

3DEXPERIENCE®

Our Purpose: Sustainable Innovation

Our legacy



1981
**3D
Design**

1989
**3D DMU
Digital
Mock-up**

1999
**3D PLM
Product Lifecycle
Management**



2012
**3DEXPERIENCE®
platform**



2020
**Virtual Twin
Experience
of Humans**

Our belief



Virtual worlds extend
and improve the
Real world

Our Purpose

“

Dassault Systèmes provides business & people with **3DEXPERIENCE** universes to imagine sustainable innovations capable of harmonizing product, nature and life.

”



Environmental Commitment

Aiming at reducing our CO₂ emissions further

- Committed to the **Science Based Targets Initiative**
- **2025 Goal:**
 - 5t CO₂ /FTE for Scope 1, 2 and 3 excluding purchased goods, use of goods sold and services
 - -38% CO₂ emissions compared to 2018

Expanding our ESG commitments

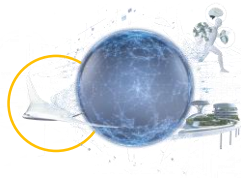
- **Dedicated team** appointed:
 - 1 Independent ESG Director
 - 1 ESG Executive Committee member
 - 1 Chief Sustainability Officer
- **Dedicated Sustainability Committee**
- **ESG performance criteria** in the CEO compensation and to be extended to the Executive Committee

Positive outcome for clients' handprint

- **Virtual Twin to bring** - between now and 2030 [for 5 use cases]:
 - \$1.3 Trillion of economic value
 - 7.5 Gt CO₂ emissions reductions
 - Accenture White paper* on Virtual Twins & Sustainability
- **Eco-design products with Life Cycle Analysis** being released in 2021
- **2/3 of new licenses with positive sustainability impact** in 2025

(*) Virtual Twins & Sustainability" Whitepaper with Accenture, [click here to download](#)

Sustainability | Customer stories



NIO

Electric vehicle innovator NIO needed to rollout an R&D platform to support its rapid global expansion



Novo Nordisk

Healthcare company specialized in diabetes care designing drug & medical devices for increased patient comfort and efficiency



FANGDA

Fangda builds smart buildings with curtain wall systems made of ecofriendly materials.



Eviation Aircraft

Eviation Aircraft design and build electric airplanes for mid-range distances that are cost-effective and environmentally friendly



Celsion

Leading oncology drug development company with a regulatory grade synthetic control arm in a clinical trial fighting ovarian cancer



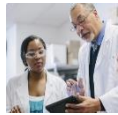
Yellow River Eng. Consulting

Engineering consulting firm devoted to river management and development, water conservation and hydropower-related projects



Amy's Kitchen

Major food manufacturing player with challenges in sustainable supply chain planning for food production on a global level



Moderna

Medidata is collaborating with Moderna to support clinical trials of mRNA-1273, Moderna's COVID-19 vaccine



Nabtesco Ind. Equipment

Nabtesco Industrial Equipment aims to accelerate Wind Turbine Product Innovation in a sustainable way



Social Commitment

Diversity & Inclusion

- **99% of employees on permanent contracts**
- **128 different nationalities**
- **Increasing representation of women**
 - 26% of 2019 workforce (+2.5 bps vs 2018)
 - 2019 WW hiring ratio of 34%
 - 50% at Board* level
 - 40% at Executive level
- **Disabled in the workplace**
 - Program to ensure disabled find work
 - ~3% employment rate in 2019

Employee Engagement

- **Turnover below 8%**
- **Low absenteeism rate of 1.8%****
- **Great place to work**
 - Forbes 2020***: 1st in France and 33rd World's best employer
 - Improving satisfaction Work Environment survey results since 2009
- **Attracting Talented Individuals**
 - 24% conversion rate for interns & apprentices

Developing Knowledge & Know-How

- **Continuous training:**
 - 10.5 hours on average per year
 - Covid-19 specific training
- **Preparing the « Workforce of the Future »:** ~6 million learners in 2020
- **Open innovation & collective intelligence:** 480+ ideas; 1,200 innovators; 35 projects

(*) excl. the directors representing the employees; (**) 3.6% nationwide Gras Savoye Willis Towers Watson 2019; (***) Forbes 2020 ranking

3DS Engagement Related to COVID-19



MODEL THE BIOSPHERE

Accelerate new drug candidates identification



REVEAL THE WORLD WE LIVE IN

Simulation of virus dispersal in ventilation systems to prevent contamination



POWER SMARTER TREATMENTS AND HEALTHIER PEOPLE

COVID-19 Trials Utilizing MEDIDATA



NURTURE AND EMPOWER DISRUPTIVE PROJECTS

COVID-19 open & online community: Empowering collective intelligence to fight COVID-19



PREPARE THE WORKFORCE OF THE FUTURE

The 3DEXPERIENCE platform: your Virtual Classroom

Maintaining jobs & Supporting our ecosystem (suppliers & resellers) without government support

La Fondation

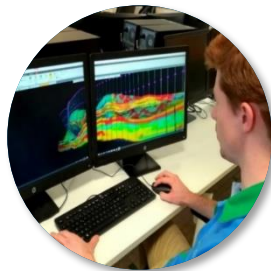


> WE CAN **INSPIRE** PEOPLE <
TO CREATE IT

Supporting projects around 3 domains



Education



Research



Heritage

3

Foundations in
Europe (2015), US (2016)
India (2017)

180

Projects supported

10

Countries
France, Germany, Italy, Spain, UK, US,
India, Nepal, Cameroun, Ethiopia

300

Dassault Systèmes Volunteers

La Fondation | 2020 Flagship projects



Eliminating Ventilator-Induced Mortality in COVID-19 Patients by emulating the Mechanics of Natural Breathing –
UC Riverside University
US



Solar Research and Competency
Development Centre
India



Mission Ocean
Ministry of Education – IFREMER
France



Made in 3D
Seed Future Entrepreneurs
La main à la Pâte
France - India



Connect Next
India

Governance | Highest Standards

A Board of Directors that is

Well Structured

- Chairman of the Board and CEO **functions dissociated** since 2002
- 10 **elected Directors***
- 2 Directors **representing employees**
- 1 **ESG lead Director**
- **3 Committees**
 - Audit
 - Compensation and Nomination
 - Scientific

Independent & Diverse

- **Independence**
 - 50% of the Board
 - 100% of the 3 Committees
 - Higher standard than French Standards
- **Women representation**
 - 50% of the Board
 - Higher standard than French law requirement

Experienced & Committed

- **Frequent meetings:** 12 in 2019
- **Strong participation rate**
 - Overall 96.5% in 2019
 - 100% for the Compensation and Nomination, Audit and Scientific Committees
- **Relevant previous experience** as Directors or in domains where Dassault Systèmes operates

Compliance and long term views



- **Overall higher standards than AFEP-MEDEF code**
- **Careful follow-up of proxy advisors recommendation trends**
- **Board designed to ensure diversity and high qualification**
- **Annual succession plan review performed**

(*) excl. Directors representing the employees

Ethics & Compliance

Promoting Strong Business Ethics

- **New Code of business conduct in 2020** for all employees and external stakeholders
- **Corporate social responsibility principles** relative to human & social rights and environment protection
- **Specific 3DS guidelines** regarding the fight against corruption, personal data protection, competition law, export controls etc.

Rules' Definition & Implementation

- **Governance**
 - Ethics committee
 - Business Ethics & Compliance Department *including Data Privacy dedicated team (Global & local data protection officer)*
- **Employee mandatory training on**
 - Ethics & Compliance Rules
 - Personal Data Protection
 - Competition Law
 - Anti-corruption Principles

Key data

- On average **45 cases investigated per year** by the Ethics Committee
- Whistleblowing and Financial Controls are the **main sources for case detection**
- **265 external due diligence** launched on partners
- **~98% of the workforce performed Ethics & Compliance trainings** (as of 30/09/2020)



2025 SUSTAINABILITY COMPASS TARGETS

**EXPERIENCE
the change**

**HARMONIZE
the portfolio**

**COLLABORATE
with stakeholders**



a **SCIENCE-BASED** carbon emissions target & a **5 ton CO2/FTE goal*** (-38% vs 2018)

40% of executive & 30% of people manager **roles** held by **women**
95% of employees having completed **Ethics training**
85% **employee pride & satisfaction** score

2/3 of new licences from solutions/processes with positive sustainability impact

Life Cycle Analysis integrated in 3DEXPERIENCE by 2022

Engage **5,000 stakeholders** (employees, suppliers, customers, students, nonprofits)

Launch an annual **sustainable innovation event**

(*) Scope 1, 2 and 3 excluding purchased goods, use of goods sold and services

