AVEVA

TRANSFORMING TOMORROW, TOGETHER.

2024 Sustainability Report

We are committed to building a more resilient future by accelerating the sustainability journey of our customers through our software and embedding responsible, sustainable practices throughout our business.

About this report

Welcome to our 2024 sustainability report, where we dive into the progress we've made, the challenges we've faced and the opportunities ahead as we create industrial software in a responsible manner and strive to drive exponential positive impact across our value chain.

In this report, we offer an in-depth look at the key initiatives and workstreams we are driving forward to meet our sustainability ambitions. It also outlines our management approach to key Environmental, Social and Governance (ESG) issues, which we address through our three strategic pillars:

- Technology handprint
- Operational footprint
- Inclusive culture

Data included in this report reflects global, company-wide numbers for the time period between January 1, 2024 and December 31, 2024 (CY24), unless otherwise stated. It has been prepared in alignment with the Sustainability Accounting Standards Board (SASB) index and includes a Global Reporting Initiative (GRI) reference.

LETTER FROM THE CEO

"Tackling climate change requires more than great ideas. It calls for bold action and radical collaboration to turn innovation into real–world impact."

Here at AVEVA, we are driven by a fundamental purpose: to spark industrial ingenuity. It has guided us since day one and continues to inspire us to help more than 20,000 global customers optimize processes, create new pathways to growth and protect the world's most valuable resources by leveraging connected data and digital solutions.

Sustainability and profitability are tightly interwoven in today's business success. By helping customers harness the full potential of industrial intelligence, bringing sight and clarity to complex data and processes, we empower them to achieve measurable improvements in both efficiency and productivity. By doing so, they can unlock significant savings in costs, emissions and resource requirements, with solutions aligned to leading green software standards. Throughout 2024, we continued a comprehensive exercise to assess the sustainability maturity of our product portfolio, establishing a clear baseline from which to quantify and improve associated emissions intensity.

We believe sustainability progress is underpinned by technological progress. As pioneers in the connected industrial economy, we provide data visualization and sharing capabilities through our CONNECT platform and offer a growing suite of artificial intelligence (AI)–enabled solutions. By leveraging over 18 years' experience delivering AI capabilities for industry, we believe that with the right data foundation and focus, AI has the potential to help address some of the biggest challenges and opportunities of our time. As we deepen our understanding of the potential of AI to drive productivity and sustainability, we established a governance framework in 2024 to ensure our approach is always grounded in core principles of responsible AI.

Our people are at the heart of our ability to innovate and drive impact. Only by attracting, retaining and nurturing the best talent can we continue to raise the bar on advanced solutions to accelerate the sustainability transformation of global industry. In light of this, we remain steadfast in our commitment to nurture an inclusive culture that embraces different viewpoints and experiences. In 2024, we continued to prioritize our employees' welfare and progression, empowering everyone at AVEVA with the development opportunities, meaningful performance discussions and wellbeing resources they need to contribute to our collective success.

No single entity can take on the world's greatest challenges alone. Issues such as climate change, societal shifts, technological evolution and economic instability require players from across sectors and borders to come together in what I refer to as "radical collaboration." We championed this need for collective action at Climate Week in New York, COP29 in Azerbaijan and the World Economic Forum (WEF) Annual Meeting in Switzerland. Coming together with industry leaders, governments and distinguished climate scientists in 2024, we highlighted the critical need to combine shared commitment with next-generation data intelligence to break down barriers and unlock systemic levels of change.

I welcome you to this 2024 report, where we explore AVEVA's latest progress on our journey to innovate our technology handprint, reduce our operational footprint and advance our inclusive culture. Sustainability remains a key cornerstone of our growth strategy, integrating it into everything we do. By blending our expertise, capabilities and radical collaboration mindset, we aspire to shape a brighter future with industrial intelligence.

I hope you will join us.

Caspar Herzberg,
AVEVA Chief Executive Officer

2024 INNOVATION HIGHLIGHTS

Innovation Ecosystem
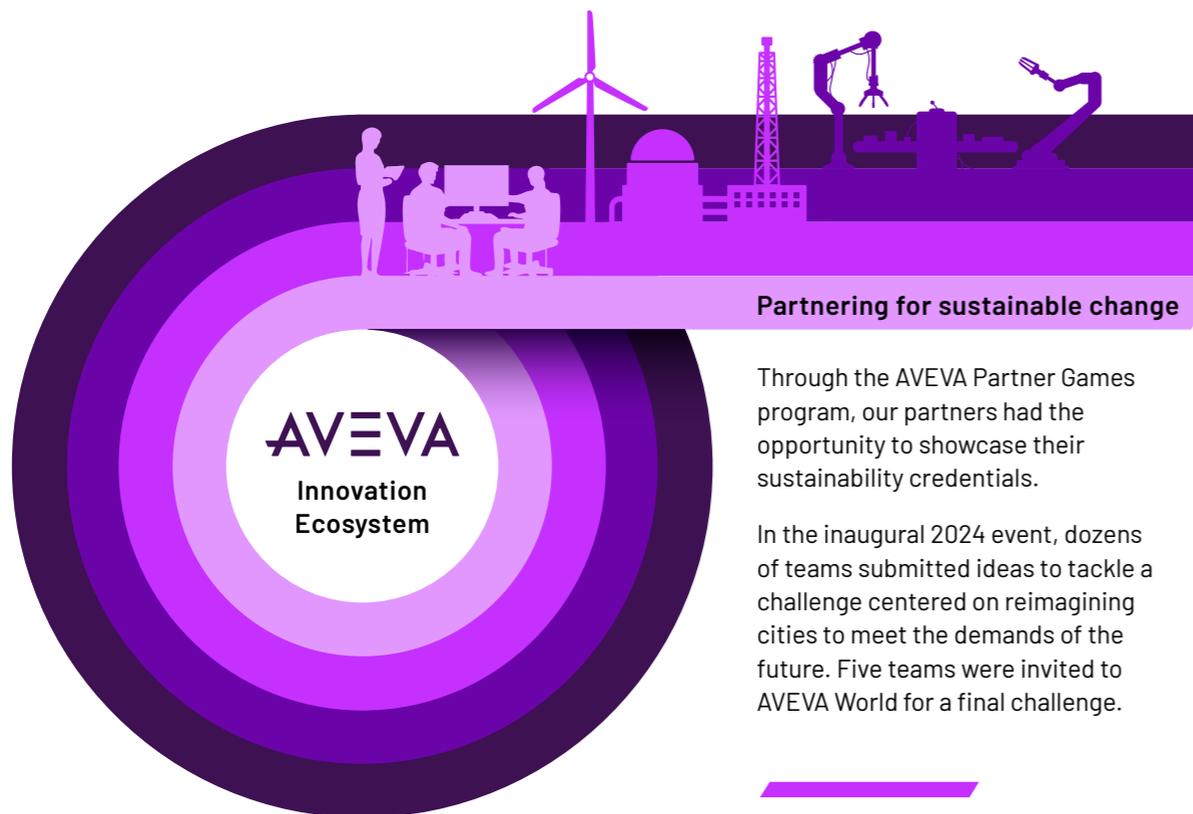
Partnering for sustainable change

Through the AVEVA Partner Games program, our partners had the opportunity to showcase their sustainability credentials.

In the inaugural 2024 event, dozens of teams submitted ideas to tackle a challenge centered on reimagining cities to meet the demands of the future. Five teams were invited to AVEVA World for a final challenge.

Unlocking team-driven innovation

We want to harness the talent of our people, hosting annual regional hackathons where technical employees compete to turn ideas into real product solutions.

The winning idea of the newest category, Green Software Design, harnessed small language models for more efficiency and less energy-intensive generative AI.

Collaborating for AI progress

We co-design lighthouse deployments with our customers. ACCIONA, a global leader in renewable energy and water infrastructure, leverages AVEVA products, including CONNECT data services and AVEVA™ Advanced Analytics, to enhance its water production processes.

Our solutions also helped ACCIONA reduce chemical usage by improving the techniques used for measuring pollutants.

Inspiring upcoming innovators

Great ideas can come from anywhere and, at AVEVA, we want to inspire young people to get involved in innovating for a better future. Through our EcoTech Emerge 2024 challenge, post-secondary students were invited to present software ideas that could help industries overcome net-zero challenges.

The winning team, Lagoon Logicians, combined publicly available data with AI to improve the safety and sustainability of mining.

ITI GROUP
won our 2024 AVEVA Partner Games program for its work using the AVEVA™ PI System™ and machine learning to help a sustainability-focused customer manage Scope 2 emissions

400+
ideas submitted across themes including: customer experience; One AVEVA; and sustainability

16m^3
increase in clean water production capacity per hour by rack

700
applications attracted globally in the first year of our EcoTech Emerge competition

21
of the original 400+ ideas were selected for further development

4.6%
reduction in high-pressure pump energy consumption

£10,000
prize pool for the competition's top winners

OUR STRATEGY AND PROGRESS

At AVEVA, we believe the connected industrial economy plays a pivotal role in addressing the world's greatest challenges. By empowering people with trusted information and insights, we spark industrial ingenuity that drives more responsible use of the world's resources.

Our ESG strategy guides how we approach sustainability. It focuses on three pillars—technology handprint, operational footprint and inclusive culture—aligned to supporting global progress on the 2030 UN Sustainable Development Goals (SDGs). We have established a comprehensive set of 2025 ambitions for each pillar, closely monitoring and reporting on our progress.

As a member of the Schneider Electric Group (the Group), AVEVA reports annual financial data through the Group's Universal Registration Document (URD). In 2025, the Group published its first Corporate Sustainability Reporting Directive (CSRD)-aligned URD, which incorporates AVEVA's 2024 ESG data and progress.

For CSRD reporting, we follow the Group's double materiality assessment approach. To better identify material issues specific to AVEVA's operations, in 2024, we completed a thorough ESG issue prioritization exercise. Through this exercise, we considered two perspectives: what matters most to our people and business and what is most important to our wider stakeholders.

Our technology handprint

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

Our operational footprint

Exemplifying ethical business practices and environmental stewardship across our value chain

Our inclusive culture

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

2025 AMBITION PROGRESS

Setting sustainability goals for the future

"As we enter the final year to achieve our 2025 ESG ambitions, we are doubling down on our efforts to meet our goals while looking to chart an even bolder path with our sustainability framework for 2030."

Lisa Wee,
AVEVA Chief Sustainability Officer

	2025 ambition	2024 progress	2025 ambition level
Technology handprint	1. Increase number of customer cases modeled on saved and avoided emissions	31	30
	2. Increase percentage of portfolio for which power consumption measurements are in place	85%	100%
	3. Increase number of sustainability innovation ideas that make it to production annually	4	6
	4. Remain in the top 25% of security benchmarks	810 BitSight score	Top 25%
	5. Train all employees annually on cybersecurity	99.8%	100%
Operational footprint	6. Reduce greenhouse gas (GHG) emissions across operations (Scope 1 & 2) by 90%	93%	90%
	7. Reduce GHG emissions associated with business travel (Scope 3) by 20%	37%	20%
	8. Divert e-waste from landfills each year (in tons)	22	5
	9. Increase percentage of suppliers by spend engaged on our Responsible Sourcing Program[1]	83%	80%
	10. Maintain employee confidence in reporting unethical behavior to top 25% for industry	8.8 Peakon score	Top 25%
Inclusive culture	11. Attain pay parity at below 1% difference between women and men	0.4%	<1%
	12. Improve employee engagement score year-over-year	8.0 Peakon score	7.8
	13. Double hiring opportunities for interns, co-ops, graduates and apprentices	283	320
	14. Ensure all employees have an annual talent review	96%	100%
	15. Increase average reportable learning hours	28	40

[1] Suppliers by spend relates exclusively to suppliers whose purchase orders (POs) were input and payment was completed within a specific year.

OUR VALUE CHAIN

Our value chain stretches from sourcing the IT hardware required to develop our products to delivering finalized software solutions. AVEVA's sustainability framework and ambitions aim to drive measurable progress on priority ESG topics across our ecosystem. This approach allows us to assess and address the full spectrum of our material sustainability-related impacts and risks.

PRIORITY ESG TOPICS

1. Product quality and safety
2. Sustainability-enabling solutions
3. Data privacy and cybersecurity
4. Responsible technology design and use
5. Climate change mitigation (GHG emissions)
6. Employee development
7. Human rights
8. Responsible sourcing
9. Community impact

MAIN STAKEHOLDERS

Our customers and end-users

Our partner ecosystem

Our employees

Schneider Electric Group

Our communities

Governments and trade organizations

NGOs

Analysts

UPSTREAM 7 8

Indirect suppliers   IT suppliers

OUR OPERATIONS 4 5 6

Marketing and sales   Our offices   Research and development

DOWNSTREAM 1 2 3 4 9

Our partners   Our products   End-users

GOVERNANCE

Leadership input and accountability are crucial to advancing ESG priorities and maintaining strong governance and enterprise risk management. To ensure alignment with our overall business strategy and risk oversight, we report quarterly to the Executive ESG Committee and provide at least bi-annual updates to the Board of Directors.

Sustainability risks are present throughout AVEVA's operations. For each identified risk, we have established risk controls and measures to effectively manage direct impacts. We monitored and tracked all risks regularly during 2024 and reported out bi-annually to the Executive Risk Committee.

Establishing effective policies

We aim to implement corporate policies that ensure clear communication of governance practices to employees, reinforced through annual training. For more information on business ethics and how it ties into our governance practices, please see the Ethical business operations section.

ESG governance

Our Executive ESG Committee is chaired by our CEO and, in 2024, included our Chief Financial Officer, General Counsel, Chief People Officer, Chief Marketing Officer, Chief Product Officer and Chief Commercial Officer.

Governing responsible AI use

We believe AI has the potential to transform the growth of global industries, unlocking heightened levels of efficiency, productivity and innovation. We also recognize the critical importance of responsible AI deployment.

To guide our approach to using AI within our business operations and software products, we have established a responsible AI governance framework. This framework ensures we place ethical principles of transparency, reliability, safety, security and accountability at the center of our practices, and assures compliance with emerging AI-related regulatory frameworks. Additionally, we are collaborating with industry peers to understand the environmental impacts of AI and contributing to initiatives to develop industry standards for measuring and managing this impact.

Climate risk and transition plan

Developing software that enables decarbonization, circularity and resilience is a part of our core business strategy, supporting customers with innovations that help accelerate the energy transition. While climate change presents opportunities to advance our technological capabilities, we also recognize it poses significant risks to AVEVA's future success and resilience.

AVEVA Board of Directors
Determines risk appetite relative to ESG risks while receiving quarterly updates on key progress against the ESG strategy.

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

Finance and Compliance Committee
Oversight of regulated reporting on ESG issues.

Executive ESG Committee
Oversight of overall ESG strategy, including risk management and performance tracking.

ESG Working Group
Responsible for designing and implementing programs to achieve AVEVA's 2025 ESG goals, with representatives providing updates to the Executive ESG Committee on a quarterly basis.

We are developing a climate transition plan that will guide us in navigating risks and harnessing opportunities as we work toward our net-zero goals. The plan will detail our emissions targets, decarbonization levers, governance and accountability structures, capital allocation, and reporting and tracking mechanisms. We have also integrated climate-related risks into our existing, company-wide risk management approach.

Read more about our approach to climate risk and opportunities in our FY23 TCFD Report.
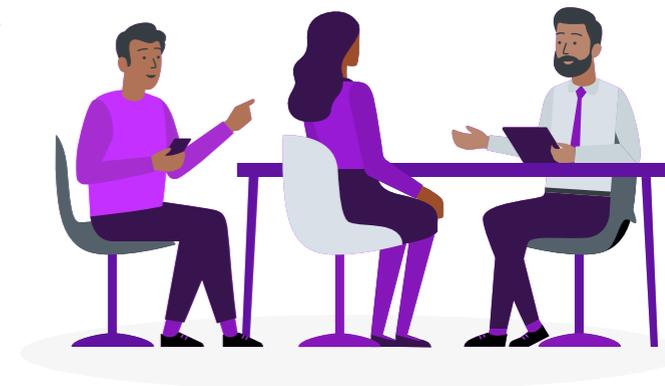
TECHNOLOGY HANDPRINT

By enhancing efficiency, driving optimization and reducing emissions throughout the industrial lifecycle, our products transform how customers operate. Our industrial software solutions, designed with responsible resource use in mind, enable customers to minimize waste and boost circularity. At the same time, we remain committed to investing in the cultivation of a strong security culture, ensuring everything we create meets the highest possible security standards.

IN THIS SECTION

SUSTAINABILITY-ENABLING SOLUTIONS

AVEVA software holds the potential to unlock sustainable business growth, facilitating more transparent operational oversight and allowing our customers to eliminate inefficiencies. Our hardware-agnostic solutions promote the responsible use of natural resources through innovative, data-driven solutions and sustainability-centric product design.

Increase number of customer cases modeled on saved and avoided emissions

2024 progress

2025 Ambition: 30

31

Decarbonization

Driving energy efficiency in mobility manufacturing

When world-leading mobility company Michelin set its net zero by 2050 ambition, it knew maximizing operational energy efficiency would be key to reaching its climate commitments. Already a long-time user of AVEVA PI System, Michelin began leveraging the tool to allow operators across 15 global production sites to monitor energy use and optimize mixing processes, one of the company's largest areas of energy consumption.

Michelin collected data through AVEVA PI System, using insights to optimize processes and achieve energy savings of up to 10% for the 15 sites within just a few months. It then utilized the system to create a standard template for sharing best practice and insights throughout Michelin factories, driving reductions in global energy consumption by as much as 16%.

Circularity

Unlocking refinery transformation and shifting to a circular and bioeconomy

Neste, the world's leading producer of sustainable aviation fuel and renewable diesel, is leading the way toward a sustainable future.

For the gradual transformation of its oil refinery in Porvoo, Finland into a renewables and circular solutions refining hub Neste uses AVEVA™ Unified Supply Chain to help plan the transformation in planning modifications for existing assets. AVEVA's system helps Neste evaluate and plan investments through reusable models that take into account sustainability constraints. As a result, savings are gained in both time and resources while allowing agile changes and supporting the shift to a circular and bioeconomy.

Resiliency

Advancing marine protection in the Coral Triangle

During the AVEVA World 2024 conference, we recognized ABS-CBN Foundation for its work in the Verde Island Passage, the global epicenter for marine fish biodiversity, with our inaugural Sustainable Impact Award.

Working together with systems integrator Calibr8, the foundation prototyped a smart, remote-controlled boat, leveraging AVEVA's CONNECT platform to conduct baseline seawater quality assessments. The collected data was then made openly available to marine scientists, the local community and other relevant stakeholders. Using this data, the foundation also brought visibility to the impact of oil spills and severe typhoons on local coral reefs, mangroves and seagrass. This information will be used to inform more targeted protection plans while supporting the timely release of health and safety advisory materials.

Delivering integrated solutions

We support customers with end-to-end services that span the industrial lifecycle, from site planning to process optimization. To unify the capabilities of our portfolio, we created CONNECT, an industrial intelligence platform that gives customers real-time, cross-enterprise insights and allows them to do more with industrial data than ever before.

Through cutting-edge technologies and over 30 software-as-a-service (SaaS) products, we help customers reduce inefficiencies and tackle their most pressing challenges across the industrial lifecycle:
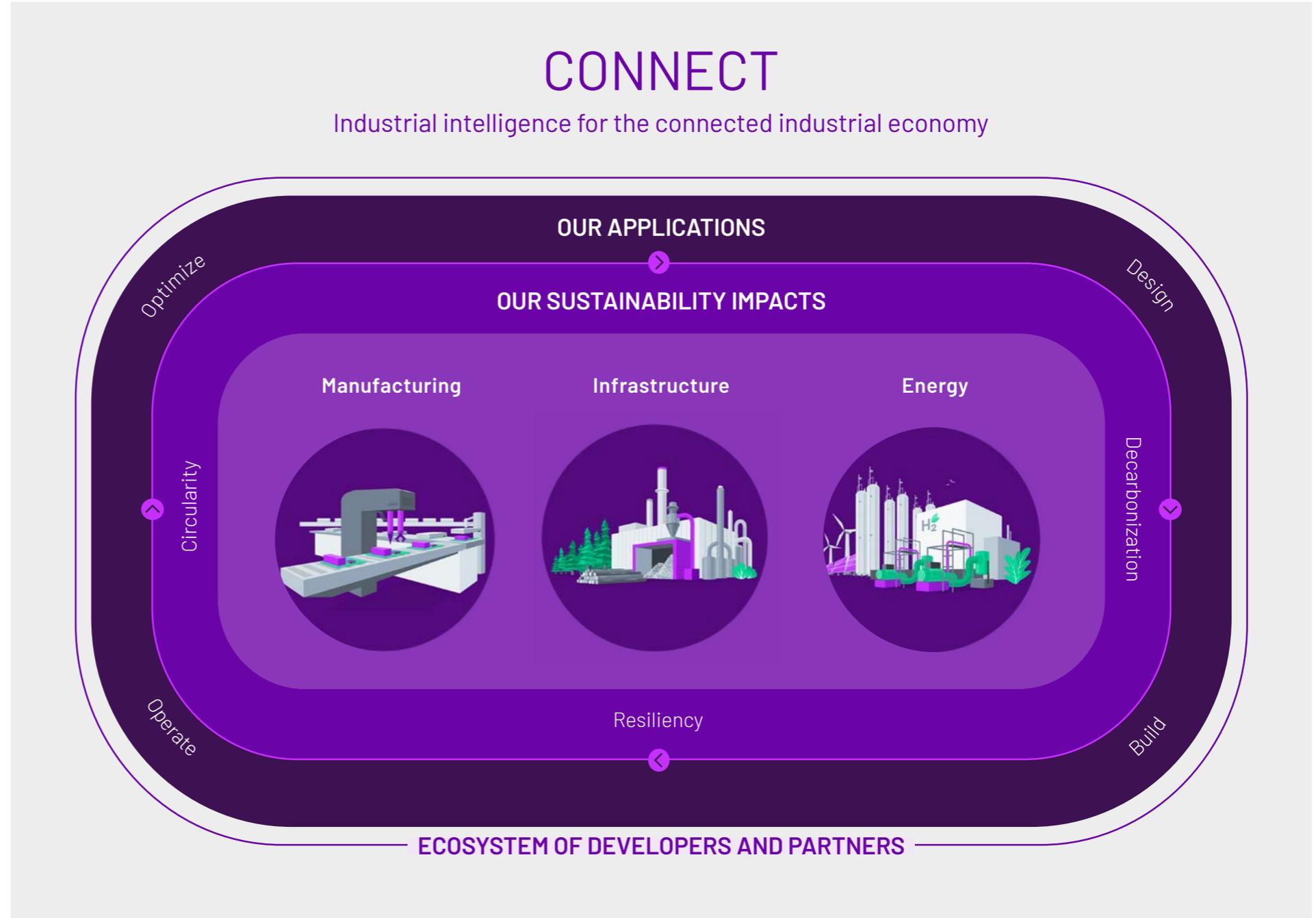
Design: Use software to digitally design assets, whether a simple process unit or a complex production site.
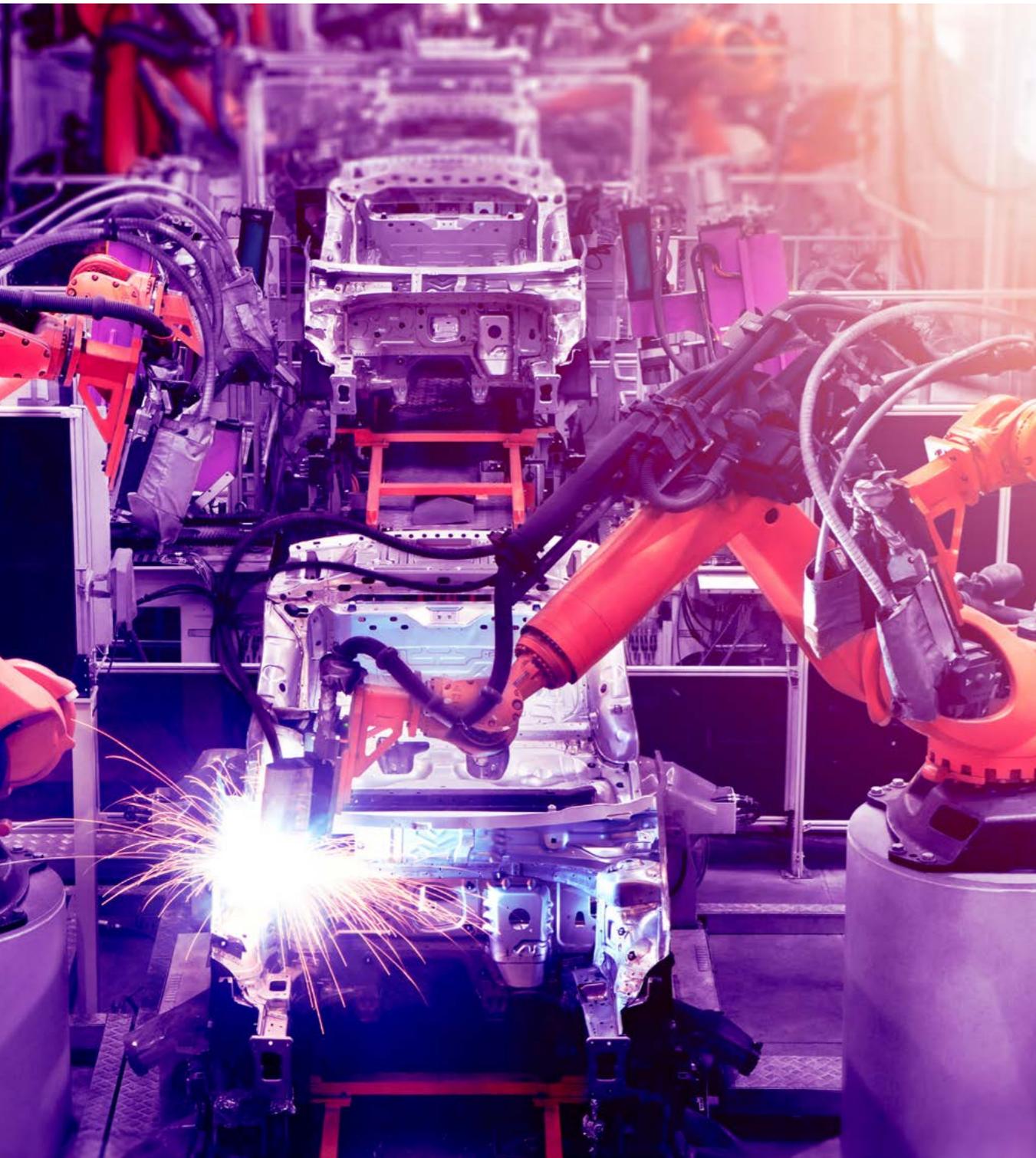
Build: Bring clarity to construction decisions on what raw materials to use, where to source them and the best building techniques to adopt.

Operate: Capture shareable asset performance information that can be turned into networks of data while enabling remote machine monitoring and control, supporting precise maintenance scheduling.

Optimize: Use software-driven sensors to collect information on everything from water and electricity use to emissions and production output, combined with predictive capabilities, to pinpoint inefficiencies and adjust labor and resource use.

As AVEVA's technology stacks are open and neutral, they are uniquely placed for integration with third-party solutions, meaning we can deliver highly tailored systems that meet the intricate needs of our customers.

CONNECT

Industrial intelligence for the connected industrial economy

OUR APPLICATIONS

OUR SUSTAINABILITY IMPACTS

Optimize

Design

Manufacturing

Infrastructure

Energy

Circularity

Decarbonization

H_2

Operate

Resiliency

Build

ECOSYSTEM OF DEVELOPERS AND PARTNERS

Cutting emissions for industrial leaders

AVEVA software empowers our customers to reduce or avoid emissions by offering self-service, data-driven and contextual decision support for performance management and optimization.

We are working to establish a baseline for the emissions our customers save and avoid by using our solutions. In September 2024, we launched Phase 1 of our saved and avoided (S&A) emissions pilot project, focusing on customers in manufacturing, life sciences, consumer products, mining, metals, minerals (MMM) and renewable power, which comprise 13% of our business. The methodology for our pilot project is aligned to the Schneider Electric Group's methodology and also builds on World Business Council for Sustainable Development (WBCSD) guidance. Partnering with a third-party auditor, we have assured a total of 10.8 million tCO$_2$e emissions saved and avoided by customers in the sectors in scope for our pilot. These results were primarily achieved through reduced energy usage and lower level of downtime. We aspire to continue to deepen and expand on our reporting of measurable customer saved and avoided emissions over time.

Saved and avoided emissions

Product optimization

Manufacturing

5.5

million tCO$_2$e

Mining, metals, and minerals

4.8

million tCO$_2$e

Downtime reduction

Renewables

0.5

million tCO$_2$e

Leveraging AI in product development

We understand that AI technology has the potential to enhance every stage of industrial process operations, helping people do their jobs more efficiently, safely and sustainably. Today, we offer 19 unique AI solutions as part of our product suite, covering everything from predictive analytics and maintenance to generative AI, operational forecasting and AI-driven design.

We remain focused on developing use-case-led AI solutions that leverage frontier capabilities, including agentic AI.

We work to develop all our products, including AI-powered solutions, with green design principles in mind to reduce energy consumption and associated emissions. We do this while also contributing to the current discussion surrounding how to measure the environmental impacts of AI. Wherever we develop AI tools, we are committed to doing so in a responsible, ethical and fully compliant manner. Read more about our AI governance approach.

COLLABORATION AND GLOBAL PARTNERSHIPS

We believe in the power of radical collaboration to unlock innovation and drive sustainable value for our industry and the future. We pursue strategic ecosystem partnerships that can accelerate technology-enabled solutions to global sustainability challenges.

Engaging customers on real-world solutions

To be effective, our solutions must address real-world needs, helping customers advance sustainability ambitions while supporting business growth and other strategic objectives. We are relentlessly committed to listening, learning and meeting customers face-to-face to understand what they are doing, where they are going and what their challenges are so we can prioritize their needs in product development.

In 2024, we launched the AVEVA Sustainability and Digital Forum to engage customers from a variety of industries on the role of digital solutions and AI in supporting corporate sustainability goals. Across several sessions, we brought AI experts together with sustainability leaders to exchange learnings. This included discussions on effective collaboration models and digital roadmaps for sustainability leaders. Specific use cases were also explored, such as how the energy transition can be fast-tracked using digital solutions and how data can accelerate decarbonization across industrial clusters.

Inspiring partner ingenuity

We seek partners who share our commitment to sustainability and who are eager to create lasting positive impact through our products. In 2024, we piloted a program to formally recognize partners that have showcased expertise in helping customers deploy AVEVA solutions to advance measurable sustainability goals. Qualifying partners received several benefits and were awarded our Sustainability Impact Partner Badge, a logo they may use for up to two years to help drive greater awareness of their achievements and expert knowledge.

AVEVA World 2024: Generating Impact

The 2024 edition of the annual AVEVA World conference convened more than 3,500 customers and partners in Paris.

The event's theme, Generate Impact, was brought to life through keynote speeches, workshops, networking and product demonstrations in the Sustainability Innovation Hub. The conference also provided an opportunity to launch our Sustainable Impact Award, which celebrates companies leveraging AVEVA products to drive meaningful progress in decarbonization, circularity and resilience. Shortlisted by an expert panel, the winners, ABS-CBN Foundation and Calibr8, were voted for by attendees. For every vote submitted,

AVEVA planted three trees through our global reforestation partner, Tree-Nation.

The AVEVA World 2024 conference was also the backdrop to the first in-person convening of our Sustainability and Digital Forum and where we announced our Sustainability Impact Partner Badge program.

10,000

trees planted through donations to Tree-Nation, enough to sequester 500,000kg CO_2e over their lifetime

AVEVA hosted its Sustainability and Digital Forum meeting with stakeholders during AVEVA World 2024

The Casne Engineering team was recognized as the winner of the 2024 Partner Games—Sustainability category

ABS-CBN Foundation and Calibr8 accepting the inaugural Sustainable Impact Award at AVEVA World 2024

Driving internal engagement

We continue to engage and educate our employees on both climate risks and opportunities, including through offering participation in Climate Fresk workshops. Climate Fresk is an interactive, science-based workshop designed to help people better understand climate change, what it means for them and what they can do about it. In 2024, AVEVA hosted Climate Fresk sessions in three European regions, where our commercial teams explored why the climate crisis matters to our customers and collaborated on plans to promote solutions that could help address the challenge.

Through the AVEVA green new logo program, we continue to financially incentivize our sales teams to pursue sectors that we see as critical to accelerating the transition to a low-carbon energy system. From 2023 to 2024, we more than doubled the number of new customers we are supporting in these sectors, which include green hydrogen, renewable energy, energy storage, low-carbon fuels, carbon capture use and storage (CCUS), and small modular reactors (SMRs). The 65 customers we now support vary in size and maturity and span all geographies and product areas. Engaging a broad range of customers across these emerging sectors helps us to refine our product development roadmap and commercialization strategies, enabling us to better align with their evolving needs.

Driving impact with our green new logo customers

INFINITY POWER
A MASDAR INFINITY COMPANY

TRACTEBEL
engie

Renewable power generation   Green hydrogen

TES

ION
CLEAN ENERGY

Low-carbon fuel   Carbon capture use and storage (CCUS)

Supporting global impact

Driving widespread sustainability progress requires strategic international engagement. We look to partner with governments, universities and cross-sector peers globally to inspire collective action. Throughout 2024, we continued to advocate for a transition to a more sustainable economy through our partnership with the Cambridge Institute for Sustainability Leadership and the UK Corporate Leaders Group, now co-chaired by AVEVA.

Partnering for progress at COP29

In 2024, AVEVA became an official partner to the UK government, sponsoring the UK Pavilion and sending a delegation to the UN Climate Change Conference (COP29) in Baku, Azerbaijan. Our presence in Baku served as a key opportunity to showcase how businesses are committed to advocating for ambitious climate action. The AVEVA delegation participated in over 30 events alongside business, government and civil society leaders. There, we contributed to discussions on the shift to green energy grids and the role technology and AI can play in supporting the energy transition.

Promoting technological progress at Davos

During 2024, we once again participated in the WEF Annual Meeting in Davos, Switzerland. As an active member of the Centre for Nature and Climate, we highlighted technology's importance for sustainable economic growth. Our delegation also met with government representatives and cross-industry groups focused on using digitization to drive collaboration, circularity and decarbonization across industrial value chains and clusters.

180

employees have participated in Climate Fresk events since the start of 2024

AVEVA sent delegations to both the WEF Annual Meeting in Davos and COP29 (top and left) and hosted Climate Fresk workshops for employees (right)

SHARED COMMITMENT TO INNOVATION

We promote a culture of collective innovation, inspiring our employees to share their ideas for continuous product improvement. By bringing together diverse perspectives and out-of-the-box thinking, we can spark industrial ingenuity that contributes to a more sustainable future for all.

Each year, we aim to increase the number of sustainability-focused innovations that make it from idea to production, guided by AVEVA's Sustainability Accelerator. By building a cross-portfolio sustainability product plan, we intend to continue delivering solutions that address our customers' most pressing needs. We aspire to drive greater integration between sustainability, cloud, AI and other development priorities and to fully align our functions to accelerate the deployment of use cases, pilot projects and partner collaboration.

Increase number of sustainability innovation ideas that make it to production annually

2024 progress

2025 Ambition: 6

4

Inspiring innovation across our business

We host annual regional hackathons where technical employees compete for a chance to have their ideas turned into real product solutions.

For example, one of our winning ideas from a 2023 hackathon was successfully implemented into the AVEVA Asset Strategy Optimization tool in 2024. This update helps organizations optimize asset strategies for sustainability, providing insights into CO_2 footprints and simulating strategies to calculate long-term impacts. It identifies improvement opportunities, like clustering activities or investing in predictive maintenance, guiding sustainable and efficient decision-making.

Explore our 2024 highlights section to learn more about our 2024 hackathon winners, who were recognized for their idea to use small language models to achieve sustainable AI.

To drive further engagement, we also maintain Let's Talk Innovation, our internal community for anyone interested in learning about new and emerging solutions that can drive greater innovation and productivity. To encourage collaboration, we have introduced innovation workshops that enable teams to collaborate in solving real-world problems.

Celebrating the innovator of the year

The Duke of Edinburgh's This is Youth Creativity: Innovator of the Year award represents an opportunity for young talent to showcase their skills and provides a platform for sharing fresh ideas. AVEVA continues to sponsor the award as part of our focus on encouraging younger generations to explore careers in innovation and technology.

In 2024, we were proud to help recognize Josh, this year's winner of the Innovator of the Year award. Josh designed and made outdoor trousers and jackets using old clothing, tents and kites that might otherwise have been wasted. What's more, the colorful style is easily distinguishable against an outdoor backdrop, making it practical for young people with visual impairments.

Josh, recipient of the Innovator of the Year award, pictured with Iju Raj, Head of R&D at AVEVA, and Simon Bennett, Director of Innovation and Incubation at AVEVA

Designing lower-impact solutions

We joined the Green Software Foundation in 2022, helping to shape and develop shared industry principles and incorporating them into our own best practice for green product design. Since then, we have been working tirelessly to integrate these principles into global software developments. We created a questionnaire for product development teams to assess green product design maturity, capturing a score for each product in our portfolio. As of 2024, maturity assessments for all AVEVA products have now been completed.

We also established a bench test to assess each product's power consumption, from which we can estimate associated emissions. In 2024, we established emissions intensity for 85% of products. We aim to complete bench testing for the remaining products in 2025, working with our portfolio managers to set meaningful targets to reduce each product's carbon intensity.

Having access to the carbon intensity data for individual products allows us to calculate total emissions from the use of sold products. This is an important part of our overall carbon footprint and represents the largest share of our Scope 3 emissions. Learn more about this topic in our Operational footprint section.

Increase percentage of portfolio for which power consumption measures are in place

2024 progress

2025 Ambition: 100%

85%
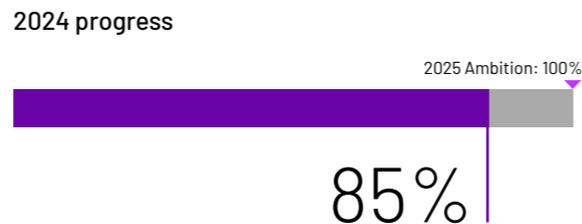
Green Software Principles

Energy Efficiency
Consume the least amount of electricity possible

Hardware Efficiency
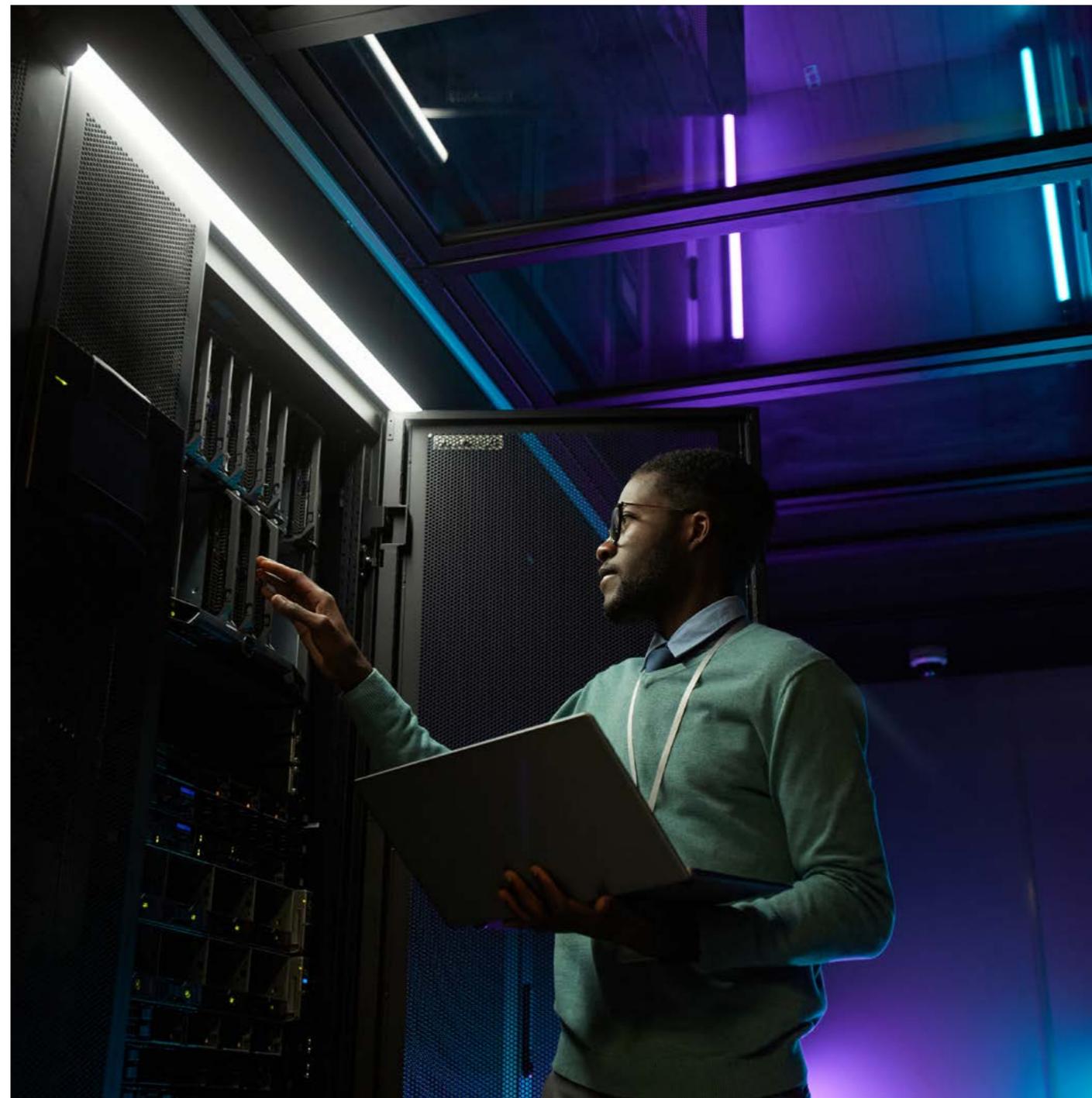Use the least amount of embodied carbon possible

Carbon Awareness
Do more when the electricity is clean and less when it's dirty

Green Software Foundation
greensoftware.org

Source: Green Software Foundation

SECURITY AND DATA PRIVACY

Our customers trust us with their critical engineering and operational data, a responsibility we take seriously.

We are committed to maintaining a best-in-class security program, applying and testing the necessary controls to protect the data of every business using our solutions. Information security is integral to our overall business strategy and a consideration in all decision-making against our foundational principles of:

- **Integrity** in delivering a consistent, security-first mindset and approach
- **Transparency** in adapting to a changing security threat and regulatory landscape, and fulfilling our reporting obligations
- **Trust** in protecting our customers' critical data and operations

Integrity in security and privacy oversight

Until 2024, our Chief Finance Officer oversaw cybersecurity. For 2025 onward, responsibility for cybersecurity oversight will be transferred to our Security Executive Council, chaired by our CEO. This reflects our CEO's focus and commitment to cybersecurity. Our General Counsel is responsible for global data privacy compliance, reporting regularly to the Finance and Compliance Committee. This includes managing documents such as our Privacy Policy, Customer Privacy Policy and Cookie Policy.

As part of this transition to a new model of security oversight, in 2024, we continued to mature our security capabilities. We adopted a four-line-of-defense model, common in heavily regulated industries, to verify our security posture is appropriate for the customers we serve.

We are pursuing a security strategy that:

- ⊘ Protects our customers
- ⊘ Achieves best-in-class cyber defense
- ⊘ Protects our reputation
- ⊘ Demonstrates compliance through maturity
- ⊘ Harmonizes our security culture and operating model

Transparency in our threat landscape

Cyberattacks can happen anywhere and at any time, so a timely and effective detection and response is critical to reduce the impact to our organization and customers. This year we insourced our Security Operations, which provides 24x7x365 global coverage, advanced detection and event management systems and proactive Threat Intelligence and Vulnerability Management capabilities. We incurred no monetary losses as a result of legal proceedings related to user privacy in 2024.

Train all employees annually on cybersecurity

2024 progress

2025 Ambition: 100%

99.8%

Remain in the top 25% of security benchmarks

2024 progress

2025 Ambition: top 25%

810
BitSight score
(top 1% of benchmarking)
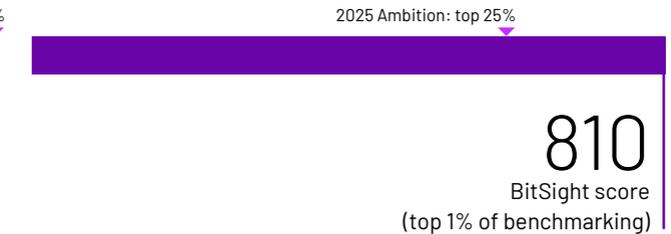
Collaborating on security

2024 saw the launch of AVEVA's inaugural internal Global Security Conference. Hosted in San Leandro, California, the conference brought together professionals from our first, second and third lines of security defense to explore developments in the field and discuss potential ways they can collaborate to enhance our security posture.

Creating secure systems

Our security program observes internationally recognized security best practices, including the recommendations of the National Institute of Standards and Technology (NIST) and the International Organization for Standardization (ISO/IEC), especially those of its 27000 series.

To stay ahead of risks and vulnerabilities, we undergo regular internal and external audits and certifications.

During 2024, we achieved ISO 27001 recertification for our research and development (R&D) organization. Throughout the year, we focused on improving technical capabilities across our infrastructure and cloud security. We have increased the capability, coverage and global reach of our Security Operations Center to improve the security of our product and R&D environments.

Creating trusted products

We continuously improve the security of AVEVA products and software development practices, in line with the IEC 62443 framework for security of Industrial Automation and Control systems (IACS) and Operational Technology (OT) environments.

The AVEVA Security Development Lifecycle (SDL) plays a vital role in our Software Development Process (SwDP) framework, ensuring security is integrated throughout software design, development and release. Our Quality Management System and SwDP are regularly updated to enhance efficiency, improve security practices and deliver greater customer value. All software developers are trained in SDL practices to help them address security risks.

Security in the cloud

Digital transformation is leading to greater adoption of cloud offerings, bringing with it benefits in terms of increased efficiency, availability and scalability. However, this shift also brings an increased "concentration risk" and consequently heightened risks of data exposure and compromise. That's why we make cybersecurity a top priority in our use of cloud technology, adhering to industry best practice to protect both customer data and AVEVA applications.

Shared responsibility for cybersecurity

Over 20,000 enterprises rely on AVEVA to help them deliver safe and reliable energy, food, medicines, infrastructure and more; we recognize that protecting customer operations and data requires cross-organizational cybersecurity stewardship. To help protect customer data, our employees complete mandatory annual cybersecurity compliance training, alongside regular events, webinars and competitions to raise employee awareness of key security threats and best practice.

We integrated security awareness into early career program inductions, reaching approximately 250 interns, graduates and apprentices. In 2024, we launched a new security graduate program, which will welcome three early career team members to AVEVA in 2025.

We provide specialized role-specific programs for security professionals and employees whose roles are vulnerable to cyber risks. For example, in 2024, we delivered threat-informed training for our Global IT Service Desk team and developed baseline security training for R&D code developers.

External engagement

We engage with customers to ensure they understand how to keep their systems safe. This includes delivering customer trainings on our products and how to uphold robust cybersecurity standards while using them. Moving into 2025, we aim to build a security-focused customer community to share industry-relevant threat intelligence data and advance our collective culture of security awareness.

We are also driving wider industry understanding through thought leadership pieces, including contributing to the WEF AI Governance Alliance white paper on artificial intelligence and cybersecurity.

2x
the phishing reporting rate compared to industry average

1,000+
attendees to security webinars and virtual sessions
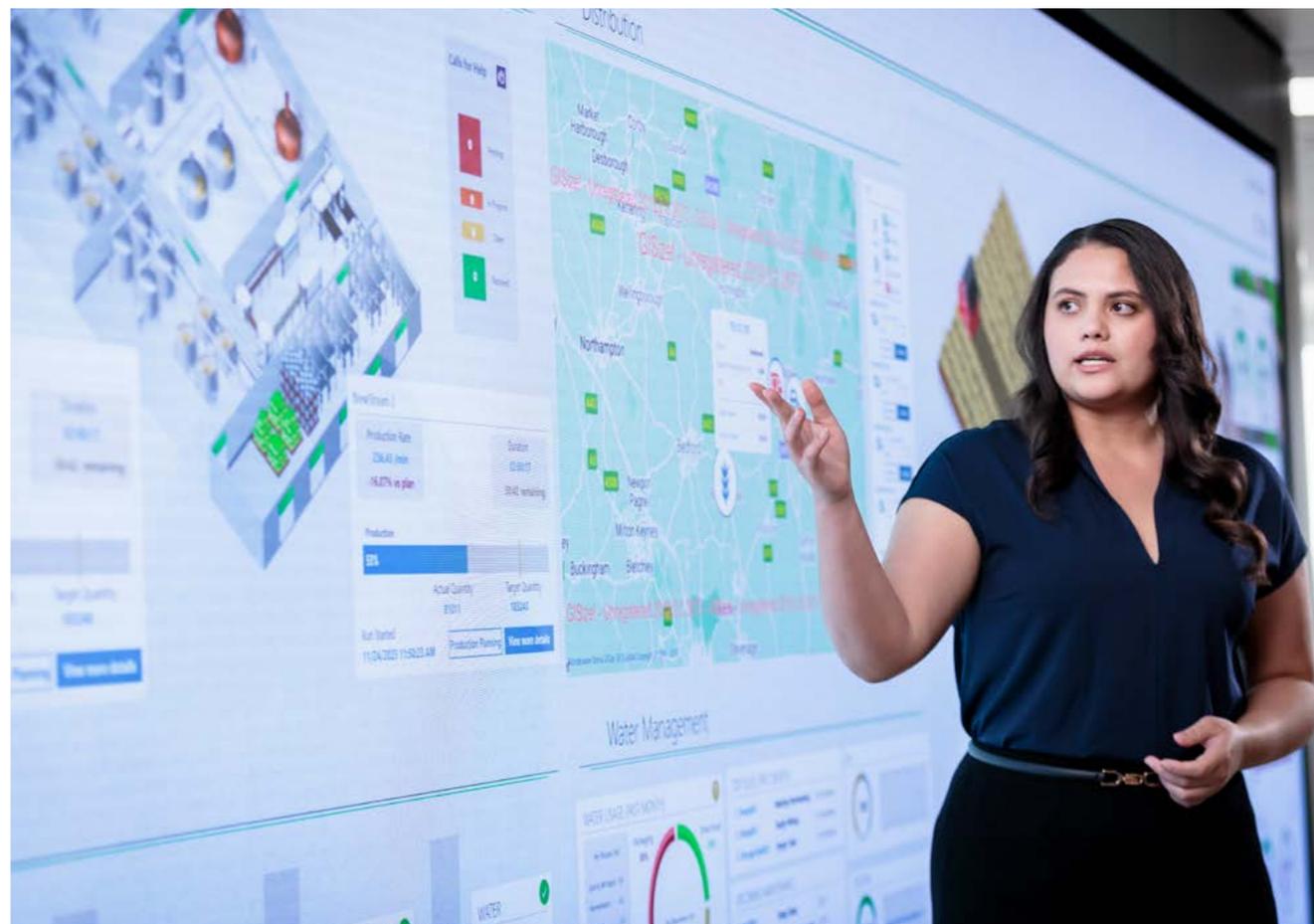
OPERATIONAL FOOTPRINT

At AVEVA, corporate sustainability leadership means operating responsibly, minimizing our environmental footprint and pursuing transformative action across our value chain.

We take a holistic approach to responsible operations, tackling key ESG issues, from climate change and circularity to business ethics and human rights, and managing the potential impacts caused by our business activities.

IN THIS SECTION

CLIMATE ACTION

We are committed to reducing our environmental impact, aligning everyone at AVEVA around shared practices that protect the planet and position us as a leader among our peers for climate action.

Guiding our actions is our Climate and Environment program, which aims to integrate responsible business practices into our operations, products and strategies. It focuses on four key areas:

- ⊘ Climate action, mitigation and adaptation
- ⊘ Conservation and biodiversity
- ⊘ Sustainable practices and innovation
- ⊘ Education and outreach

Reduce GHG emissions across operations (Scope 1 & 2) by 90%

2024 progress

2025 Ambition: 90%

93%

Progressing against our climate targets

We have set climate targets that align with the Paris Agreement's 1.5°C pathway. Both our 2030 and net-zero climate targets have been validated by the Science Based Targets initiative (SBTi), confirming their credibility and alignment with the latest climate science. Learn more about our verified targets via the SBTi's targets dashboard.

In 2024, AVEVA achieved a 93% reduction in Scope 1 and 2 emissions against our baseline year, which we primarily attribute to our use of renewable energy credits, office space rationalization and fleet optimization. Since 2022, we have reduced our fleet size by 58.6%, from 186 vehicles to 77 at the start of 2025. Of the remaining vehicles, 35 are hybrid and six are electric.

AVEVA also achieved a 30% reduction in Scope 3 emissions from our baseline year, driven by progress in purchased goods and services, business travel and use of sold products. Purchased goods and services emissions fell 51%, largely due to the inclusion of supplier-specific emissions factors. Business travel emissions dropped 37% through greater awareness and a carbon budget. A 4% drop in use of sold products emissions, driven primarily by a shift to cloud, marked our first-ever reduction in this category.

Reduce GHG emissions associated with business travel (Scope 3) by 20%

2024 progress

2025 Ambition: 20%

37%

Addressing residual operational emissions through carbon credits

To support AVEVA's "net-zero ready" operations commitment, we have strategically invested in and retired high-quality voluntary carbon credits to mitigate residual Scope 1 and 2 emissions. This approach aligns with the SBTi's requirement that less than 10% of a company's emissions may be neutralized with carbon removals. Through Patch, we select initiatives that align with robust climate science and offer co-benefits for ecosystems and communities.

In 2024, we contributed to the **Brandon Carbon Mineralization project**, which uses enhanced weathering technology to permanently store carbon dioxide in mineral form. This method offers high permanence and low risk of reversal, making it a credible mechanism for offsetting residual emissions from our global operations.

During the year, we also supported the **Delta Blue Carbon Mangrove Restoration project** in Pakistan, the world's largest mangrove restoration initiative, which not only captures carbon but also strengthens biodiversity and coastal resilience in vulnerable areas.

Additionally, we provided funding for **Carbon Sequestration and Grassland Restoration in India**, a nature-based project working alongside rural communities to improve grazing practices and restore native grasslands. This project aims to enhance carbon uptake while supporting sustainable livelihoods. Together, these investments reflect our focus on credible, nature- and technology-based solutions to address hard-to-abate emissions and advance AVEVA's climate targets.

Improving our methodology

Throughout 2024, we enhanced our methodology for assessing and quantifying Scope 3 emissions. Our calculations remain aligned with the Greenhouse Gas (GHG) Protocol, with additional details available in our CDP submission.

To improve the accuracy and depth of our carbon accounting, we adopted Watershed as our emissions management platform. Its advanced technology and supplier engagement capabilities enabled us to incorporate supplier-specific emissions factors for over 20% of our Scope 3 data. This marks a major step forward in our decarbonization efforts, allowing us to move beyond generic industry averages and more precisely identify emissions hotspots in our supply chain.

For downstream emissions, specifically use of sold products, we continue to use a custom model to estimate the energy required to operate AVEVA software. With energy benchmarking now almost complete across our full portfolio, we have improved data quality and methodological rigor. As a result, we recalculated this category and found our previous estimate was overstated by 67%.

We re-baselined and restated 2019 emissions data in this report with Scope 1 and 2 re-validated by a third party. We plan to re-validate our targets with the SBTi and are recalculating CY20–CY23 emissions for inclusion in our next report.

CY24 GHG emissions data

2024 total Scope 1, 2 and 3 emissions (tCO$_2$e)

Scope 1
589

Scope 2 (market-based)
111

Scope 3
174,314

2019 total Scope 1, 2 and 3 emissions (tCO$_2$e) baseline

Scope 1
1,153

Scope 2 (market-based)
9,255

Scope 3
249,728

	CY19 baseline	CY24	Change from CY19	
Total Scope 1 & 2 GHG emissions (market-based)	**10,408**	**700**	**-93%**	↓
Scope 1 GHG emissions	**1,153**	**589**	**-49%**	↓
Natural gas	781	443		↓
Vehicle fleet (petrol/diesel)	371	135		↓
Diesel	0	9		↑
Miscellaneous energy	1	2		↑
Scope 2 GHG emissions (market-based)	**9,255**	**111**	**-99%**	↓
Electricity	8,719	35		↓
District heating	532	71		↓
Vehicle fleet (hybrid/EVs)	4	5		↑
Miscellaneous energy	0.02	0.14		↑

	CY19 baseline	CY24	Change from CY19	
Scope 3 GHG emissions[2]	**249,728**	**174,314**	**-30%**	↓
Purchased goods and services	81,084	39,725	-51%	↓
Capital goods	22,390	8,751	-61%	↓
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	3,549	2,163	-39%	↓
Waste generated in operations	1,070	652	-39%	↓
Business travel	28,381	17,927	-37%	↓
Employee commuting and work from home	10,515	6,297	-40%	↓
Upstream leased assets	513	320	-38%	↓
Use of sold products	102,226	98,478	-4%	↓

[2] Two categories, Fuel- and energy-related activities and Upstream leased assets, are reported using market-based figures.

Sustainable aviation fuel approach

One way we are addressing business travel emissions is through opportunities to invest in sustainable aviation fuel (SAF). As a member of WEF's First Movers Coalition (FMC), we commit to replacing at least 5% of conventional jet fuel demand with SAF that reduces lifecycle GHG emissions by 85% or more when compared with conventional jet fuel, and/or using zero-carbon emitting propulsion technologies by 2030.

In 2024, we supported a small exploratory SAF purchase through Lufthansa to help inform and shape future procurement strategies. We also joined the Sustainable Aviation Buyers Alliance (SABA) to support our FMC commitment. SABA aggregates demand from airlines and corporations, ensuring the purchase of high-quality, verifiable SAF at competitive prices.

Decarbonizing our value chain

We are committed to working across our value chain to reduce both our upstream and downstream emissions.

Engaging upstream with our suppliers

Our supply chain is the second highest contributor to our Scope 3 emissions; as such, engaging supply chain partners is essential to minimizing our overall footprint. Our actions as part of the AVEVA Responsible Sourcing Program (RSP) aim to support AVEVA in advancing toward our SBTi-validated targets, which includes a commitment to a 50% reduction in value chain emissions by 2030 and to net zero by 2050. We also seek to actively engage with our supplier base on setting science-based targets as part of our commitment to the WEF Alliance of CEO Climate Leaders—Scope 3 Upstream Action Plan.

Throughout 2024, we launched a pilot to engage our top 25 IT suppliers (around 40% of our 2023 purchase order spend) on aligning with our net-zero ambitions, encouraging them to establish science-based targets and requesting their emissions factors to more accurately calculate our Scope 3 footprint. Of those engaged, 23% already had targets validated by SBTi; an additional 6% had non-SBTi emissions reduction targets.

Recognizing that most suppliers in the pilot were early on in their climate action journey, our immediate emphasis will be on deploying targeted educational resources to drive greater awareness and support capacity-building.

Managing internally with our teams

We prioritize environmental responsibility in all our operational activities, including promoting sustainable travel. Where possible, we encourage employees to choose lower-impact business travel to support our goal of reducing associated emissions by 20% by 2025. This includes promoting virtual meetings; when

virtual communications are not possible, we encourage employees to commute to in-person meetings by walking, cycling or using public transportation. Where feasible and where trips would take less than five hours, we have mandated rail travel. We have also implemented travel carbon budgets for each function, with clear dashboards so employees and leaders can track trends and support ongoing reductions.

In addition to business travel, we look to minimize emissions from employee commuting. During 2024, we conducted a survey to understand how our employees get to and from work as well as the emissions associated with remote working. The 2024 survey saw employee participation double compared to 2023, increasing the accuracy of our employee commute emissions calculations. While we saw a drop in the number of employees commuting via low-emissions methods, we also saw a slight decrease in overall car usage. We will continue to prioritize public transportation options in our ongoing real estate decisions and enhance sustainable commute educational content for employees.

Lower-impact energy use

How we use energy and the kind of energy we use is key when it comes to reducing our emissions footprint. We are proud that all AVEVA offices are powered by 100% renewable electricity.[3]

In 2024, we enhanced our Green Site Selection Guide to support our Real Estate team in identifying new office locations with little to no reliance on natural gas. Moving forward, we will no longer select offices that use natural gas unless there is a clear plan for electrification. Additionally, we have started exploring expanded submetering to better track natural gas consumption and two of our offices have secured Renewable Gas Guarantees of Origin (RGGOs) to mitigate our usage.

Designing for downstream with our customers

Customer use of our products accounts for the largest portion of our Scope 3 emissions. During 2024, we completed assessments for all AVEVA products to gain a greater understanding of their sustainability maturity. This included asking questions about certain product features; for example, if they use black screens rather than more energy-intensive white screens and if products only do heavy data transfers during periods when they are connected to renewable energy. We are completing benchmark energy testing to understand the power consumption of our products and have incorporated the initial results into our emissions calculations. Read more about how we are quantifying the impact of our products in our Collaboration and global partnerships section.

Collaborating for faster climate action

Collaboration is a catalyst for effective progress on climate mitigation and adaptation. By partnering with industry peers, we believe we can better address common barriers, influence global standards and benchmark our own performance. AVEVA actively participates in several sustainability networks with leading climate practices to learn, exchange and support collaborative action. These networks include the Business Council on Climate Change, sustainability consultants BSR, WBCSD and UN Global Compact. We also lend our voice to several global events and groups with a strong focus on policy and collective climate action. Read more in our Collaboration and global partnerships section.

100%
renewable electricity powers all AVEVA offices[3]

[3]   Per RE100 criteria.

SAFEGUARDING NATURE AND NATURAL RESOURCES

Our vision is to drive responsible use of the world's resources with our customers and in our own operations. We are working to assess and reduce our impact on nature, pursuing actions that support local biodiversity and minimize our water and waste footprint.

Divert e-waste from landfills each year (in tons)

2024 progress

2025 Ambition: 5

22
tons

Preserving local ecosystems

We are incorporating biodiversity considerations into our practices, developing ecosystem conservation plans and contributing to the protection and restoration of natural habitats.

We are currently developing a Biodiversity Action Program for five sites, as part of a pilot to better understand impactful site-level actions. Potential activities could include establishing on-site composting facilities, recycling water and installing low-flow water fixtures or introducing beehives and green spaces that create habitat for local species.

We are in the early stages of improving our water-related disclosure capabilities and collect data from offices where readily available. In 2025, we will continue to expand these efforts with a greater focus on understanding water impacts across our value chain, including water use in our co-located data centers.

Supporting nature by recognizing employees

We use an internal recognition tool that empowers employees to celebrate and acknowledge each other's achievements. For each recognition, we plant a tree in our AVEVA Forest. In 2024, we planted 41,337 trees, bringing the total to 62,356 since 2021. To expand our efforts, we are also beginning to plant trees on behalf of customers.

6,500 TREES

were planted to celebrate Earth Day in 2024 – one for every employee
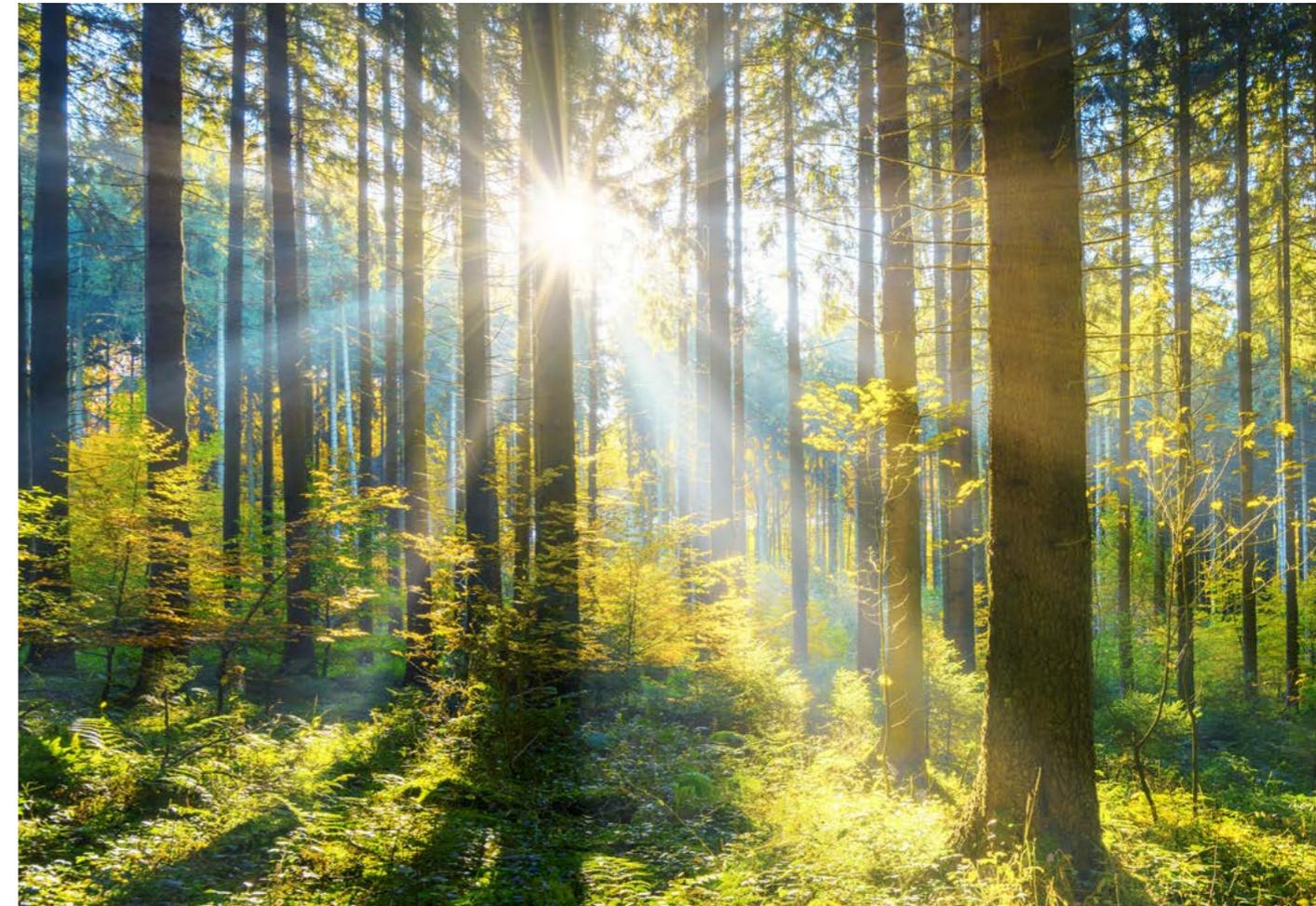
Supporting communities through equipment donations

In 2024, we continued our Tech Amnesty program for employees to bring personal devices or AVEVA IT equipment to any global office for recycling or donation to charity. In the UK, we hosted two events—one in our Cambridge Science Park office and another at Cambridge High Cross—where more than half a ton of assets were donated to Redhouse Nursery and the Meridian Trust, a multi-academy trust focused on educational support.

Funds raised from sales of hardware for repair or refurbishment are used to purchase IT equipment for employee-selected non-profit organizations, in partnership with AVEVA Action for Good.

Closing the loop on waste

Reducing waste is a core pillar of our ESG strategy. We are in the process of eliminating single-use plastics across all sites. Throughout 2024, we conducted an initial gap analysis for all existing and new sites to understand single-use plastic sources, including the distribution of a dedicated survey to help map our plastic usage. We distributed cross-company communications to ensure employee awareness of our ban. We have incorporated our stance on single-use plastics into our Environmental Policy to formalize expectations.

Minimizing e-waste

To advance our commitment to circularity, we have launched an e-waste management program focused on diverting electronic hardware from landfills through reuse and responsible recycling. We work with a certified third-party vendor to ensure equipment is recycled sustainably and track the volume of e-waste diverted. In 2024, we diverted 22 tons. Additionally, our IT Asset Disposal Policy provides clear guidelines for employees and vendors, outlining asset lifespans and sustainability requirements to support consistent, environmentally responsible practices.

22 TONS
of IT equipment diverted from landfill through reuse and responsible recycling

Left and above: Employees prepare equipment for donation through our Tech Amnesty program

ETHICAL BUSINESS OPERATIONS

One of our guiding values is that we make a positive, sustainable difference in the world. This starts with considering how we operate as a business, building strong foundations for responsible conduct, integrity and accountability.

Increase percentage of suppliers by spend engaged on our Responsible Sourcing Program

2024 progress

2025 Ambition: 80%

83%

Maintain employee confidence in reporting unethical behavior to top 25% for industry

2024 progress

2025 Ambition: top 25%

8.8
Peakon score

Ensuring business ethics

Our Board of Directors' Finance and Compliance Committee oversees business ethics and anti-corruption efforts. The General Counsel provides annual updates on compliance training and policy changes. We foster awareness around anti-trust and competition risks, maintaining a three-year record of avoiding related legal losses.

To support our efforts, we updated our Anti-Bribery and Corruption Policy and Gifts and Hospitality Policy in 2023. At the start of 2024, we also updated our Competition Compliance Policy, which ensures employees have a clear and consistent understanding of the rules relating to anti-competitive and anti-trust behavior.

To ensure we hold partners to the same standards, in 2024, we launched our new Business Agent Policy.

For more information on our oversight structure, see our Governance section.

Supply chain management

Our Supplier Code of Conduct details the ethical and sustainable business practices expected of all suppliers. We also embedded sustainability language into our Procurement Policy to ensure company-wide integration of responsible sourcing practices.

In 2022, we engaged BSR to assess our procurement efforts. Based on its findings, we launched the AVEVA Responsible Sourcing Program (RSP) with the goal of driving positive change across ethical sourcing and supplier decarbonization.

We have modified our procurement processes to incorporate RSP, embedding it into annual supplier assessments and enhancing our request for proposals process to ensure alignment with our sustainability goals. During new supplier onboarding, we also conduct a screening to assess supplier alignment with our code and sustainability objectives. Since we believe that selecting suppliers that align with our core values is a collective responsibility, we engage closely with employees to elevate and continue this agenda.

We also assess our top suppliers by spend through a comprehensive ESG questionnaire. If suppliers fall short—in areas such as human rights or environmental practices—we conduct further reviews and develop necessary corrective action (CAPs) plans to address gaps.

In 2024, our ESG questionnaire highlighted the need to enhance sustainability education across our value chain. In response, we have partnered with the UN Global Compact Network UK on a Sustainable Supplier Training program. Scheduled for rollout in 2025, this collaboration will support suppliers and partners in strengthening their ESG knowledge and advancing sustainability performance.

Upholding human rights
As a global business, we are committed to respecting the fundamental human rights of everyone who may be impacted by our value chain, as outlined in our Human Rights Policy and Business Conduct Guidelines. We also publish an annual Modern Slavery Statement, detailing our actions to prevent modern slavery in our operations and supply chain.

13 CAPs
were issued in 2024 to suppliers and partners

Creating a Speak Up culture

We want everyone at AVEVA to feel empowered to raise concerns of unethical behavior. It is why we maintain our Speak Up portal for employees to report instances of actual or suspected wrongdoing without fear of retaliation.

Throughout 2024, we continued improving our Speak Up program, bringing in an impartial designated investigator to conduct investigations. We also raised greater awareness of the program through targeted trainings and communications. This included delivering training sessions to introduce Speak Up and why it matters, with nearly 550 employees attending. The result is increased employee confidence in reporting concerns which, in turn, enhances our ability to address potential issues across our organization.

During the year, 54 reports were received via the Speak Up portal, and we remain above the industry average for employee confidence in reporting issues or concerns of unethical behavior.

INCLUSIVE CULTURE

We are dedicated to building a culture of inclusion and belonging, where different ideas and experiences drive creativity and transformative innovation. At the same time, we remain committed to developing programs, resources, opportunities and networks of support that uplift our employees, enabling them to achieve their professional and personal aspirations.

IN THIS SECTION

CREATING A CULTURE OF SHARED BELONGING

Our people shape how we work and succeed. To help them reach their full potential, we encourage a positive, supportive environment, prioritizing inclusivity and belonging.

Our approach to workforce inclusion

We strive to create an inclusive workplace where every colleague feels safe and welcome. By valuing different perspectives, we can tackle organizational challenges more effectively. Since our customers come from all walks of life, we are committed to building teams that reflect the varied backgrounds of the communities we serve.

We maintain a policy that holds everyone responsible for pursuing behaviors, attitudes and practices that promote shared respect. Our associated social strategy focuses on four pillars:

- ✓ Fostering inclusion
- ✓ Developing the capability of leaders
- ✓ Measuring performance, impact and ensuring legal compliance
- ✓ Improving communications and external engagement

Employment breakdown

Global employee population	FY23	CY23	CY24
Full time	95.10%	95.9%	96.44%
Part time	1.57%	1.5%	1.31%
Fixed term[4]	3.33%	2.7%	2.25%

Annual turnover

Voluntary and involuntary employee turnover rate	14.70%	12.9%	8.9%

[4] Ends on a particular date.

Local initiatives to champion inclusion

During 2024, our international teams continued to embed inclusion into our workplaces. For example, in China, we localized our inclusion policy and strategy documents by translating them into Mandarin. By making such documents available in local languages, we improve access to them, enhancing understanding of their purpose and content.

In India, our team marked International Men's Day with an event on "men leading with compassion." Attended by over 200 people, the event was designed to encourage conversations on how men can become positive role models, foster a thriving working environment and contribute to an inclusive culture.

Becoming a leader in disability and neurodiversity inclusion

We are developing AVEVA into an employer of choice for disabled and neurodiverse people, in line with our robust Disability and Neurodiversity Action Plan. The plan sets out short-, medium- and long-term aims across seven areas: changing perceptions, leadership, health and wellbeing, IT and assistive technology, dynamic and accessible workplaces, HR and external relations. By prioritizing action within these areas, our objective is to encourage discussion surrounding disability and neurodiversity.

As a result of our ongoing work, in 2024, we were pleased to achieve Disability Confident Committed status in the UK. We have also joined the Business Disability Forum to help remove barriers to inclusion and improve the life experiences of employees and consumers with disabilities.

disability confident
COMMITTED

Promoting shared commitment

We empower colleagues to support our inclusive culture. One way we do this is through our seven employee groups. These groups act as dedicated spaces where colleagues can come together to explore and learn.

During 2024, we convened all our employee groups for the first time at an in-person summit in the UK, providing a valuable opportunity to bring greater clarity about what our groups do, as each established a Charter with their mission, purpose, objectives and plan for 2025.

We also encourage a shared understanding of inclusion through a suite of learning and development opportunities. As well as training on topics such as human rights and inclusion, we deliver tailored sessions based on current needs. For example, we train leaders ahead of talent and compensation reviews to ensure they know how to practice fair judgment in assessing performance and developing team members. Employee groups and associated events are open to all employees, ensuring that all voices can be heard throughout our organization.

BELIEF @AVEVA

BLACK Voices @AVEVA

DISABILITY @AVEVA

GENERATIONS @AVEVA

PRIDE @AVEVA

SALUTE HONORING OUR HEROE @AVEVA

WOMEN @AVEVA

Driving greater inclusion

We are dedicated to driving greater inclusion by actively participating in industry initiatives and partnerships that encourage broader representation and participation. In 2024, we remained signatories of both the 'Race at Work Charter' and the 'Change the Race Ratio' in the UK.

CHANGE THE RACE: RATIO SIGNATORY

BUSINESS IN THE COMMUNITY
The Prince's Responsible Business Network
Race at Work Charter signatory

Advancing pay parity

We believe equal work should be compensated with equal pay. In the UK, we report progress through our Gender and Ethnicity Pay Gap Report. While we recognize there is still work to be done, we were encouraged to see a year-over-year reduction in our mean gender pay gap in the UK, from 10.1% in 2023 to 9.3% in 2024. In 2024, 68.5% of AVEVA's global workforce were men, while 31.4% were women.

Attain pay parity at below 1% difference between women and men

2024 progress

2025 Ambition: <1%

0.4%

PROMOTING HEALTH AND WELLBEING

We put the health and wellbeing of our people first, because when people feel their best, they do their best.

During 2024, we took significant steps to embed wellbeing even deeper into our practices by incorporating it in regular performance discussions between employees and managers. We published our global Workplace Health & Safety Policy and rolled out a mandatory, company-wide Environmental, Health and Safety training course to align everyone around our expectations.

A comprehensive approach to wellbeing

To ensure we are delivering holistic care, we focus our efforts across four pillars of wellbeing:

- ⊘ **Physical and mental health:** Prioritize employees' physical and mental health to reduce stress and absenteeism and enhance employees' overall strength, health and capability.
- ⊘ **Financial fitness:** Educate employees to live comfortably in the present and to confidently plan for their financial future.
- ⊘ **Family and lifestyle:** Support employees to grow and nurture their family and enrich their lifestyle outside of work.
- ⊘ **Connections:** Cultivate a sense of belonging, connection and social support within the workplace.

Enhancing leadership wellbeing

To support leaders in managing their mental, physical and social wellbeing, during 2024, we delivered an executive wellbeing coaching program pilot. Throughout the program, 12 executives received one-on-one coaching to help them achieve their own health and wellbeing goals, before taking what they learned and cascading it throughout their teams and AVEVA more broadly.

Evolving our benefits package

Employee benefits are central to how we support health and wellbeing. Throughout 2024, we continued to roll out back-up care in the UK, the US and Canada, providing employees with ten days of funded child- or elder-dependent care annually. In the UK, we also expanded health insurance to cover menopause and neurodiversity support. In India, we doubled childcare support and made it available to men for the first time.

In 2024, we began to revise several of our policies in response to evolving employee needs. For example, we are rolling out updated family leave, emergency time off and bereavement leave policies that are more inclusive of varying circumstances and family set-ups. We also revised our flexible work policy, based on employee feedback, to enable 50% remote working.

1,700
people participated in 2024 Wellbeing Week activities

96%
of employees reported they felt better informed on wellbeing resources after participating in the 2024 Wellbeing Week

Elevating care through the Health and Wellbeing Network

During COVID-19, we launched our Wellbeing@AVEVA Employee Group. In 2024, we evolved the group into the Health and Wellbeing Network, designed to help everyone at AVEVA succeed personally and professionally.

The network provides resources related to physical and mental health, personal development, managing boundaries, financial wellbeing and self-care. These resources include courses, guided events, webinars and location-relevant content. Through the network, we also provide regular programming, such as Feel-Good Friday Radio, Virtual Tea and Talk and a monthly meditation series to further support people's wellbeing. In 2024, we were proud to see membership levels more than double compared to 2023. We also now have 34 health and wellbeing champions around the world who volunteer their time to support and promote the network.

We offer wellbeing apps to our people, depending on regional availability. In Europe, the Middle East and Africa, employees can use Modern Health for mental health counseling and coaching. In Asia-Pacific and the Americas, Personify Health allows colleagues to track their wellbeing goals and develop healthy habits. In China, we offer our employees the KEEP app fitness tracker to support active lifestyles.

"Every session with my coach is fulfilling. I am very grateful for every opportunity to work with her. She is amazing and very professional, deep, kind, honorable, smart, mature, naturally positive and joyful."

AVEVA employee and Modern Health user

35%
of employees engage with the Personify Health app

150–200
sessions are completed in the Modern Health app every month

WELLBEING Network

BUILDING A STRONG WORKFORCE

Our people are the foundation of our success, and we are committed to onboarding, developing and empowering the industry's most passionate and innovative talent.

Our AVEVA values sit at the very core of our strategy, guiding how we conduct ourselves on a day-to-day basis. They define our culture, bind us together, help us attract the best talent and shape how we approach our work.

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

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.

Attracting and retaining the best industry talent

Attracting and retaining top talent is essential for building a strong, resilient organization. Throughout 2024, we hired over 700 people, hosting 31 onboarding sessions to set them up for success from day one. To deepen new employees' understanding of AVEVA's work, we refreshed our onboarding procedures to provide information on the products we develop. We also incorporated customer success stories and an engaging virtual reality (VR) environment into our onboarding to showcase the real-world value AVEVA delivers.

We are committed to accelerating the development of key talent within our organization by actively identifying opportunities and risks for our employees through annual reviews. Talent review completion has increased from 7% in 2022 to 96% in 2024. In addition, in 2024, we invested in accelerating the development of our critical and future talent, through our Enabling Talent program, for 40 key roles from across all regions and functions. The Enabling Talent program is a future-focused acceleration course designed to help our mid-level leaders prepare to take on more senior or complex leadership roles in future. This is achieved through deep understanding of their own leadership (including external coaching) and of AVEVA's key business drivers through the lens of our strategy, our customers and our people.

Investing in early careers

We aim to sustain a multi-generational workforce, and investing in early careers is part of this endeavor. We offer a range of graduate, intern and apprenticeship programs across regions and functions to help early career talent build long-term, meaningful careers with AVEVA, targeting year-on-year growth in participant numbers. We have continued to expand our early careers programs, hiring 153 graduates, 121 interns and nine apprentices, for a total of 283 early career participants in 2024. In 2025, we plan to reach eight countries and include all major functions. We also established a graduate development program, which includes monthly sessions to equip graduates with the skills to confidently navigate their first career steps, from design thinking to engaging with their manager.

Our AVEVA Early Technical Careers Partnership provides opportunities for high school students to engage with R&D engineers. Through the 100-hour study program, students get a "day-in-the-life" experience in software development.

Double hiring opportunities for interns, co-ops, graduates and apprentices

2024 progress

2025 Ambition: 320

283

AVEVA early career interns gain hands-on experience and contribute fresh ideas

Meaningful development opportunities

We instill a growth mindset across our workforce, offering meaningful opportunities for employees to develop professionally. During 2024, we implemented Workday Learning, consolidating several legacy systems into one streamlined platform that enhances the employee experience with easy access to all our learning materials, including LinkedIn Learning and Pluralsight. By doing so, not only can we help employees find the development resources they need but we have also enhanced our ability to record completed learning hours. In 2024, we were pleased to increase learning hours per person to 28, up 13% compared to 2023.

Through mentorship, we also encourage anyone with knowledge and experience that could help others to become a mentor. During 2024, we experienced a 50% increase in participation, with over 500 employees stepping up as mentors.

Leadership development
AVEVA Leadership Expectations, which build upon our values, act as a compass for leaders to pursue behaviors that ensure everyone feels empowered to contribute. During 2024, we developed a comprehensive suite of leadership development resources based on Leadership Expectations, including training for new leaders. Training materials included our Leadership 360 behavioral feedback tool and a dedicated engagement

program focused on building trust between managers and employees. Throughout the year, over 1,000 participants completed leadership programs. In 2024, we also held our first ever Leadership Conference focused on uniting our top 200 leaders around the transformation needed to drive our customers' success.

Recognizing performance

We believe recognition and feedback can have a long-lasting impact on professional performance. During 2023, we removed formal performance ratings, understanding the demotivating effect grading employees can have. We continued to embed this approach in 2024. In place of traditional ratings, we encourage regular, formal conversations between employees and managers, strengthening connections, enhancing transparency and enabling real-time feedback. Through these check-ins, employees and their managers are empowered to reflect on recent performance and focus on forward-looking goals, values and development opportunities. The check-ins also include prompts to discuss wellbeing and consider how employees' work connects to the AVEVA values.

Through the AVEVA Global Annual Bonus Plan, we continue to recognize and reward employees according to the contribution and impact they make toward our financial ambition, strategy and goals. We also specifically reward employees based upon how they promote our values through their day-to-day activities.
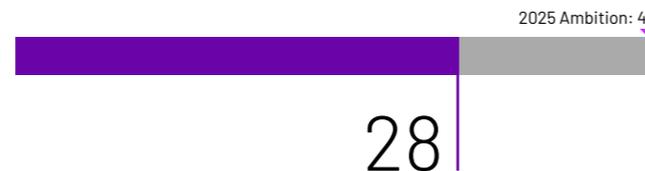
Ensure all employees have an annual talent review

2024 progress

2025 Ambition: 100%

96%

Increase average reportable learning hours

2024 progress

2025 Ambition: 40

28

AVEVA's Leadership Expectations

Leading through our values
Our leaders are fundamental to the success of our business.
A high-performing business consists of high-performing teams; and high-performing teams start with a leader.

By Acting as a Leader, I will:
- Build a growth mindset
- Know and use my strengths
- Develop emotional intelligence
- Enable a learning environment

By Leading with Trust, I will:
- Tear down silos and build collaboration
- Celebrate success
- Motivate and engage others
- Assume positive intent to build trusting relationships

By Leading with Impact, I will:
- Advocate for and translate AVEVA's strategy
- Influence data-driven decisions
- Develop a sustainability mindset
- Promote wellbeing

By Leading with Curiosity, I will:
- Encourage and understand different perspectives
- Cultivate diverse and inclusive teams
- Empower performance, purposeful development and growth
- Champion adoption of innovative ideas

By Leading with Aspiration, I will:
- Empathize with the customer's experience
- Guide confidently in times of change
- Operate decisively in ambiguous situations
- Strive for superior results

Leading with Trust · Leading with Impact · Leading with Curiosity · Leading with Aspiration · How I-ACT as a leader

AVEVA hosted a Leadership Conference, where attendees participated in a strategy simulation and exercises to advance the AVEVA values

Sparking inspiration

To help teams incorporate learning seamlessly into their professional schedules, during 2024, we launched the SPARKs program. Available to all teams, SPARKs comprises one or two hours of self-paced learning as well as a team activity designed to drive collective learning, connection-building and creativity. We currently offer 30 SPARKs and, during 2024, had 203 SPARKs completions.

Progress through engagement

Driving employee connection through the work we do underpins our shared success. In 2024, we continued to conduct quarterly pulse surveys to gather employee feedback on their AVEVA experience. In November 2024, we recorded an engagement score of 8.0, up slightly from 7.9 in both February and June of the same year. We also noted a slight increase in our strategy driver score, reaching 7.8 in June and November, up from 7.7 in February.

In their responses, many of our employees expressed positive feelings toward their immediate teams, primarily describing them as supportive and collaborative, praising their skill and commitment to our products and customers.

We also identified opportunities for improvement, especially in aligning our company values with the everyday employee experience. For example, ensuring employees understand the "why" behind company decisions to mitigate confusion and feelings of siloed working. We saw a recurring desire from our employees for more effective, frequent and transparent communication, especially about company decisions. In addition, we heard that some employees feel timeline pressures can conflict with the pursuit of long-term product and service improvements.

Improve employee engagement score year-over-year

2024 progress

2025 Ambition: 7.8

8.0
Peakon score

We encourage managers to assess scores and create action plans to address feedback. This has led to a range of improvements. For example, in response to requests for more strategic clarity, we introduced a strategy-focused speaker series, where leaders discussed different elements of our strategy, breaking it down into short videos that are easily understandable and consumable.

Celebrating excellence

In 2024, AVEVA employees submitted a record 725 nominations for our AVEVA People Awards. Across seven categories, nominations recognized the exceptional work and dedication of colleagues globally. Broadcast live and company-wide from two locations to all employees, the People Awards event was enjoyed by teams at over 20 office watch parties.

Beyond the People Awards, we provide a variety of ways for employees to give meaningful recognition, including through the MyRecognition tool, an informal peer-to-peer social platform we launched in 2024. Within its first year, the platform was used thousands of times to show appreciation for colleagues living our AVEVA values and Leadership Expectations.

725
nominations for our
AVEVA People Awards

Our Executive Leadership Team presents awards to 2024 People Award winners in recognition of their outstanding contributions

COMMUNITY ENGAGEMENT

AVEVA Action for Good is our employee-driven commitment to making a positive impact on local communities and the environment. Through corporate contributions, match-funding and employee-driven initiatives, we strive to create lasting change and give back to those in need.

AVEVA pledges £1 million annually to support causes worldwide through Action for Good. Employees can take three days paid leave annually to support important causes across four areas.

2024 contributions

26%

TOTAL
£1,197,096

74%

■ Time contribution
■ Cash contribution
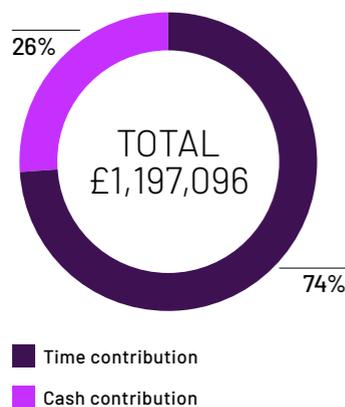
Community support

In November 2024, AVEVA employees in Melbourne volunteered at Foodbank Victoria, helping pack the equivalent of 23,512 meals. These were distributed to over 500 charities to support local people in need.

Improving our environment

In the UK, London Technical Support team members helped food waste and poverty charity The Felix Project sort and pack food destined for charities and schools across the city.

Promoting inclusion

Volunteers in Hyderabad supported Udayan Care to deliver "A Day of Inspiration" for local students. The event featured sessions on topics such as teamwork and workplace readiness, résumé building and career planning, self-confidence and personality development, and health and wellbeing.

Health and wellbeing

More than 70 employees from our Philadelphia office participated in a walk to raise awareness for suicide prevention. It also served as a fundraising event for the American Foundation for Suicide Prevention, with nearly $4,300 raised through employee donations and AVEVA matches.

DATA

Our commitment to transparency is reflected in the data we share.

The following section provides detailed performance metrics and independent assurance statements that support the integrity of our sustainability reporting.

IN THIS SECTION

ABOUT THE DATA

This report contains information from January 1, 2024, to December 31, 2024 (CY24). Unless otherwise noted, data coverage refers to the 2024 calendar year data for AVEVA's global business.

This report was prepared by AVEVA's Sustainability team in cooperation with various teams, including human resources, legal, compliance, procurement, cybersecurity and sales, and report design consultant Flag Communication Ltd. Our Scope 1 and 2 data, as well as our business travel and saved and avoided emissions data, has undergone limited assurance by Apex Companies, LLC.

Our sustainability report for this year reflects 100% data coverage across all reported metrics.

This comprehensive approach ensures alignment with the GRI and SASB technology standards.

We are committed to transparency and accuracy as we advance our ESG disclosure journey.

AVEVA will continue to enhance the quality and scope of our sustainability reporting each year.

Certain statements in this report contain "forward-looking statements." These may include, for example, information regarding AVEVA's financial outlook and guidance, as well as any statements that cannot be considered historical or current facts. While we consider the expectations reflected in these forward-looking statements are reasonable, we cannot guarantee that they will prove to be factually correct.

These statements address future events or our future financial performance and are subject to known and unknown risks, uncertainties and other factors that may impact or influence actual results, performance levels or achievements to vary from those implied by the forward-looking statements within this report.

For more information about this report or for specific queries related to our sustainability strategy, please contact: sustainability@aveva.com or visit our website: www.aveva.com/en/about/sustainability.

DATA TABLES

Indicator	Unit	CY19	CY24
Total Scope 1 & 2 GHG emissions (market-based)	tCO$_2$e	**10,408**	**700**
Scope 1 GHG emissions	tCO$_2$e	**1,153**	**589**
Natural gas		781	443
Vehicle fleet (petrol/diesel)		371	135
Diesel		0	9
Miscellaneous energy		1	2
Scope 2 GHG emissions (location-based)	tCO$_2$e	**8,712**	**4,960**
Electricity		8,176	4,885
District heating		532	71
Vehicle fleet (hybrid/EVs)		4	5
Miscellaneous energy		0.02	0.14
Scope 2 GHG emissions (market-based)	tCO$_2$e	**9,255**	**111**
Electricity		8,719	35
District heating		532	71
Vehicle fleet (hybrid/EVs)		4	5
Miscellaneous energy		0.02	0.14
Total Scope 1 & 2 carbon intensity	tCO$_2$e/Million €	**6.93**	**0.467**
Absolute reduction of Scope 1 & 2	%	N/A	**-93.3%**

Indicator	Unit	CY19	CY24
Scope 3 GHG emissions[5]	tCO$_2$e	**249,728**	**174,314**
Purchased goods and services		81,084	39,725
Capital goods		22,390	8,751
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		3,549	2,163
Waste generated in operations		1,070	652
Business travel		28,381	17,927
Employee commuting and work from home		10,515	6,297
Upstream leased assets		513	320
Use of sold products		102,226	98,478
Absolute reduction of Scope 3 emissions	%	N/A	**-30.2%**
Absolute reduction of total AVEVA emissions	%	N/A	**-32.8%[6]**

[5]   Two categories, Fuel- and energy-related activities and Upstream leased assets, are reported using market-based figures.

[6]   Emissions reduction is calculated using the market-based accounting approach.

DATA TABLES

Indicator	Unit	CY19	CY24
Total waste produced[7]	Metric tons	**1,953**	**1,036**
Estimated total energy consumption[8]	MWh	**28,121**	**16,231**
Measured energy consumption		27,942	15,306
Estimated energy consumption		179	925
Indicators below concern both measured and estimated energy consumption	%		
Renewable energy		0%	77%
Renewable electricity[9]		0%	99%
Measured energy consumption by source[8]	MWh		
Grid electricity		19,640	12,743
Renewable electricity		0	12,566
District heating		2,348	312
Gas		4,538	2,543
Fleet		1,591	584
Diesel		0	35
Energy use		4	14

[7]   We currently collect waste data from our sites on a voluntary basis only and are working toward a more comprehensive approach over time.

[8]   Our energy consumption values consist of Scope 1, 2 and 3.8.

[9]   Per RE100 criteria (see the Operational Footprint section for more information on our approach to renewable energy procurement).

GRI INDEX

AVEVA has reported the information cited in this GRI content index for the period January 1, 2024 to December 31 , 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report, Our strategy and progress (page 5), Our value chain (page 7)
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report, About data (page 35)
	2-3 Reporting period, frequency and contact point	Sustainability Report, About data (page 35)
	2-4 Restatements of information	Sustainability Report, About data (page 35)
	2-5 External assurance	Sustainability Report, About data (page 35)
	2-6 Activities, value chain and other business relationships	Sustainability Report, Our value chain (page 7)
	2-7 Employees	Sustainability Report, Inclusive Culture (page 26)
	2-9 Governance structure and composition	Sustainability Report, Governance (page 8)
	2-10 Nomination and selection of the highest governance body	Sustainability Report, Governance (page 8)
	2-11 Chair of the highest governance body	Sustainability Report, Governance (page 8)
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report, Governance (page 8)
	2-13 Delegation of responsibility for managing impacts	Sustainability Report, Governance (page 8)
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report, Governance (page 8)
	2-16 Communication of critical concerns	Sustainability Report, Governance (page 8)
	2-17 Collective knowledge of the highest governance body	Sustainability Report, Governance (page 8)
	2-18 Evaluation of the performance of the highest governance body	Sustainability Report, Governance (page 8)
	2-22 Statement on sustainable development strategy	Sustainability Report, Our strategy and progress (page 5)
	2-23 Policy commitments	Sustainability Report, Ethical business operations (page 25)
	2-24 Embedding policy commitments	Sustainability Report, Ethical business operations (page 25)

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 continued	2-25 Processes to remediate negative impacts	Sustainability Report, Ethical business operations (page 25)
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report, Ethical business operations (page 25)
	2-27 Compliance with laws and regulations	Sustainability Report, Ethical business operations (page 25)
	2-28 Membership associations	Sustainability Report, Supporting global impact (page 14)
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report, Governance (page 8)
	201-3 Defined benefit plan obligations and other retirement plans	Sustainability Report, Promoting health and wellbeing (page 29)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report, Action for Good (page 33)
	203-2 Significant indirect economic impacts	Sustainability Report, Action for Good (page 33)
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report, Ethical business operations (page 25)
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report, Ethical business operations (page 25)
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, Ethical business operations (page 25)
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, Ethical business operations (page 25)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Sustainability Report, Ethical business operations (page 25)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report, Data tables (page 36-37)
	302-2 Energy consumption outside of the organization	Sustainability Report, Data tables (page 36-37)
	302-3 Energy intensity	Sustainability Report, Data tables (page 36-37)
	302-4 Reduction of energy consumption	Sustainability Report, Data tables (page 36-37)
	302-5 Reductions in energy requirements of products and services	Sustainability Report, Data tables (page 36-37)
GRI 303: Water and Effluents 2018	303-5 Water consumption	Sustainability Report, Data tables (page 36-37)

GRI Standard	Disclosure	Location
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, Data tables (page 36-37)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, Data tables (page 36-37)
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, Data tables (page 36-37)
	305-4 GHG emissions intensity	Sustainability Report, Data tables (page 36-37)
	305-5 Reduction of GHG emissions	Sustainability Report, Data tables (page 36-37)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report, Data tables (page 36-37), Minimizing e-waste (page 24)
	306-2 Management of significant waste-related impacts	Sustainability Report, Data tables (page 36-37), Minimizing e-waste (page 24)
	306-3 Waste generated	Sustainability Report, Data tables (page 36-37), Minimizing e-waste (page 24)
	306-4 Waste diverted from disposal	Sustainability Report, Data tables (page 36-37), Minimizing e-waste (page 24)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report, Ethical business operations (page 25)
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report, Ethical business operations (page 25)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, Creating a culture of shared belonging (page 27)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report, Promoting health and wellbeing (page 29)
	401-3 Parental leave	Sustainability Report, Promoting health and wellbeing (page 29)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report, Building a strong workforce (page 30)
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, Building a strong workforce (page 30)
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report, Building a strong workforce (page 30)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report, Ethical business operations (page 25)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report, Ethical business operations (page 25)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, Community engagement (page 33)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report, Ethical business operations (page 25)
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report, Ethical business operations (page 25)

SASB INDEX

AVEVA has used the SASB Standard specific to our industry identified in the Sustainable Industry Classification System: Technology & Communications – Software & IT Services.

Topic	Reference code	Category	Metric	Unit	Response
Environmental Footprint of Hardware Infrastructure	TC SI 130a.1	Quantitative	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Sustainability Report, Data tables (page 36-37)
	TC-SI-130a.2	Quantitative	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	Sustainability Report, Data tables (page 36-37)
	TC SI 130a.3	Discussion and analysis	Discussion of the integration of environmental considerations into strategic planning for data center needs	N/A	Sustainability Report, Safeguarding nature and natural resources, (page 23)
Data Privacy and Freedom of Expression	TC-SI-220a.1	Discussion and Analysis	Description of policies and practices relating to targeted advertising and user privacy	N/A	Sustainability Report, Security and data privacy (page 17)
	TC SI 220a.3	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Currency	Sustainability Report, Security and data privacy (page 17)
	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	Number, Percentage (%)	Sustainability Report, Security and data privacy (page 17)
Data Security	TC SI 230a.1	Quantitative	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Number, Percentage (%)	Sustainability Report, Security and data privacy (page 17)
	TC SI 230a.2	Discussion and analysis	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	N/A	Sustainability Report, Security and data privacy (page 17)
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC SI 330a.2	Quantitative	Employee engagement as a percentage	Percentage (%)	Sustainability Report, Building a strong workforce (page 30)
	TC SI 330a.3	Quantitative	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Percentage (%)	Data not publicly shared at this time
IP Protection & Competitive Behavior	TC SI 520.1	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Currency	Sustainability Report, Ethical business operations (page 25)
Managing Systemic Risks from Technology Disruptions	TC SI 550a.1	Quantitative	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	Sustainability Report, Security and data privacy (page 17)
	TC SI 550a.2	Discussion and analysis	Business continuity risks related to disruptions and operations	N/A	Sustainability Report, Security and data privacy (page 17)

ASSURANCE STATEMENTS

APEX

**VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS**

To: The Stakeholders of AVEVA Software LLC

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by AVEVA Software LLC (AVEVA) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of AVEVA. AVEVA is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
  - emissions associated with refrigerant losses

Types of GHGs: CO_2, N_2O, CH_4

GHG Emissions Statement:

- **Scope 1:** 589 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 4,960 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based)[1]:** 111 metric tons of CO_2 equivalent
- **Scope 3**
  - **Category 6 – Business Travel[2]:** 17,927 metric tons of CO_2 equivalent

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

[1] Apex reviewed contractual purchase data for 3,892 MWh of renewable energy whose energy attribute certificates (EACs) were not yet available for review at the time of this verification.

[2] Scope 3, Category 6 – Business Travel includes emissions from air travel that were calculated using Thrust Carbon's ICAO+ methodology

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard

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Page 2

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of AVEVA;
- Review of documentary evidence produced by AVEVA;
- Review of AVEVA data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by AVEVA to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions opinion declaration shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

It is our opinion that AVEVA has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

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Page 3

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with AVEVA, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Megan O'Neil, Lead Verifier   Trevor Donaghu, Technical Reviewer
ESG Program Manager   ESG Director
Apex Companies, LLC   Apex Companies, LLC
Atlanta, Georgia   Pleasant Hill, California

April 1, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to AVEVA Software LLC and is solely for the benefit of AVEVA Software LLC in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

AVEVA

Stay connected on our sustainability journey.

Explore our progress on the AVEVA Sustainability website.

We welcome your feedback on this year's Sustainability Report. Reach out to us at sustainability@aveva.com—we'd love to hear from you.