning to further refine our model next year.

TCFD
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Climate-related risk and opportunities

Acting on findings from our scenario analysis

AVEVA supports the aims of the Task Force for Climate-Related Financial Disclosures (TCFD) and we have fully aligned with their recommendations. In FY22, we went through our first climate scenario analysis to better understand the resiliency of our business under three different global trajectories on decarbonization. In FY23, we focused on continuing to share the findings with key stakeholders as part of our annual corporate strategic planning process and formally embedding TCFD standards into our risk analysis, as part of our broader enterprise risk management procedures and reports. You can read more about our alignment and progress in our **first stand-alone TCFD report**.

Managing our data center emissions

One of the key findings that emerged from our FY22 climate scenario analysis was the importance of continuing to engage with our data center providers on their own decarbonization and climate risk management practices. AVEVA maintains a mix of on-site server rooms and data centers that primarily support R&D activities. In addition, we currently partner with two collocated data center companies that meet our sustainability criteria, including sourcing 100% renewable electricity at sites used by AVEVA. We have engaged with these vendors to understand their climate goals and progress aligning with TCFD. We are currently developing plans to migrate further computing capabilities from our facilities to collocated sites based on sustainability, efficiency and business needs.

OUR FY23 PROGRESS:
ACHIEVING "NET-ZERO READY" OPERATIONS

This year, we saw a 93% decrease in our Scope 1 and 2 emissions from our FY20 baseline, achieving our 2025 target of reducing GHG emissions across operations by at least 90%.

We also saw a **43% decrease in our business travel** from our FY20 baseline, keeping us on track to maintain our 2025 target of reducing GHG emissions associated with business travel by at least 20%. This decrease was in part due to travel preference changes, such as prioritizing direct flights, promoting remote meeting solutions, and requiring executive approval for international travel.

We saw a **43% reduction in our purchased goods and services category**, as we continue to transition purchasing to low-carbon categories. We have also engaged our suppliers with the CDP supply chain questionnaire, providing us with better data and collaboration opportunities. In the **capital goods category, we reduced our impact by 65%** from our FY20 baseline as a result of our reduced office footprint and lower hardware purchases.

While we saw **reductions in nearly every Scope 3 category, our overall Scope 3 emissions increased by 2.9%** compared to our FY20 baseline, primarily because of our increase in our use of sold product. The growth in our footprint in this category is consistent with our overall business growth and increasing install base. With continual grid decarbonization and data center efficiency improvement, this year-on-year growth has slowed down. However, we remain committed to accelerating our cloud transition and to developing and deploying green software principles to further address use of sold product emissions over time. You can read more about our progress in the technology handprint section of our report.

Please see our data tables for our full emissions inventory breakdown.

MITIGATING OUR SCOPE 1 & 2 EMISSIONS

We are proud to have met our near-term Scope 1 & 2 SBTi target early through a mixture of renewable energy procurement, abatement measures, fleet reduction and electrification.

We have purchased renewable electricity for **100%** of the electricity we use across our offices

By procuring carbon removal credits for the 7% of residual emissions, we have also achieved carbon neutral or "net-zero ready" operations. We prioritized removals over avoidance credits to ensure the emissions attributed are creating the biggest impact possible.

85% of our carbon removal credit portfolio is nature-based

The **remaining 15% of our removal credit portfolio is in engineered or hybrid removals**, extending our support for innovative sustainability solutions. As technology improves, we will continue to assess the balance of solutions we fund in alignment with our overall program goals.

Scopes 1, 2 & 3 breakdown

Scope 1
0.18%

Scope 2
0.02%

Scope 3
99.8%

385,363
mtCO2e for
Scope 3

2.89% ▲
vs FY20
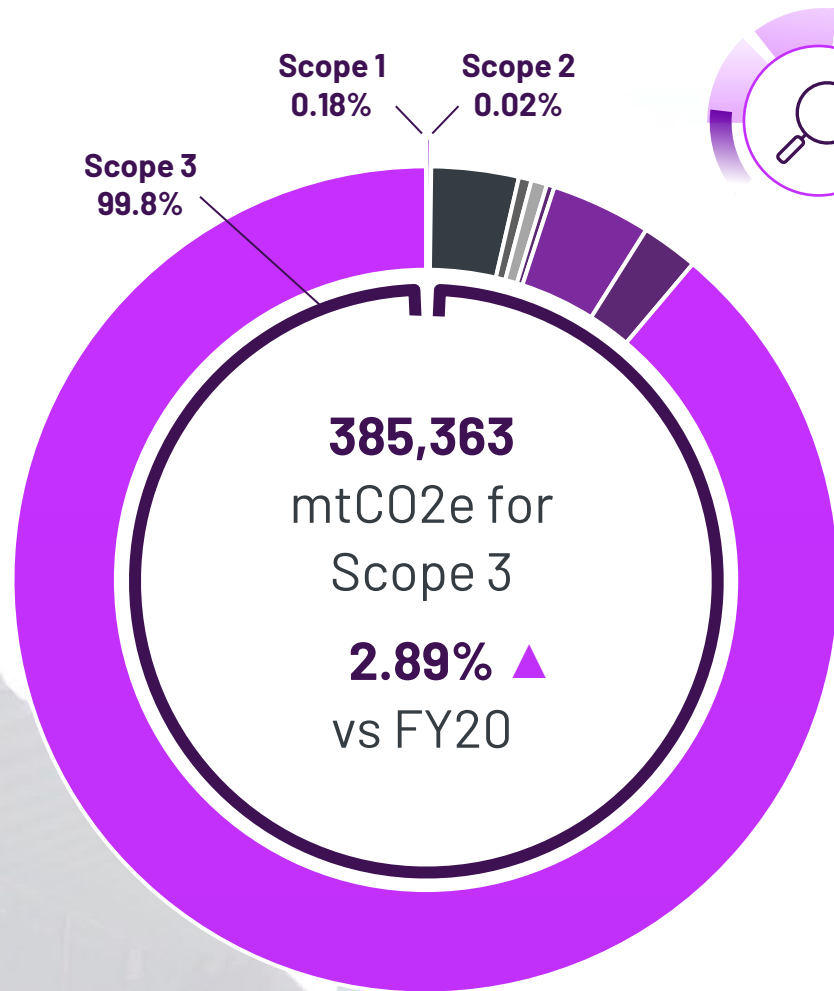
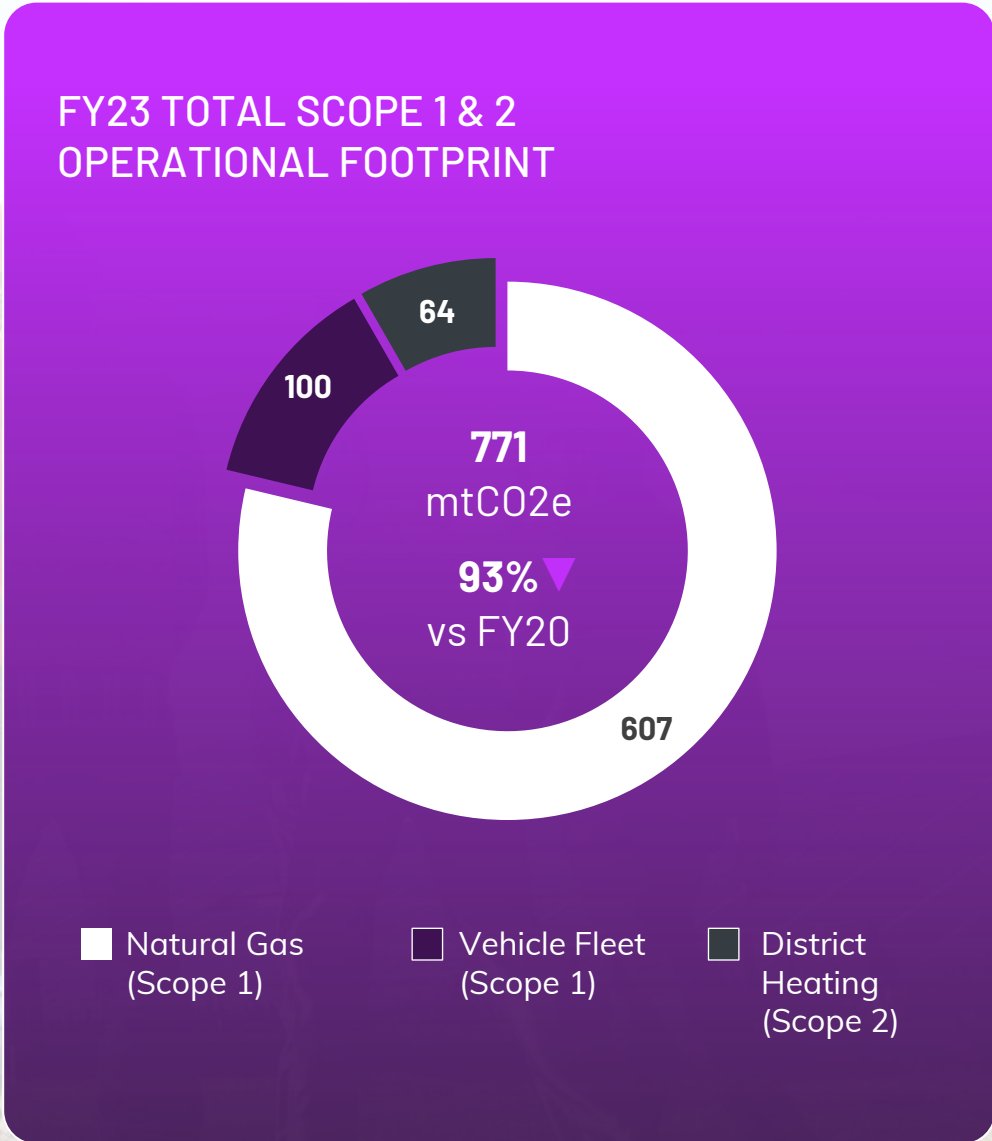| SCOPE 3 CATEGORIES	% OF EMISSIONS	% CHANGE SINCE FY20 BASELINE
Purchased goods and services	3.43%	43% ▼
Capital goods	0.50%	65% ▼
Fuel and energy related activities	0.62%	31% ▲
Waste generated in operations	0.03%	18% ▼
Business travel	3.92%	43% ▼
Employee Commuting	2.24%	20% ▼
Use of sold product	89.27%	12% ▲

FY23 TOTAL SCOPE 1 & 2 OPERATIONAL FOOTPRINT

64

100

771
mtCO2e

93% ▼
vs FY20

607

■ Natural Gas (Scope 1)   □ Vehicle Fleet (Scope 1)   ■ District Heating (Scope 2)

Target #6
Reduce GHG emissions across operations (Scopes 1 & 2) by at least 90% when compared to our baseline

Advancing abatement projects in our offices

In 2022, we worked with consultants who visited seven of our larger sites and provided recommendations for improving sustainability within the offices. **The key opportunities for improvement that they identified included:**

- Improving **access to energy data** to monitor and measure change
- Undergoing **routine energy audits** and **building condition surveys**
- Integrating circularity goals into operations by **implementing robust recycling and composting programs** where appropriate

Based on these findings, we are implementing lighting retrofits, updating our workstation energy controls, making changes to our heating/cooling systems, as well as improving our data collection practices and engaging further with our landlords on sustainability priorities. We are also enforcing our Green Site Selection Guide (GSSG), which provides sustainability criteria for selecting new office locations, such as selecting sites with LEED, WELL and BREEM ratings, among others.

RIGHT-SIZING AND GREENING OUR FLEET

In the last year, we have taken significant steps to reduce our global fleet numbers. As we begin phasing out the cars in our fleet portfolio, we developed criteria to determine which employees are "essential drivers" who need access to a company car. We are also alerting non-essential drivers to the change in their status as leases expire.

Between October 2022 and March 2023, **we reduced our fleet by 17%.**

For those who require the use of a company car to effectively perform their role, we have updated our global fleet policy and added sustainability vehicle requirements. These include a preference for fully electric or hybrid vehicles where regional infrastructure allows. We are also providing support for home charging points for employees who move to fully electric cars.

ACCELERATING RENEWABLE ELECTRICITY DEVELOPMENT

We primarily rely on Renewable Energy Credits (RECs) to reduce our Scope 2 emissions. In order to ensure additionality with the site's local area, we purchase these RECs on a per-country basis. We also have green tariffs at eight sites, which are supplied through our electricity providers. We selected these sites because we have direct access to electricity meters for our office space at these locations. We are working to get access to individual meters for more of our existing sites and all new sites going forward. We are also in the process of evaluating sub-metering at sites that have larger server rooms or on-premise data centers.

TACKLING OUR SCOPE 3 EMISSIONS

Target #7
Reduce GHG emissions associated with business travel (Scope 3) by at least 20%

At AVEVA, business travel is currently our second-highest source of Scope 3 emissions. Due to the COVID-19 pandemic, our business travel emissions dramatically reduced in 2020 and 2021. However, as we have returned to business-as-usual operations, our emissions have begun to increase.

To address this upward trend, we have taken steps to shift how the company approaches business travel. In September 2022, we released our sustainable travel guide, which instructs employees on how to make more sustainable choices when traveling both for business and personal trips.

We also updated our Business Travel policy during FY22 to prioritize a digital-first approach, citing a preference for virtual meetings where feasible. The policy also instructs employees to prioritize direct flights over indirect, as well as prioritize rail travel on short-haul trips when available.

First Movers Coalition

We know that eliminating all business travel is not feasible. To that end, **we have joined the First Movers' Coalition (FMC),** committing to replacing at least 5% or more of our conventional jet fuel with sustainable aviation fuel (SAF) by 2030.

To support our SAF commitment and better manage business travel, in FY22 we also kicked off a formal evaluation of a number of different approaches, **including a carbon budget, carbon fee or hybrid mechanism.** We plan to complete the first phase of this evaluation and present findings to leadership in 2023.

ENGAGING OUR SUPPLIERS ON DECARBONIZATION

Encouraging our suppliers to lower their carbon emissions is paramount to reducing our own overall carbon footprint. It is also exemplary of the collaboration required to slow climate change. This year, we reached out to our top 150 suppliers.

In 2023, we plan to reach out to our top 200 suppliers. Cumulatively, these suppliers' emissions comprise roughly 80% of our supply chain emissions. Since FY20, we have reduced our supply chain emissions associated with purchased goods and service and capital goods by 47%. Real estate rationalization and a decrease in professional services associated with the acquisition of OSIsoft have contributed to this reduction.

We received the **CDP Supplier Engagement Rating (SER) A-list status** for the work we have done to engage with our suppliers on **climate change** and encourage them to implement workstreams to **reduce their own emissions**.
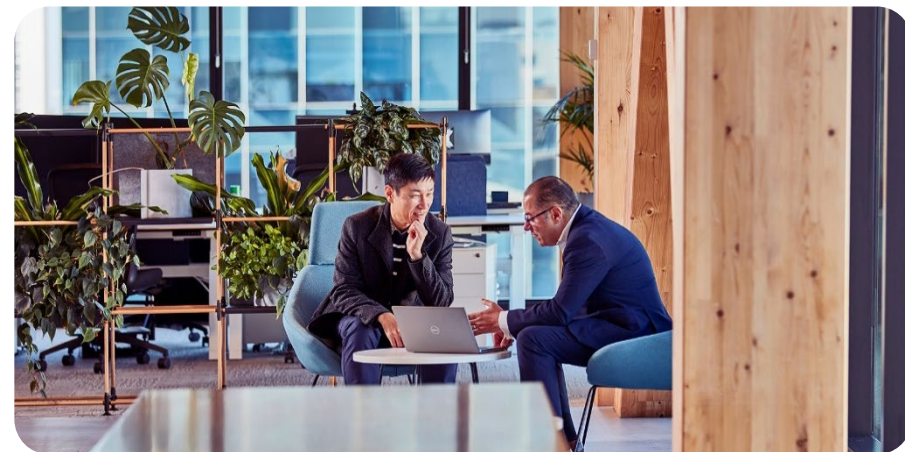
CHANGING HOW OUR EMPLOYEES COMMUTE

To educate our employees on working more sustainably, we published a dynamic work sustainability guide that provides tips on lowering carbon impact, including while working from home. To support sustainable commuting into offices, we also provide bike racks and showers at many of our offices, as well as EV charging stations employees can use. In 2023, we will look to deploy an updated commute survey to gather more details on employee commute so we can start to calculate work from home emissions as part of our carbon footprint
and provide more location-specific support to our employees on greening their commute.
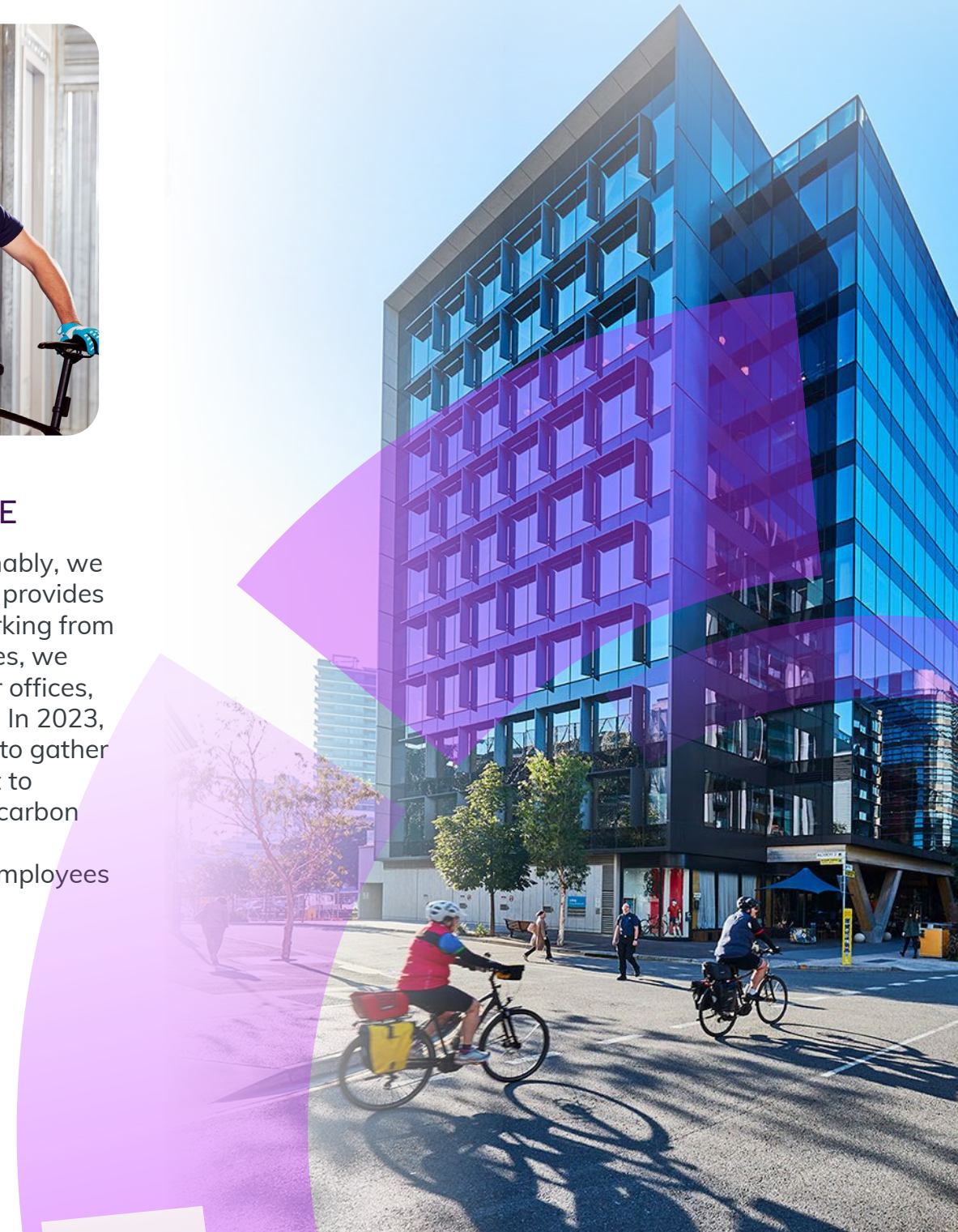
# REDUCING OUR E-WASTE

Target #8
Deploy an e-waste program based on a circular economy model

Whether through our R&D efforts or the equipment that our employees need to work, we utilize digital infrastructure that often has a limited lifespan. In alignment with our aspirations to model greater circularity across our operations, we have initiated an e-waste management program, which aims to divert as much electronic hardware as possible from landfills.

For hardware that needs to be recycled, we partner with a third-party vendor that meets our sustainability criteria to move the equipment to recycling facilities and receive reports on the amount of e-waste diverted. Where it makes sense, we are emphasizing reusing this waste and looking to recycling as a secondary option. Additionally, with the recent increase in remote work, we are building our capacity to improve e-waste collection.
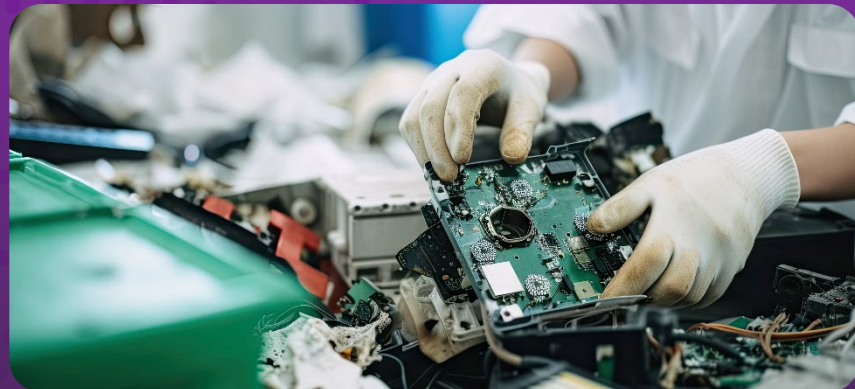
In 2022, we diverted **1.25 tonnes** of e-waste from landfills

We have also released an updated IT Asset Disposal Policy to ensure we have procedures and guidelines in place for employees to follow when discarding hardware, as well as clear sustainability requirements for vendors. This policy offers guidance on various lifespans of IT assets as well. We are looking to implement a configuration management database so that we can track assets throughout their life cycles.

Raising awareness about **office waste**

Beyond e-waste, we are committed to limiting the amount of waste we send to landfills through recycling and composting programs in our offices.

We have started the process of segregating waste in each of our offices and where possible, we try to measure this explicitly. We currently have four sites that report on waste data.

Operating responsibly

Our sustainability initiatives cannot be successful without an emphasis on responsible business conduct and a culture of operating with integrity, transparency and accountability. Robust governance practices ensure we are building our ESG approach on a solid foundation. Through our governance approach, we are fulfilling our obligation to all stakeholders to act responsibly, advance ethical behavior in each aspect of the business and ensure compliance with relevant regulations and laws.

Learn more about how AVEVA approaches responsible business operations from Helen Lamprell, AVEVA's Chief Legal and Transformation Officer.

DRIVING EFFECTIVE GOVERNANCE

Our Board of Directors, including via the Finance and Compliance Committee, has overall responsibility for oversight of business ethics and preventing corruption. The Board receives an annual update from the Chief Legal and Transformation Officer on the status of compliance training and any changes to our business ethics and corruption policies. We also continue to prioritize the development of a culture where antitrust and competition risks are well understood by our employees, and we continue to avoid monetary losses from associated legal proceedings, as we have for the past three years.

PUTTING THE RIGHT POLICIES IN PLACE

We have various corporate policies in place to ensure our governance practices are communicated clearly to employees upon their arrival and reinforced through annual training. These policies include, among others:

- ✓ **Anti-bribery and Corruption policy**
- ✓ **Anti-slavery and Human Trafficking policy**
- ✓ **Business Conduct Guidelines**
- ✓ **Competition Compliance policy (Anti-trust)**
- ✓ **Conflicts of Interest policy**
- ✓ **Corporate Gifts and Hospitality policy**
- ✓ **Dignity at Work policy**
- ✓ **Data Protection Privacy policy**
- ✓ **Trade Compliance policy**
- ✓ **Health and Safety policy**
- ✓ **Speak Up policy**
- ✓ **Human Rights policy**

Over the past year, our compliance team evaluated internal policies to ensure alignment across the business and to assess whether updates are required. This work has been formalized within the policy working group, which has streamlined our process for developing, publishing and tracking global policies from all areas of the business. Our policies are now fully harmonized with OSIsoft's previous policies, ensuring all employees are operating with the same set of procedures.

Respecting human rights

As a global business, we understand our operations can impact a broad swath of stakeholders. This year, we published our first **Human Rights Policy** that outlines our commitment to respecting the fundamental human rights of those who may be impacted by our operations, our products, or our supply chain. It also details the steps we take to ensure international principles and standards guide our approach to human rights due diligence. Each year, we publish our Anti-slavery and Human Trafficking policy, emphasizing our zero-tolerance approach toward modern slavery within AVEVA operations or in our supply chain. Internally, we publish our Dignity at Work policy, which outlines our dedication to prohibiting any form of harassment, discrimination, and bullying at AVEVA. These policies are bolstered by our Business Code of Conduct, which lays the groundwork for our expectations of AVEVA employees with regard to acting responsibly and respecting human rights.

Spotlight: Responsible technology

To fully identify and assess our potential human rights impacts, it is critical to undertake due diligence measures throughout our value chain. We recently completed a downstream human rights impact assessment focused on the use of our products and services. Partnering with a third-party human rights consultant, we interviewed more than 20 internal and external stakeholders to better understand the potential positive and negative human rights impacts associated with the use of our products.

The study identified five main categories of rights that may be impacted with the use of our products and services, with labor rights and impacts on workers, and environmental rights surfacing as two high-priority focus areas. We are currently working internally on a roadmap to support the implementation of recommendations that came out of the assessment, such as adding further gating mechanisms into some of our sales processes and updating our product misuse reporting mechanism.

Training our employees to make the right call

As part of our annual ethics training campaign, we launched seven ethics training modules in May 2022, including two new modules on the "gifts and hospitality register" and the "conflicts of interest register." Other topics include anti-corruption and anti-bribery, whistleblowing through our Speak Up platform, insider trading, and modern slavery. Modules are also available in multiple languages.

Over 97% of colleagues have completed the corporate ethics training this year, including our contract workforce.

RESPONSIBLE SOURCING

Target #9
Deploy updated ESG supplier policies and screening processes

We prioritize working with suppliers that operate using the same responsible business practices and standards as AVEVA.

We encourage our suppliers to go beyond legal compliance to advance ESG and ethical business practices, drawing upon internationally recognized standards. To solidify our expectations for our suppliers, we published **our first Supplier Code of Conduct** this year.

We have embedded this code into our global procedures so that all new suppliers must agree to its terms as part of the onboarding process or provide evidence that their own code fully aligns to them. Before suppliers are onboarded, they must also go through a restricted-party screening to ensure they are eligible to do business with AVEVA. To further supplement our due diligence and inform our evolving assurance activities, we have rolled out a supplier self-assessment questionnaire to our top vendors, representing roughly 40% of our global supplier spend.

VETTING GLOBAL CHANNEL PARTNERS

We require that our AVEVA partners are committed to abiding by the highest standards of integrity, professionalism and legal compliance. Our partners include:

- Distributors
- Specialist solutions providers
- OEM partners
- Technology partners
- Commercial agents
- System integrators
- and all persons who perform services for AVEVA or otherwise act on AVEVA's behalf

Our partners must agree to comply in full with our **Partner Code of Conduct.** We conduct due diligence on all new business partners, which means we assess bribery and corruption risks, among other issues. We also require our partners to comply with all applicable laws relating to bribery and corruption including, but not limited to, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act of 2010.
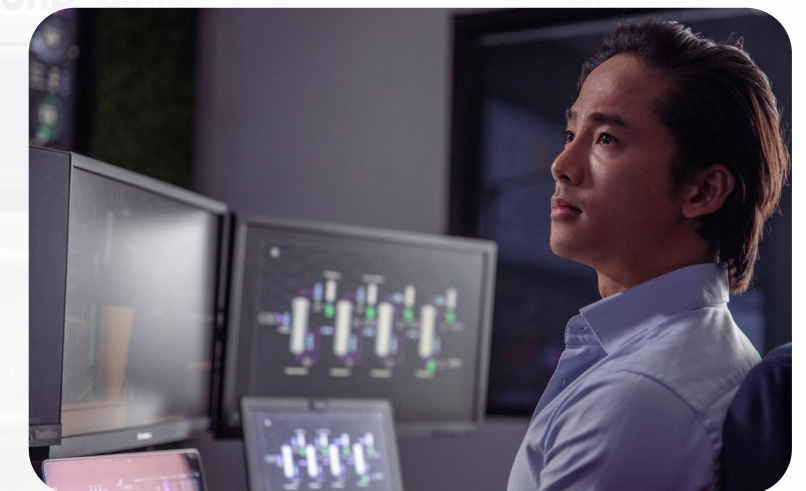
SPEAKING UP ON ETHICS

Target #10
Increase employee confidence in reporting unethical behavior to the top 25% for our industry

Fostering a culture of transparency and accountability ensures our employees feel confident in reporting unethical behavior in the workplace. The AVEVA Speak Up platform is a web-based portal open to all employees, customers, visitors, and those impacted by our value chain to report instances of wrongdoing. Our global Speak Up Policy provides guidance to our colleagues on reporting misconduct and reiterates AVEVA's policy against retaliation.

At AVEVA, we take concerns raised seriously and investigate accordingly, respecting the confidentiality of relevant parties where possible. In regular, anonymous Peakon surveys, we ask our employees to share their comfort levels for reporting unethical behavior to the business.

> **The current level of employee confidence—an 8.7 out of 10—puts us 0.4 above the industry benchmark and elevates us to the top 25% of responses for our industry.**

To drive further progress, we are currently focused on enhancing platform accessibility and expanding our investigative capabilities. We also plan to launch an updated educational and awareness campaign globally.

MANAGING GLOBAL TRADE COMPLIANCE

In line with our commitment to global trade compliance, we introduced an updated **"Know Your Customer" program in 2022**, enhancing and standardizing our processes and policies. We conduct third-party screenings of our direct and indirect customers, all of whom are subjected to our due diligence procedures to ensure we understand their identity, location, and business activities.

It is critical that our employees abide by applicable international trade controls, including economic sanctions and export controls, when conducting business with our customers. We provide mandatory training to employees on our global trade compliance policies. We also provide additional international transaction training to employees who are more likely to need tailored guidance due to the nature of their roles.

OUR RESPONSIBLE TAX PRACTICES

Beyond tax compliance, **AVEVA is committed to tax fairness** and believes a responsible tax approach is part of how we invest in sustainable development. As outlined in our FY23 AVEVA Tax Strategy, we **align tax payments with revenue-generating activity to ensure correct tax payment**. Where relevant, AVEVA seeks available tax incentives, relief or exemptions in line with, and in the spirit of, existing tax legislation. We avoid low-tax jurisdictions, or so-called tax havens. Any AVEVA activity in low- or no-tax jurisdictions is for commercial or otherwise essential purposes. We apply the arm's length principle in the pricing of intra-group transactions of goods and services. We also commit to not using tax structures without commercial substance.

Our inclusive culture

We are fully committed to fostering a culture of inclusion and belonging.

We believe our employees' diverse ideas and experiences help spark creative thinking and promote innovation throughout our business. Employee voice is paramount to AVEVA, and offering opportunities for our colleagues to be heard is key to advancing progress as a company.

Diversity, equity, inclusion and wellbeing (DEIW)

Learn more about AVEVA's inclusive culture pillar from Caoimhe Keogan, AVEVA's Chief People Officer.

Our five focus areas

We continually strive to build and maintain an inclusive workplace, in which every colleague feels safe, supported, and able to bring their best selves to work.

Inclusion is critical when it comes to the design of software, as differing perspectives can better identify and solve problems. Our customers come from all walks of life, and we believe our teams must mirror that same diversity to help advance our vast range of solutions for our customers. **We have five Diversity, Equity and Inclusion (DEI) focus areas through which we are advancing our progress: gender, race and ethnicity, religion, faith or belief, disability, and sexual orientation.**

Gender

Race and ethnicity

Religion, faith or belief

Disability

Sexual orientation
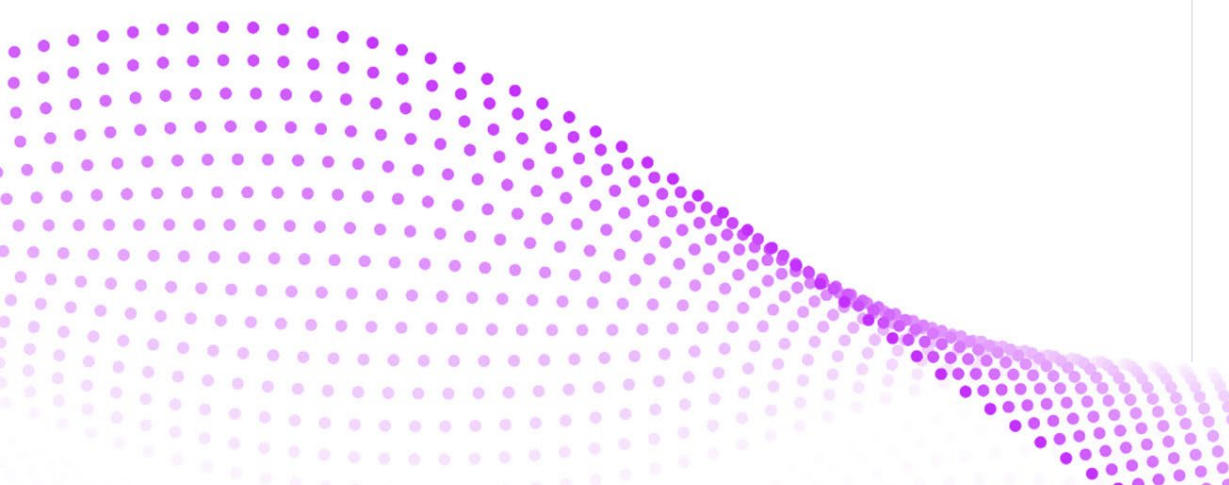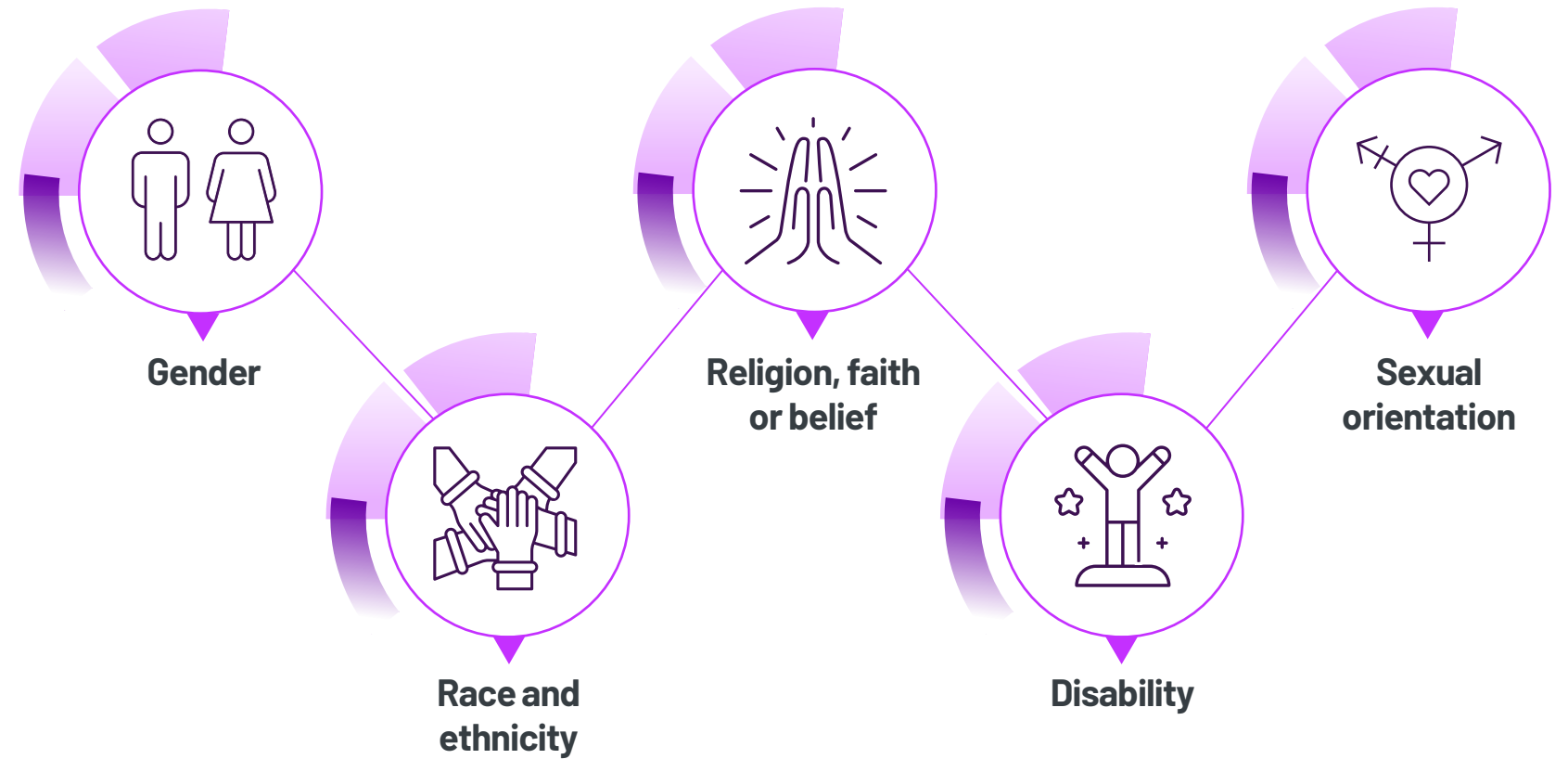
FOSTERING DIVERSITY THROUGH EMPLOYEE GROUPS

We have eight established and growing employee groups. These groups are run by employees, for employees.

Our most recently formed groups include:

GENERATIONS
@AVEVA

DISABILITY
@AVEVA

BELIEF
@AVEVA

TACKLING UNCONSCIOUS BIAS

We have delivered several training programs to help our leaders mitigate unconscious bias. Feedback on a pilot program hosted in the Americas showed that 100% of participants committed to apply their learning in their work. Its success has seen programs set to launch in APAC and EMEA regions in 2023.

Target #11

Demonstrating our progress towards AVEVA's 50/40/30 gender representation and pay parity targets

In the technology sector, there is a significant gender gap, with women underrepresented in STEM-related jobs. We see a similar trend within our own workforce and are actively focusing on rebalancing this asymmetry. To drive change, we have committed to 50% of women new hires, 40% women managers and 30% women in leadership by 2030.

In 2023, we will introduce additional cross-functional programs to support the recruitment and retention of women.

FY23

37.2% — Up **0.8%**[†]

26.9% — Up **1.5%**[†]

22.2% — Up **1.5%**[†]

☐ Women new hires   ☐ Women managers   ☐ Women leaders
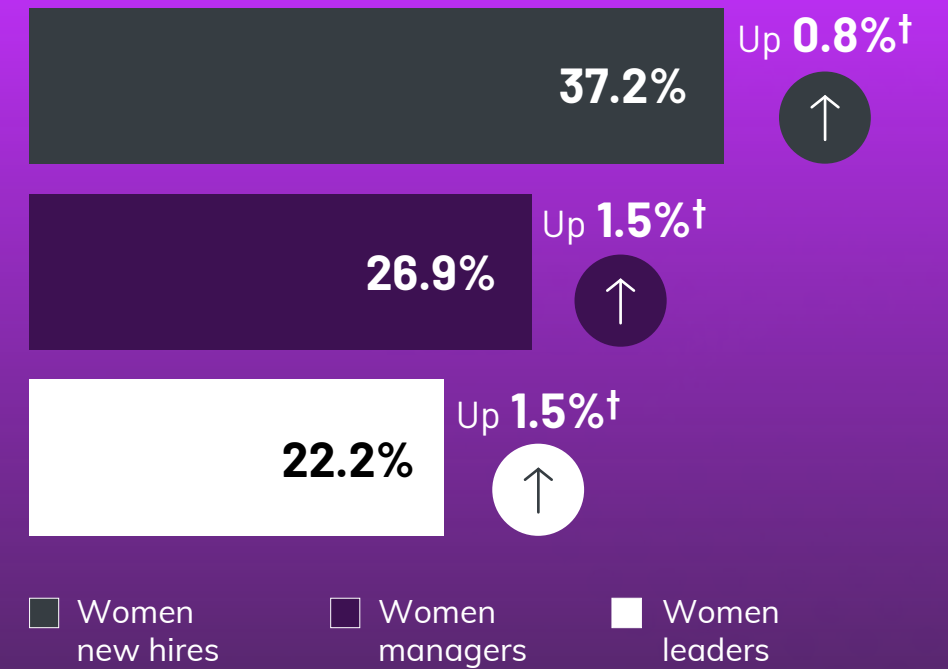
[†] **from FY22**

We are also committed to achieving a <1% pay parity gap by 2030. We are undertaking a pay parity analysis that focuses on understanding the causes of pay inequity within AVEVA to better address our mindset, practices, guidelines and policies which may impede our ability to reach and maintain pay parity. While the initial focus will be relative pay for men and women, our plan is to cover all five of our DEI focus areas to ensure a more holistic approach when building out next steps.

We know that leaders play an important role in ensuring pay equity and fairness for all, so we have delivered, and will continue to deliver, talent and reward education and guidelines to support them in making more thoughtful investment decisions in their people.

DEIW spotlights

EMPOWERING WOMEN IN INDIA

We are recognized for our commitment to diversity and inclusion, including in India. The Economic Times cited AVEVA as one of the 100 best companies in India for women employees. The India team has worked hard to understand the needs of our female employees and create the tools and programs to support them in their careers.

One of the key initiatives introduced has been the returnship program, "EmpowHer@AVEVA," focused on bringing women on career breaks back to work in India. The program has been successful in helping women to bridge the gap and fully realize their potential.

DEIW ANNUAL IMPACT FUND

In 2021, we launched our DEIW Impact Fund to support local, employee-led DEIW activities. This year, the £150,000 fund supported our regional networks and employee groups in developing activities and programs that will have a positive impact in the regions and contribute to the delivery of our five-year DEI corporate strategy.

Our Pride@AVEVA group is using the DEIW Impact Fund to cover tools, training, and volunteering opportunities to bring together the LGBTQ+ community and allies and create a sense of belonging for all.

"The AVEVA EmpowHER Program is helping talented women reboot their careers. In the program, I interacted with brilliant minds and worked on special projects — all while getting up to speed. AVEVA has boosted my confidence to accept new challenges and add incredible business value."

Soumya Unnihan, R&D Member of Technical Staff - II, Product Development, Bangalore

"A sense of community is at the core of our culture, and this fund will help us to create an environment where colleagues are respected, valued, and empowered through open and active dialogue."

Austin Keith, Chair, Pride@AVEVA

Neha Bhatt (AVEVA), Dr. Tamilisai Soundararajan (Honorable Governor of Telangana), Budhisagar Shukla (AVEVA) and Andrew Dhaneshwar (AVEVA)

PARTNERING FOR PROGRESS ON RACE AND ETHNICITY

In 2021, AVEVA was one of only 14 FTSE 100 companies to voluntarily report on its ethnicity pay gap. To learn more about other companies' approaches to ethnicity pay gap reporting, we reached out to the other 13 companies, which collectively became known as the "G14."
To share data on best practices, we hosted the first meeting of the G14 in June 2022 at our London offices with Caroline Nokes, MP, as chair.

In November 2022, our corporate DEIW team, working with Auto Trader Group Plc, hosted a meeting in the Houses of Parliament, home to the UK Government, to bring together nearly 30 companies and encourage them to report ethnicity pay gaps. The meeting also saw the launch of a new publication, explaining the simple steps to reporting on ethnicity pay gaps.

As part of our commitment to acting and making positive changes, we are now a signatory to both the **"Change the Race Ratio" and the "Race at Work Charter."**

These pledges commit us to increasing racial and ethnic diversity in AVEVA and supporting our Black colleagues. We are also proud to continue our sponsorship of the "rising star" category at the 2023 Black Tech Achievement Awards, a UK-based initiative that champions Black talent in technology. We were delighted to see our own Femi Adedimeji recognized as a finalist for the Innovation Champion category at the ceremony. You can hear more about the work Femi does in her role as AVEVA's Innovation Project Manager in our technology handprint section.

Left to right: Yasser Khan, Jolly Oluka, David Edem, Lena Milosevic (MBE), Femi Adedimeji, Anwar Elsheikh, Charlotte Ononuju, and Caoimhe Keogan

The wellbeing of our people

Employee wellbeing is a cornerstone of a truly inclusive culture and resilient workforce. The relationship between DEI and wellbeing continues to grow stronger at AVEVA. We understand the importance of linking wellbeing with DEI programs — both to attract future talent, as well as to retain and engage current employees.

We feel strongly that our employees perform at their peak when their physical, mental, and emotional health is supported. At AVEVA, we have four pillars of wellbeing as outlined in the graphic below.

HEALTH
physical, mental, and financial wellbeing

WORK
positive workplace environments and working flexibly

PERSONAL GROWTH
personal resilience, supportive networks, and community engagement

CONNECTIONS
positive relationships and open conversations

EMPLOYEE-DRIVEN ACTIVITIES

As part of AVEVA's 2022 Wellbeing Week, we held numerous events and a series of webinars covering topics such as "Cognitive Behavioral Therapy (CBT) Techniques for reducing anxiety and worry" and "Sleep hygiene for optimal health."

Over the past year, we have also hosted two movement challenges, with more than 1,000 employees taking part in each. All participating employees worked to reach a collective target of 1 million minutes a week. In honor of the efforts across the two challenges, £27,000 was donated to UNICEF and the International Red Cross.

Across our employee groups, we now have over twenty Mental Health First Aiders trained to provide peer support if someone is experiencing a mental health issue or is in emotional distress. Our First Aiders help promote a healthy work/life balance and support the talent that drives forward our business.

PROVIDING ROBUST EMPLOYEE BENEFITS

AVEVA is committed to offering competitive and inclusive benefits that reward our people for the unique contribution they make to our work and help them to build a sustainable future for themselves and their loved ones. Our people come from different backgrounds, work in different regions and have different needs. Consequently, employee benefit plans may vary significantly by country but share three key focus areas:

Retirement	Finance and protection	Medical

AT A GLANCE

All employees globally have access to an Employee Assistance Program, through which they can **access confidential third-party support for a range of issues**, offered in their local language, provided by qualified counselors.

Across a range of geographies, **physical fitness benefits** are also offered, and we are looking to extend this initiative over the next two years. Sample benefits also include reimbursement of fitness and wellness-related expenses, annual wellbeing allowances or corporate discounts for mainstream gym memberships.

We plan to expand our benefits in 2023 to include financial wellbeing programs.

We have also added **gender dysphoria benefits to the US and UK health plans**, taking effect at our next renewal.

Aligned to our broader focus on equity and inclusion, we have been working since January 2023 to reconcile our **core medical insurance offers** in a number of countries including the UK, Korea, India, Italy, Norway, Poland, and Belgium.

Currently **AVEVA offers maternity and paternity leave** in line with country-specific laws and regulations. Recognizing the importance of inclusive leave policies, we will be launching a review of all family leaves and offerings globally next year and have already taken some steps to ensure inclusivity by removing service-based eligibility to benefits.

EMBRACING DYNAMIC WORKING

AVEVA is a global company that spans multiple cultures and time zones. As a result, we embrace many ways of working, and recognize our employees value flexibility. Since our last report we have simplified our Dynamic Work Policy to focus on three modes: completely remote work, completely office-based work, and a hybrid approach with three days per week in the office. Most roles at AVEVA are a blend of remote and office-based working and fall under our hybrid mode, where office days allow for enhanced team building, collaboration and face-to-face interaction.

HEARING FROM OUR EMPLOYEES

As a values-driven company, we believe that culture matters and is a key driver of employee engagement. In FY23, we hosted 19 "Living our Values" workshops. These instructor-led sessions are designed to help employees understand and connect with our company values, and explore how they can go one step further and "live" these values. The workshops have seen a total of 570 employees attend and actively participate.

Target #12
Year-over-year improvement in employee engagement score

Last year, we moved to quarterly "pulse" surveys so employees could share more frequent feedback with us about working at AVEVA. Quarterly surveys enable our managers to act on the results quickly. We host training sessions for managers that cover how to get the most out of their data, including by inviting open discussion and utilizing their team's results to create actionable plans and increase engagement.

We continue to see a positive engagement level in our surveys. 85% of employees participated in our February 2023 survey, up 9% from October 2022 and an 11% rise from May 2022.

Engagement score

February 2023	**7.6**
October 2022	**7.6**
May 2022	**7.5**
February 2022	**7.5**

Our Executive Leadership Team plays an active role in reviewing survey results and feedback both at the functional and organizational level. We are transparent in sharing the results and the areas that require attention with clear plans put in place to address the focus areas. This has resulted in a number of initiatives implemented as a direct result of our employees' feedback, such as our recognition and employee development workstreams.

PROMOTING A CULTURE OF RECOGNITION

One area our employees highlighted in our surveys was that they wanted to see more ways to be recognized. The introduction of "AVEVAversaries" is a meaningful step to improve our employee experience and celebrate moments that matter for all. Launched in 2022, the program recognizes colleagues for their years of service. We have identified 12 service milestones where a financial award and/or paid time off will be given.

We also launched and hosted our first AVEVA People Awards in December 2022 to highlight the achievements of our people across the globe. There are nine awards, including both individual categories, like bright start, customers champion and internal collaborator, and team awards, such as the community award and team of the year. We saw over 700 nominations across all categories. **Over 2,000 of our employees tuned in live for the event.**

"This was a great opportunity for us to recognize and celebrate together all of the amazing people that we have here at AVEVA. It was a wonderful experience to read through our shortlisted nominations, some of which were the most heartfelt I had ever read. It was a pleasure to announce our truly deserved winners live to the company and see the great feedback and appreciation."

– Caoimhe Keogan, Chief People Officer
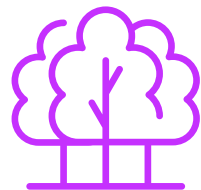
We continue to use our internal recognition tool, planting a tree in our AVEVA Forest, for those acknowledged on the platform. In 2022, we saw almost **3,500 "thank yous"** given across the platform, with **over 5,000 reactions and over 2,000 comments.**

Total trees planted since January 2021

15,206

Noorwinah Abdullah winning an AVEVA People Award for **Leader of the Year**.

CONNECTING WITH OUR EMPLOYEES

Keeping colleagues connected and providing an understanding of our business strategy is an important factor in driving employee engagement. Last year, we asked employees to give feedback on how we communicate at AVEVA. From channels to volume, our communications audit encompassed all internal communication to gather valuable insights from our colleagues on how we can make communications more accessible, effective, and engaging.

We found that **84%** of employees find the internal communications they receive honest and trustworthy, and **92%**
of surveyed employees felt our tone of voice enabled them to understand the company message.

AVEVA FEST 23

To continue to provide relevant content in new and engaging formats for our colleagues, we hosted our second AVEVAFEST, an internal virtual festival designed and performed by our employees. The two-day festival featured almost 30 events and generated 13 hours of content. Key themes included sustainability, careers and culture, cybersecurity, and leadership Q&A sessions.

DEVELOPING OUR TEAMS

We strive to foster a workplace environment that prioritizes a growth mindset and continuous development for our employees. As a company founded on innovation, we are committed to helping our employees hone their skills and gain knowledge as they advance in their careers at AVEVA. It is critical that we support our employees with development opportunities, consistent feedback, and access to relevant learning.

Target #13
Double early career opportunities

Investing in early careers is a key part of our wider talent strategy to sustain a multi-generational workforce, supporting the needs of employees and the growth of our business. Investing in early careers helps us to future-proof our talent pipeline, increases our pool of diverse talent and bridges medium- and long-term skill gaps across the business. **We have committed to doubling our early career opportunities, from our baseline of 160 early career opportunities in 2021.** To bolster this target, we joined the 5% Club in 2021, committing to allocating 5% of our workforce to early-career positions. We are also developing robust graduate programs with specific career pathways by function. In 2023, we have a target to reach 200 early career opportunities.

We include four types of early career opportunities in our baseline and target:

- ✓ **Interns**
- ✓ **Graduates**
- ✓ **Co-ops**
- ✓ **Apprentices**

To drive progress in achieving our goals, our People team is working across the business to identify early-career talent opportunities by key geography and putting in place a multi-year planning approach. They are also partnering closely with managers to support the success of existing early-career programs and develop plans to help with placement of graduating talent.

Target #14
Ensure all employees have an annual talent review

Talent is our investment in the company's success, and we want to empower and enable our people to thrive and realize their full potential.

We know from our employee engagement survey that we are not there yet; however, we are committed to making progress and encouraging our employees to take control of their development and careers.

By 2025, we are committed to ensuring all our employees have been included in an annual talent review.

This talent review will include a manager assessment of business risk (skills and retention risk) and employees' future potential for more complex roles on a five-year time horizon. This year, a small percentage of our senior employees were included in this review. For 2023, we have plans to expand beyond our leadership population and are targeting for **80% of employees to be included in the annual talent review process**.

This data will be used to support the career development and internal mobility of our workforce. In parallel, we have started scoping an updated approach to strategic workforce planning, that aims to support a more systematic way to identify and address the gaps between the workforce of today and the business needs of tomorrow. This will be a multi-year journey with the first phase focused on headcount planning.

At the heart of an effective talent review is the one-on-one conversation between managers and their team members about their development and careers. To provide structure and transparency to

these conversations, we piloted a new growth framework and included it as part of the performance and development review. The new growth framework is intended to be agile, inclusive and development-focused.

Starting in 2023, we will be encouraging performance and development check-in conversations every quarter. We will also be working with leadership teams to emphasize regular "talking talent" meetings in support of strategic talent management priorities, such as succession planning for critical roles.

In FY23, **over 95%** of employees and managers completed a performance & development review.

Target #15
Increase reportable learning hours each quarter

To promote a culture of learning, we have set a target that aims to increase reportable learning hours with every consecutive quarter.

Prior to having visibility on our baseline, we had set a target of achieving an average of 12 hours of annual learning per employee. However, even with only 70% of our current learning management systems available for reporting we averaged 26.2 hours per person in FY23, so we decided to revisit our level of ambition and focus on continuous improvement.

To accelerate progress on our updated goal and help employees find and use development and career resources, we recently launched our "Grow Your Career" intranet page and hosted our first Career Week in May. Going forward, we plan to promote a company-wide emphasis on individual growth and development via various programs throughout the year period.

We also remain committed to improving the granularity and scope of our reporting related to learning hours over time. Historically, each AVEVA business function has selected and managed different learning management systems, and some of the larger systems cannot report learning hours. We are seeking to streamline these sources of learning content through systematic and optimized consolidation as newer technology is installed.

ONBOARDING OUR TEAM

We launched a new virtual onboarding program this year, designed to engage our new recruits regardless of their location. We wanted a new way of being able to onboard our new hires, particularly with the move to remote working during COVID and beyond.

Using a meeting space in virtual reality, our colleagues can roam with their own avatars, watch content and meet other new hires, giving them the chance to grow their internal network and cross-functional contacts while participating in activities that instill company, product, and customer knowledge.

This year, we hosted **33 onboarding sessions** - 11 across APAC, EMEA and Americas regions - with **almost 750 new hires** attending the program. Executive team members are invited to speak to our new colleagues about AVEVA and answer any questions.

DEVELOPING EMPLOYEE LEADERSHIP SKILLS

In FY23, **we trained 127 new managers** in our Leadership Foundations program.

Moving forward, we will be enhancing this program by introducing additional leadership development modules for all leaders across our organization based on our AVEVA values.

Last year, we also successfully launched our leadership talent development program across three distinct cohorts: VP/SVP level, mid-leader level, and aspiring leaders. Eighty employees participated in this initiative designed to prepare and grow a diverse talent pipeline for our organization.

The possibilities are endless

AVEVA ACTION FOR GOOD

AVEVA Action for Good is an opportunity to give back to our local communities and our planet.

Inspired by the UN Sustainable Development Goals, **AVEVA pledges £1 million every year** to support good causes around the world through a combination of corporate donations, match-funding, employee sponsorships and more.

The hard work of our employees brings Action for Good to life, and that is why AVEVA provides dedicated paid time off to participate. Employees can spend three days per year supporting one of the following areas: community support, improving our environment, health and wellbeing, and promoting diversity, equity and inclusion.

This year, we surpassed our initial target of 30% employee participation with 36% of our employees taking the time out to help in their local communities.

We have set an ambitious goal to continue the success from last year, to have 40% of our employees participate in an Action for Good activity.

THE YEAR IN NUMBERS

Total participation for FY23:

36%

(▲16% increase from FY22)
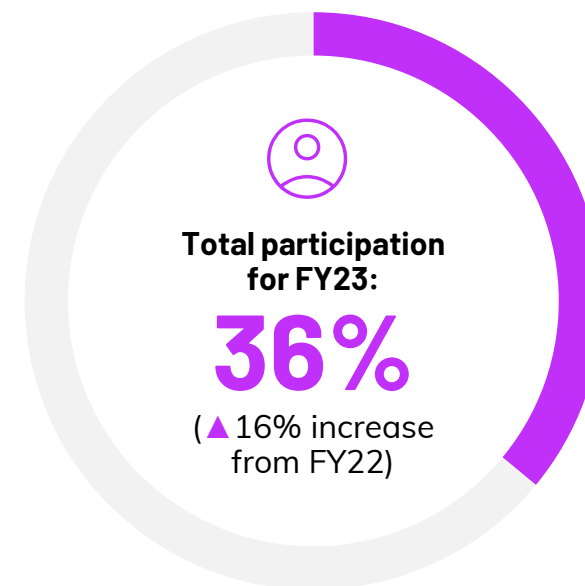
	Amount (£)	Percentage
Cash contribution	£329,705.68	32.6%
Time	£627,677.34	62.0%
In-kind giving	£55,203.31	5.4%
TOTAL	**£1,012,586.33**	**100%**

Our colleagues in action

unicef

HELPING UKRAINIAN FAMILIES

We worked with UNICEF to pledge our support and invited colleagues to donate to the humanitarian efforts. In just four months, colleagues generously pledged **$44,000**, a total that was matched by Action for Good.

TURKEY-SYRIA EARTHQUAKE APPEAL

In partnership with UNICEF, we were able to have our **£15,000** employee donations matched by Action for Good, and the EMEA Action for Good committee worked with local leadership to donate **£10,000** to the Disaster and Emergency Management Authority of Turkey.

PROVIDING COMMUNITY SUPPORT

Members of our Executive Leadership Team helped with meal preparation for a Philadelphia charity called **MANNA**, which provides nutritious and medically tailored meals to people in their community suffering from serious illnesses.

IMPROVING OUR ENVIRONMENT

Members of the Sustainability team partnered with **the Love Your Park** group and the **Fairmount Park Conservancy** to remove trash and invasive vines in Franklin Delano Roosevelt Park, the largest park in South Philadelphia.

● ○

Our colleagues in action

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ENCOURAGING GOOD HEALTH AND WELLBEING

Our AVEVA Malaysia colleagues came together with the **Great Heart Charity Association of Klang** in Selangor, Malaysia to harvest vegetables, pack groceries and distribute lunch boxes.

PROMOTING DIVERSITY, EQUITY & INCLUSION

Some of our UK colleagues skydived to raise money for the charity DEBRA, a UK-based charity that funds support for people living with Epidermolysis Bullosa.

Climate data table

Indicator	Unit	FY23	FY22	FY21	FY20
Absolute reduction of all scopes	%	0.3	-1	-4	0
Estimated Total scopes 1 and 2 GHG emissions (market-based)	TCO_2e	771	956	7,370	10,458
Total scopes 1 and 2 carbon intensity	TCO_2e / turnover	0.61	0.76	5.85	8.18
Absolute reduction of scope 1 & 2	%	-93	-91	-29	0
Scope 1 GHG emissions	TCO_2e	707	877	1,607	1,330
Natural Gas	TCO_2e	607	787	1,286	979
Vehicle fleet	TCO_2e	100	90	321	351
Scope 2 GHG emissions (location-based)	TCO_2e	5,357	5,010	5,449	8,399
Electricity	TCO_2e	5,293	4,931	5,354	7,555
District heating	TCO_2e	64	79	95	844
Scope 2 GHG emissions (market-based)	TCO_2e	64	175	5,763	9,128
Electricity	TCO_2e	5,881	5,589	6,021	8,284
Renewable electricity	TCO_2e	-5,881	-5,439	-353	-141
District heating	TCO_2e	64	79	95	844
Absolute change in Scope 3 emissions	%	3	1	-4	0
Total Scope 3 carbon intensity	TCO_2e / turnover	305	301	286	297
Scope 3 GHG emissions	TCO_2e	385,363	379,550	361,024	374,526
Purchased goods and services	TCO_2e	13,224	23,984	27,156	23,232
Capital Goods	TCO_2e	1,916	3,179	4,872	5,532
Fuel - and energy-related activities (not included in Scope 1 or Scope 2)	TCO_2e	2,381	2,203	1,519	1,816
Waste generated in operations	TCO_2e	106	138	130	130
Business travel	TCO_2e	15,119	9,403	1,198	26,580
Employee commuting	TCO_2e	8,614	1,516	85	10,816
Use of sold products	TCO_2e	344,003	339,127	326,064	306,420

Climate data table

Indicator	Unit	FY23	FY22	FY21	FY20
Total waste produced	metric tons	264	77	N/A	N/A
Non-hazardous waste recovered	metric tons	264	77	N/A	N/A
Water withdrawn for consumption	m3	107,229	877	1,607	1,368
Estimated total energy consumption	MWh	18,740	19,311	22,488	29,365
measured energy consumption	MWh	16,786	14,340	14,186	22,988
of which estimated energy consumption for sites out of reporting perimeter	MWh	1,954	4,970	8,304	6,377
Indicators below concern measured energy consumption only					
% renewable energy	%	80%	75%	5%	3%
% renewable electricity	%	100%	100%	7%	4%
Measured energy consumption by source					
grid electricity	MWh	15,045	14,548	15,307	19,198
renewable electricity	MWh	15,045	14,207	1,126	424
district heating	MWh	375	465	552	4,843
gas	MWh	3,320	4,294	6,629	5,324

DEI data table

Global Employee Population	FY2023	FY2022
Women	29.1%	27.7%
Men	70.9%	72.3%
New Hires	**FY2023**	**FY2022**
Women	37.2%	35.8%
Men	62.8%	64.2%
People Managers	**FY2023**	**FY2022**
Women	26.9%	25.4%
Men	73.1%	74.6%
Directors and above	**FY2023**	**FY2022**
Women	22.2%	20.7%
Men	77.8%	79.3%
ELT and ELT-1	**FY2023**	**FY2022**
Women	39.3%	27.9%
Men	60.7%	72.1%
U.S. Colleagues	**FY2023**	**FY2022**
Women	28.94%	NA
Men	70.66%	NA
White	55.90%	NA
Black or African American	3.49%	NA
Hispanic or Latino	7.09%	NA
Asian	25.45%	NA
Two or More Races	2.73%	NA
Native Hawaiian or Pacific Islander	0.17%	NA
American Indian or Alaskan Native	0.17%	NA
Other	5.00%	NA
U.K. Colleagues	**FY2023**	**FY2022**
Women	33.17%	NA
Men	66.73%	NA
White - British	46.44%	60.40%
White - Other	14.23%	18.60%
Asian/Asian British	9.42%	12.70%
Black	2.50%	3.50%
Multiracial	2.40%	3.40%
Other	25.00%	1.40%
India Colleagues	**FY2023**	**FY2022**
Women	25.04%	NA
Men	74.96%	NA

U.S. Directors and Above (G+ and above)	FY2023	FY2022
White	64.43%	NA
Black or African American	0.52%	NA
Hispanic or Latino	5.15%	NA
Asian	20.10%	NA
Two or More Races	4.64%	NA
Native Hawaiian or Pacific Islander	0.00%	NA
American Indian or Alaskan Native	0.52%	NA
Other	4.64%	NA
U.K. Directors and Above (G+ and above)	**FY2023**	**FY2022**
White - British	52.86%	NA
White - Other	13.57%	NA
Asian/Asian British	7.14%	NA
Black	2.14%	NA
Multiracial	2.86%	NA
Other	21.43%	NA
Regional breakdown	**FY2023**	**FY2022**
APAC	32.84%	NA
EMEA	30.97%	NA
Americas	36.19%	NA
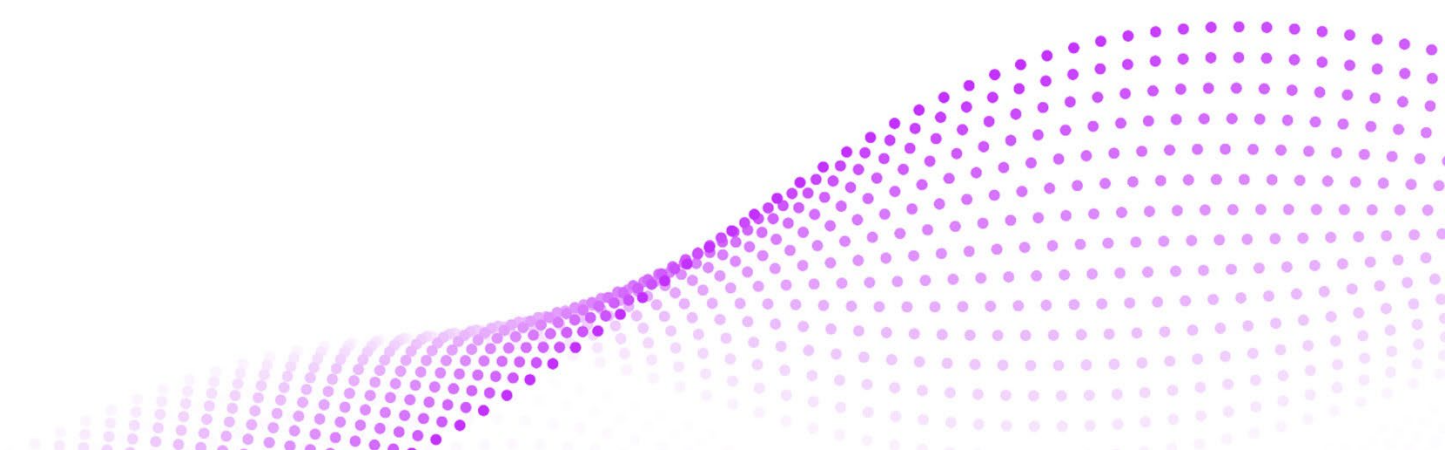
DEI data table

Employment Breakdown	FY2023	FY2022
Full time	95.10%	NA
Part time	1.57%	NA
Fixed Term - Ends on a particular date	3.33%	NA
Annual Turnover	**FY2023**	**FY2022**
Voluntary and involuntary employee turnover rate	14.70%	NA
Parental Leave	**FY2023**	**FY2022**
% of employees who took parental leave[1]	28.5%	NA

UK Gender Pay Gap	2022	Improvement since 2017
Mean pay gap[2]	14.3%	-11.9% pts
UK Gender Bonus Gap	**2022**	**Improvement since 2017**
Mean bonus gap[2]	54.8%	-35.4% pts

UK Ethnicity Pay Gap (2022)	Asian/Asian British [4]	Black, Multiracial, and Other [5]	White - Other [6]
Mean pay gap[3]	10.1%	0.4%	6.4%
UK Ethnicity Pay Gap (2022)	**Asian/Asian British [4]**	**Black, Multiracial, and Other [5]**	**White - Other [6]**
Mean bonus gap[3]	40.0%	13.8%	49.1%

(1) % out of all AVEVA employees who took a form of leave
(2) AVEVA Solutions LTD
(3) Combined AVEVA entities in the UK
(4) Asian and Asian British includes: Bangladeshi, Chinese, Indian, Pakistani, any other Asian background
(5) Black, Multiracial, and other backgrounds includes: African, Caribbean, White and Asian, White and Black African, Arab, any other multiple ethnic background, any other ethnic group
(6) White – Other includes: Irish, any other white background
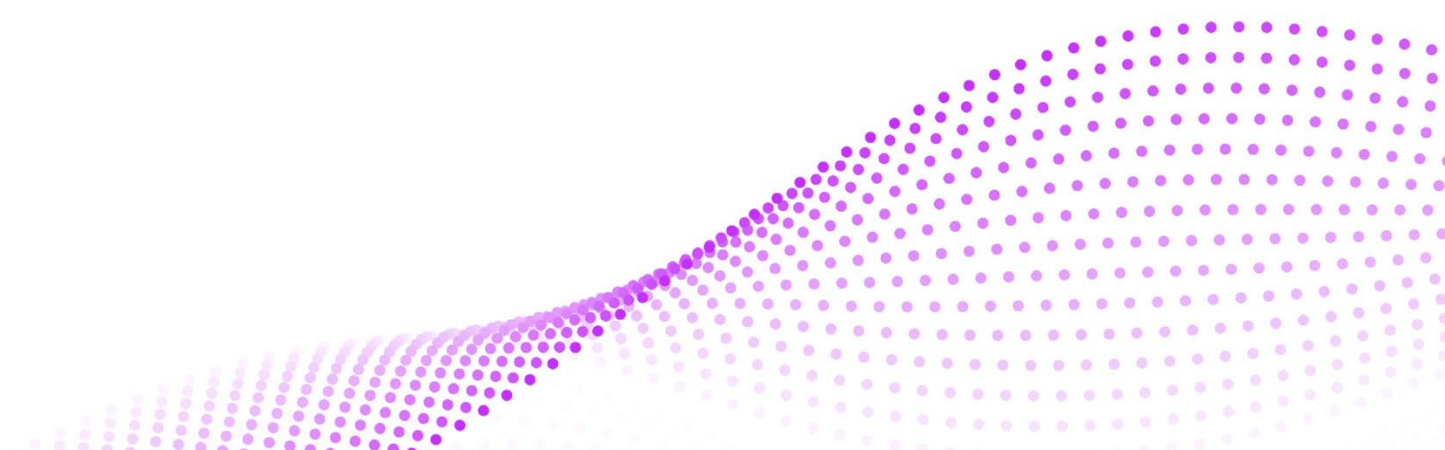
GRI index

Statement of use: AVEVA has reported the information cited in this GRI content index for the period of April 1, 2022 to March 31, 2023 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report, Our business at a glance (page 5)
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report, About this report (page 2)
	2-3 Reporting period, frequency and contact point	Sustainability Report, About this report (page 2)
	2-4 Restatements of information	Sustainability Report, About this report (page 2)
	2-5 External assurance	Sustainability Report, About this report (page 2)
	2-6 Activities, value chain and other business relationships	Sustainability Report, About this report (page 2)
	2-7 Employees	Sustainability Report, Our inclusive culture (page 43)
	2-9 Governance structure and composition	Sustainability Report, AVEVA ESG governance (page 8)
	2-10 Nomination and selection of the highest governance body	Sustainability Report, AVEVA ESG governance (page 8)
	2-11 Chair of the highest governance body	Sustainability Report, AVEVA ESG governance (page 8)
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report, AVEVA ESG governance (page 8)
	2-13 Delegation of responsibility for managing impacts	Sustainability Report, AVEVA ESG governance (page 8)
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report, AVEVA ESG governance (page 8)
	2-16 Communication of critical concerns	Sustainability Report, Connecting with our employees (page 52)
	2-17 Collective knowledge of the highest governance body	Sustainability Report, AVEVA ESG governance (page 8)
	2-18 Evaluation of the performance of the highest governance body	Sustainability Report, AVEVA ESG governance (page 8)
	2-22 Statement on sustainable development strategy	Sustainability Report, AVEVA ESG governance (page 8)
	2-23 Policy commitments	Sustainability Report, Operating responsibly (page 39)
	2-24 Embedding policy commitments	Sustainability Report, Operating responsibly (page 39)
	2-25 Processes to remediate negative impacts	Sustainability Report, Operating responsibly (page 40)
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report, Operating responsibly (page 40)
	2-27 Compliance with laws and regulations	Sustainability Report, Operating responsibly (page 39)
	2-28 Membership associations	Sustainability Report, Memberships and awards (page 12)

GRI index

Statement of use: AVEVA has reported the information cited in this GRI content index for the period of April 1, 2022 to March 31, 2023 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report, Memberships and awards (page 12)
	3-2 List of material topics	Sustainability Report, Materiality assessment (page 11)
	3-3 Management of material topics	Sustainability Report, Materiality assessment (page 11)
GRI 201: Economic Performance 2016	201-3 Defined Benefit plan obligations and other retirement plans	Sustainability Report, Providing robust employee benefits (page 49)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report, Action for Good (page 55)
	203-2 Significant indirect economic impacts	Sustainability Report, Action for Good (page 55)
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report, Operating responsibly (page 39)
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, Operating responsibly (page 39)
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, Operating responsibly (page 39)
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Sustainability Report, Operating responsibly (page 39)
GRI 207: Tax 2019	207-1 Approach to tax	Sustainability Report, Responsible tax (page 42)
	207-2 Tax governance, control, and risk management	Sustainability Report, Responsible tax (page 42)
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability Report, Responsible tax (page 42)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report, Climate data table (page 58-59)
	302-2 Energy consumption outside of the organization	Sustainability Report, Climate data table (page 58-59)
	302-3 Energy intensity	Sustainability Report, Climate data table (page 58-59)
	302-4 Reduction of energy consumption	Sustainability Report, Climate data table (page 58-59)
	302-5 Reductions in energy requirements of products and services	Sustainability Report, Climate data table (page 58-59)
GRI 303: Water and Effluents 2018	303-5 Water consumption	Sustainability Report, Climate data table (page 58-59)
	303-5 Water consumption	Sustainability Report, Climate data table (page 58-59)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, Climate data table (page 58-59)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, Climate data table (page 58-59)
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, Climate data table (page 58-59)
	305-4 GHG emissions intensity	Sustainability Report, Climate data table (page 58-59)
	305-5 Reduction of GHG emissions	Sustainability Report, Climate data table (page 58-59)

GRI index

Statement of use: AVEVA has reported the information cited in this GRI content index for the period of April 1, 2022 to March 31, 2023 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report, Our operational footprint (page 40)
	306-2 Management of significant waste-related impacts	Sustainability Report, Reducing our e-waste (page 38)
	306-3 Waste generated	Sustainability Report, Climate data table (page 58-59)
	306-4 Waste diverted from disposal	Sustainability Report, Reducing our e-waste (page 38)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report, Progress against our 2025 goals (page 15)
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report, Operating responsibly (page 39)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, DEI data table (page 63-64)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report, Our inclusive culture (page 52)
	401-3 Parental leave	Sustainability Report, DEI data table (page 63-64)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report, Progress against our 2025 goals (page 15)
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, Our inclusive culture (page 53)
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report, Our inclusive culture (page 53)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, Our inclusive culture (page 45)
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report, DEI data table (page 60-61)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report, Operating responsibly (page 39-40)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report, Operating responsibly (page 39-40)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, Action for Good (page 55)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report, Operating responsibly (page 41)
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report, Operating responsibly (page 41)

Sustainability Accounting Standards Board (SASB) table

Topic	Reference code	Category	Metric	Response
Environmental footprint of hardware infrastructure	SASB TC SI 130a. 1	Quantitative	(1) Total energy consumed (2) percentage grid electricity, (3) percentage renewable	Sustainability Report, Climate data table (page 58)
	SASB TC SI 130a. 3	Discussion and analysis	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Sustainability Report, Our Operational footprint (page 30)
Data privacy and freedom of expression	SASB TC SI 220a. 1	Discussion and analysis	Policies and practises relating to behavioural advertising and user privacy	Sustainability Report, Security and data privacy (page 27)
	SASB TC SI 220a. 3	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Sustainability Report, Security and data privacy (page 27)
	SASB TC SI 220a. 4	Quantitative	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Sustainability Report, Security and data privacy (page 27)
Data security	SASB TC SI 230a. 1	Quantitative	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Sustainability Report, Security and data privacy (page 27)
	SASB TC SI 230a. 2	Discussion and analysis	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Sustainability Report, Security and data privacy (page 27)
Recruiting & managing a global, diverse & skilled workforce	SASB TC SI 330a. 2	Quantitative	Employee engagement as a percentage	Sustainability Report, Our inclusive culture (page 50)
	SASB TC SI 330a.	Quantitative	Percentage of gender and racial/ethnic group representation for (1) leadership, (2) tech workforce, an (3) sales workforce	Sustainability Report, DEI data table (page 60)
IP protection & competitive behaviour; managing systemic risks	SASB TC SI 520. 1	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Sustainability Report, Operating responsibly (page 39)
	SASB TC SI 550a. 1	Quantitative	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Sustainability Report, Security and data privacy (page 27)
	SASB TC SI 550a. 2	Discussion and analysis	Business continuity risks related to disruptions and operations	Sustainability Report, Security and data privacy (page 27)

World Economic Forum core metrics

We are publishing the below index to align with the WEF's Measuring Stakeholder Capitalism reporting framework, providing our investors and other stakeholders with a mapping of relevant ESG disclosures. We have focused below on the issues deemed most material to our business, based on our materiality assessment. We will continue to enhance our public disclosures in alignment with the below metrics as we advance our sustainability programme.

Topic	Theme	Core metrics and disclosures	Response and/or reference
Governance	Governing purpose	Setting purpose	Sustainability Report, Purpose and values (page 6)
	Stakeholder engagement	Material issues impacting stakeholders	Sustainability Report, Materiality assessment (page 11)
	Ethical behaviour	Anti-corruption	Sustainability Report, Operating responsibly (page 39)
		Protected ethics advice and reporting mechanisms	Sustainability Report, Speak Up (page 40)
Planet	Climate change	Greenhouse gas (GHG) emissions	Sustainability Report, Climate data table (page 58)
People	Dignity and equality	Diversity and inclusion	Sustainability Report, Our inclusive culture (page 44-47)
		Pay equality	**2022 Gender and Ethnicity Pay Gap Report**
		Wage level	AVEVA considers this data confidential company information and treats it as such
		Risk for incidents of child, forced or compulsory labour	**Anti-Slavery & Human Trafficking Statement**, Sustainability Report, Operating responsibly (page 39)
	Skills for the future	Training provided	Sustainability Report, Our inclusive culture (page 54)
Prosperity	Community and social vitality	Total tax paid	Sustainability Report, Operating responsibly (page 42)

Please see the Schneider Electric Universal Registration Documentation for more information on our Prosperity indicators.

Follow our sustainability journey

Learn more about our progress on our **sustainability webpage** and we would appreciate any feedback you have on this report or our program. You can reach us at **sustainability@aveva.com**.