

Corporate Social Responsibility



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WALLIX Group ensures that its development is responsible and sustainable. WALLIX integrated ESG principles into its culture back in 2018 and has since been implementing concrete actions to strengthen its social, societal, environmental and digital ambitions, including the creation of a CSR project manager position at the end of 2021.

In 2021, WALLIX obtained an non-financial rating of 56 from EthiFinance (for 2020) as well as the Happy At Work certification.



I• Human Resources

WALLIX established a Human Resources Department in 2018 to focus the Company's ambitions around its values of boldness, teamwork and commitment.

WALLIX is committed to the responsible treatment of its employees. It promotes diversity, gender equality and well-being in the workplace and opposes against all forms of discrimination. Our **200 employees**, spread over 3 continents and 14 countries, are our most valuable assets in an industry that suffers from a shortage of talent.

WALLIX integrates a wide variety of profiles (nationalities, backgrounds, beginners in apprenticeship and seniors) because we are convinced that our diversity will contribute to our success. Our total workforce (permanent employees, apprentices, trainees) includes **28% women** - a figure we are proud of in a predominantly male industry (women represent only 11% of employees in the cybersecurity industry¹).





Job creation

On average, between 2018 and 2021, **24 permanent jobs will be created each year.** This means that WALLIX was able to manage the COVID-19 crisis without recourse to short-time working or state aid.

Quality of life at work

WALLIX promotes collaborative work between teams and the well-being of employees.

In order to offer more flexibility and commitment to employees, WALLIX has, with the company's SEC, put in place a WFH charter that has been deployed in France, Spain and Germany and allows employees to benefit from two days of work from home per week.

WALLIX is also accelerating its digital transformation by deploying cloud-based applications that are a response to the transformation of work itself ("Figgo" leave, absence and WFH management software; the launch of "The Willage", our own corporate social network; the automatic addition of a video conferencing link to every meeting to provide for flexible participation, etc.)

At the same time, WALLIX promotes a pleasant and welcoming workplace (fruit basket for employees, pool table, relaxation and meeting area, plants, etc.), and we strive throughout the year to coordinate the life of the company with integration and teamwork events to strengthen the bonds between employees.



A policy of skills development

The ability to retain our talent in a highly competitive job market is a priority for us. For this reason, WALLIX:

- offers its employees the opportunity to develop their skills and provides personalized support throughout their career (technical improvement, management assistance, language training, etc.);
- **offers a mobility policy for employees** by giving them rich and varied employment options (departments, countries);
- encourages promotion from within.

WALLIX also encourages employees to support the Company's long-term growth through its employee shareholding policy.

WALLIX's commitments will increase in the coming years with the retention of the best profiles, the strengthening of gender equality, and WALLIX's desire to introduce the cybersecurity professions to the younger generation through its actions in partnership with schools such as ESIEA, EPITA, INSA Lyon, and Telecom Paris Tech.





WALLIX and the carbon footprint of its employees

We have set ourselves the goal of **reducing the carbon footprint of all our employees** and have put in place a series of actions for which we conduct regular information campaigns:

- responsible management of our waste (glass recycling, WEEE recycling, light bulb and battery recycling, printer and toner cartridge recycling, and the installation of recycling garbage cans for paper and plastic);
- the elimination of single-use plastic from our offices (in 2020, plastic cups from coffee machines and water fountains were eliminated and replaced by individual glasses and bottles; coffee in plastic capsules was ended and coffee beans were introduced);
- distribution of washable masks during COVID rather than disposable masks and provision of a bin for recycling surgical masks;
- control of our water, energy and raw material consumption: installation of hand dryers instead of cloth towels; changing of all washbasin faucets to low-consumption infrared faucets; changing of our electricity supplier and switch to green electricity; paperless office policies; badge machine with reusable badges at reception.

Finally, to reduce the carbon impact of our employees' business travel, we have implemented a **« CAR POLICY » ", i.e. we offer vehicles with CO2 emission levels of no more than 138g** (hybrid vehicles are offered in all categories), and we encourage the use of videoconferencing to reduce travel by car, train and airplane.

By 2025, WALLIX is committed to continuing its efforts to reduce its carbon impact and the carbon impact of every employee.

III• Governance

It is WALLIX's ambition to become a European leader in cybersecurity. For this reason, it believes in transparency and communication.

WALLIX makes itself available throughout the year and participates in numerous roadshows to meet its shareholders.

WALLIX is also making efforts to improve corporate governance. With this in mind, a proposal will be made to the WALLIX GROUP Annual Shareholders' Meeting on June 15, 2022 to change its administrative and management structure by adopting the form of a French corporation (société anonyme) with a Board of Directors and to strengthen that body by the appointment of three new independent directors, two of whom will be women (see section XII of this document)

Listed on the Euronext Growth market since 2015, WALLIX Group regularly provides transparent and reliable financial information in line with the financial communication practices inherent to that market.

Due to its commitment to dialogue with shareholders, the Group pursues a proactive approach, with regular participation in the main forums for meetings with institutional investors (nearly ten per year) and the distribution of letters to shareholders, which began in 2020. The Group regularly assesses the information it deems appropriate to provide to financial audiences and the means of communication used.



IV• Quality

WALLIX designs cybersecurity products that by definition ensure the security of its customers' information systems, which include public and private organizations from all sectors, in France and internationally, and often Essential Service Operators (ESOs) subject to local or European regulatory obligations such as the ANSSI directives in France or the European NIS directive.

Quality and security requirements are therefore at the heart of our concerns, and we are committed to a process of continuous improvement within all our development, infrastructure and customer relations departments.

With the help of our cybersecurity laboratory and Quality team, we are committed to the following certification processes:

- The CSPN of the ANSSI (Agence Nationale de la Sécurité des Systèmes d'Information, the French National Agency for the Security of Information Systems), the BSZ of the BSI (Bundesamt für Sicherheit in der Informationstechnik, the German Federal Office for Information Technology Security) for our flagship product WALLIX Bastion,
- ISO 27001 for our managed services.

The WALLIX Academy, our training center, has been **Qualiopi-certified** since October 2021.





A software company providing cybersecurity solutions, WALLIX is the European specialist in Identity and Access Security Solutions.

A software company providing cybersecurity solutions, WALLIX is the European specialist in Identity and Access Security Solutions. WALLIX PAM4ALL, the unified access and privilege management solution, enables companies to respond to today's data protection challenges. It guarantees detection of and resilience to cyberattacks, which enables business continuity. The solution also ensures compliance with regulatory requirements regarding access to IT infrastructures and critical data. WALLIX PAM4ALL is distributed through a network of more than 300 resellers and integrators worldwide. Listed on the Euronext (ALLIX), WALLIX supports more than 1900 organizations in securing their digital transformation. WALLIX is a founding member of the HEXATRUST group and has been included in the Futur40, the first ranking of growth companies on the stock exchange published by Forbes France and is part of the Tech 40 index.

WALLIX affirms its digital responsibility and is committed to contributing to the construction of a trusted European digital space, guaranteeing the security and confidentiality of data for organizations as well as for individuals concerned about the protection of their digital identity and privacy. Digital technology, whether for professional or personal use, must be ethical and responsible in order to pursue a secure societal digital transformation that respects individual freedoms.

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