

Corporate Social Responsibility

WALLIX CSR 2022



Social / Environment / Governance

Corporate Social Responsibility

WALLIX Group is committed to responsible and sustainable development. 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. The monitoring and management of these actions will take place at the highest level of the company starting in June 2022, with the creation of a CSR Committee under the chairmanship of a new independent director.

In 2022, WALLIX was recognized for its progress in non-financial performance according to the Ethifinance survey (for 2021). WALLIX's 2022 Gaïa Research score was 70/100, well above the average score of 54/100 for the 66 companies rated in the Information Technology industry.

By continuously improving its CSR policies, WALLIX has increased its score by 23 points in three years. This achievement has earned WALLIX the Gaïa silver medal for its non-financial performance.



- Human resources
- Societal impact
- Environment
- Governance
- Quality



Human resources

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

WALLIX is committed to the responsible treatment of its employees, promotes **well-being in the workplace, diversity and gender equality and is committed to the fight against all forms of discrimination.**

Our **235 employees, spread over four continents and 16 countries**, are our most valuable assets in a booming sector that suffers from a shortage of talent. Confident that our diversity will contribute to our success, WALLIX integrates a wide variety of profiles: nationalities, backgrounds, beginner apprentices and seniors.

28% of our total workforce (permanent employees, apprentices, trainees) are women, a figure we are proud of in a sector that is overwhelmingly male (women represent only 11% of employees in the cybersecurity sector).

In 2022, WALLIX received the Happy At Work label for the third consecutive year.



235

EMPLOYEES

16

COUNTRIES

4

CONTINENTS

28%

WOMEN

11% AVERAGE IN THE SECTOR

37

AVERAGE AGE



Diversity and respect are core values at WALLIX. According to the results of the 2022 #HappyIndex®AtWork survey, 82.8% of WALLIXians feel that diversity is encouraged and respected within the organization. This percentage is a key indicator for us and reflects the ongoing success of our vision. At WALLIX, we recruit employees of various origins, nationalities and genders, with or without disabilities



Delphine Schoffler Devevey,
HR Director at WALLIX

Job creation

From 2018 to 2022, an average of **22 permanent jobs were created each year.**

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, in February 2021, WALLIX and the Company's ESC set up a "Working Together" and teleworking charter that was deployed in France, Spain and Germany, allowing employees to benefit from two days of teleworking per week.

WALLIX is also accelerating its digital transformation by deploying cloud-based applications that are designed for the transformation of the workplace. These include: time-off, absence and telework management software; travel and expense management software; meal voucher and mobility benefits management software; a corporate social network; automatic addition of a videoconference link to each meeting to offer flexible participation, etc.

At the same time, WALLIX promotes a pleasant and welcoming workplace and we strive throughout the year to stimulate company life with integration and team-building events to strengthen team cohesion.

WALLIX's CSR responsibility also extends to the entire chain. As for Quality of Life in the Workplace, WALLIX has made arrangements with its service providers so that maintenance agents work during regular working hours and days. In this way, our cleaning agents work every day from 5:00 to 7:00 p.m. in our premises and the ANR service association performs its services during the day for the cleaning of interior windows. As far as the environment is concerned, all cleaning service providers use eco-certified products that are friendly to the environment and to users.

WALLIX supports gender equality in the workplace:

- equality in parental rights with **childcare assistance**, with 100% salary maintenance for men during the 28 days of paternity leave
- in line with our values, we joined the **#StOpE initiative against everyday sexism** in the corporate world and signed its charter in December 2019.

WALLIX has obtained a score of 89% in the French Ministry of Labor's 2021 gender equality index (established in April 2022).

To go even further, WALLIX has signed (in November 2022) a voluntary action plan with employee representatives concerning professional equality between men and women.



For the future innovation and success of WALLIX Group, the well-being of our employees is fundamental. It is essential that all WALLIXians feel comfortable in their workspace. According to the 2022 #HappyIndex®AtWork survey, 78% of WALLIXians enjoy coming to work in our offices. WALLIX offers many unifying events to liven up the professional life of our teams, such as breakfasts, Secret Santas, Halloween costume days, team lunches/dinners and annual launch parties.



Delphine Schoffler Devevey,
HR Director at WALLIX

WALLIX firmly combats discrimination on the basis of disability and is committed to providing optimal working conditions for people with disabilities:

- **Adaptation of buildings** to accommodate workers with motor disabilities and people with reduced mobility (changes to building entrance doors, installation of private elevators for people with disabilities);
- **Funds for training**
- **Adaptation of workstations**
- **Access to government financial aid**

An annual Disability Diversity Awareness campaign is conducted among employees and is accompanied by a diagnosis of recognition of the status of disabled workers (rQtH).

WALLIX fights corruption in the workplace

and in 2020 adopted an anti-corruption charter in accordance with the provisions of the Sapin 2 Law, which imposes on all employees of the Group's companies, both permanent and temporary, and on all our partners, commitments to be respected that guarantee the ethical and responsible conduct of our business.

A policy of skills development

Our employees are the main contributors to our success.

The ability to retain our talent in a highly competitive job market is a priority for us.

To do this, WALLIX:

- offers its employees the opportunity to develop their skills and **provides personalized support throughout their careers** (technical improvement, management assistance, language training, etc.);
- **offers its employees a mobility policy** by providing them with rich and varied career options (departments, countries);
- **gives priority to internal promotion.**

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



At WALLIX, it is crucial to provide the tools and resources necessary to support the learning and skill development of our employees to nurture commitment, motivation and competence. According to the 2022 #HappyIndex®AtWork survey, 74.6% of WALLIXians feel they are learning and developing their job skills. We encourage positive, dynamic work environments that are conducive to learning and professional growth.



Delphine Schoffler Devevey,
HR Director at WALLIX



In 2022,
8 out of 10
WALLIX
employees took
a training course
to develop their
skills!



II • Societal impact

<we>Edu

Let's train the younger generation in cybersecurity to build a more responsible digital future together

WALLIX Group, as a European cybersecurity industry player, is committed to digital responsibility and acts to make future generations widely aware of the building of a trusted digital world and in particular of the growing need to protect digital access, identities and data.

For this reason, WALLIX created the WE EDU program in 2022 to make a concrete contribution to the education of tomorrow's talent and to encourage young people to join an exciting industry that is seeking new recruits! This mobilization of WALLIX and all of its employees is part of the France 2030 strategy to accelerate cyber training.

Making up for a skills shortage

Since 2019, WALLIX has led a fundraising effort with two engineering schools (ESIEA and EPITA) to help create a post-Bac curriculum in cybersecurity. This Bachelor's level educational program responds to an urgent need for new talent at the "operator" level among the users of our solutions. These training initiatives are in line with France2030 national strategies and in particular with the actions of the Security Industries Strategic Contract, for which WALLIX is piloting the cybersecurity structuring project roadmap.

Attracting talented women

This effort to raise awareness is also an equality issue since women are under-represented in the cyber sector ($\approx 11\%$). For WALLIX, highlighting the careers of our women employees is crucial and is reflected in the interventions of women role models in events with schools or universities, at the student fair and/or in partnership with the associations *Femmes@Numériques* or *CEFCYS*.

Discovering cybersecurity professions

- **With "Vis Ma Vie @ WALLIX"**, in our offices, we organize an immersive half-day to help students discover various technical professions by offering them an immersive experience within our teams.
- **Actively contributing to learning:** WALLIX offers apprenticeship and professionalization contracts in addition to internships because we are convinced that this is the best springboard for training and professional integration!
- **A corporate project:** WALLIX encourages all of its employees to reach out to young people at events in which WALLIX participates to raise awareness of cybersecurity issues among future managers who have studied marketing, law, or business, as well as among specialists in various possible careers (engineers, developers, consultants, etc.).

WALLIX WE EDU: Providing educational resources for schools and universities

WALLIX is taking the training of younger generations in responsible cybersecurity issues and professions a step further and, with the WE EDU program, offering free software licenses to higher education institutions for educational use.

We support teachers with training in our solutions and also provide access for students to the certification exam. This is a technological springboard for employment in the cybersecurity market.

**Between now and 2025,
we will be strengthening the
WE EDU program and partnering
higher education institutions to
train and grow Cyber talents!**

A man in a dark suit jacket, white shirt, and blue jeans is riding a teal-colored bicycle. He is smiling and talking on a mobile phone held to his ear. The background is a bright, sunny outdoor setting with blurred greenery and buildings. The image is partially covered by a semi-transparent white overlay containing text.

III • Environment

WALLIX is aware that digital's carbon footprint in 2022 accounted for 4% of global greenhouse gas emissions.

Reducing the environmental footprint of our digital infrastructures and activities is therefore a major challenge for the IT industry.

WALLIX strives to design eco-responsible products for WALLIX PAM4ALL solutions to support the digital and environmental transition of its customers.



WALLIX and the reduction of the carbon footprint of our solutions

The WALLIX access security solution PAM4ALL is part of an eco-responsible approach to corporate IT systems.

PAM4ALL enables the development of secure access and identity mobility in remote work and is part of a sustainable and secure approach to remote access management, mobility being one of the key ways to reduce the carbon footprint of professional activities.

The main eco-innovation actions of our solutions for the next few years will be:

- **Studying and optimizing the power consumption of our digital solutions through standardized load tests**, to reduce the power consumption of our solutions over their entire life cycle. WALLIX is committed to giving its R&D teams the resources to eco-design its products.
- **Auditing and analyzing our working environment to reduce the carbon footprint of equipment and infrastructure dedicated to our developments and projects.**

Accordingly, WALLIX has already begun to take various steps to minimize its environmental impact through the use of:

- **virtualization** of the internal production IT environment, in particular via the Cloud, with rational sizing,
- implementation of **green policies** to automatically turn off unused computer resources.
- **raising employee awareness** of these issues

Between now and 2025, WALLIX wants to help its customers reduce their carbon footprint by enabling them to implement secure mobility and remote access policies and by reducing the standardized consumption of its own solutions.

WALLIX and the environmental footprint of its employees

We have set ourselves the goal of reducing the environmental footprint of all our employees and have put in place a series of actions for which we regularly raise awareness among our employees:

Waste

The elimination of single-use plastic from our premises, which means that as of 2020, plastic cups from coffee machines and water fountains have been eliminated and replaced by individual glasses and bottles; the use of coffee in plastic capsules has been stopped and coffee beans have been introduced.

Responsible management of our waste with the implementation of a glass recycling policy, recycling of light bulbs and batteries, recycling of printer cartridges and toner, setting up of recycling garbage cans for paper and plastic and recycling of office furniture with an offer to buy back from employees or to be taken back by specialized companies.

Management and life cycle policy for IT equipment (recycling of IT equipment in accordance with the WEEE standard, re-use of IT equipment with the possibility of recovery by employees).

Energy and buildings

Controlling our consumption of water, energy and raw materials. For example: installation of hand dryers instead of cloth towels; replacement of all sink faucets with low-consumption infrared faucets; a gradual switch from old neon signs to LED signs; practices to move towards zero paper; badge machines with reusable badges at the reception. To reduce our energy consumption (water and electricity), WALLIX will launch an awareness campaign in 2023 to mobilize employees regarding "best practices to adopt".

Sustainable mobility

To reduce the carbon impact of our employees' business travel, **we encourage the use of videoconferencing to reduce travel** by car, train and airplane **to what is necessary**. We also encourage our employees to use public transport and soft modes of travel for their work and home-to-work trips and have put in place:

- A **Sustainable Mobility Package** in September 2022, which means that we will contribute to the cost of commuting to and from work, regardless of the means of transportation: public, bicycle, scooters, carpooling, etc.)
- A **CAR POLICY in which we make hybrid vehicles available** in all categories. In 2023, we will also offer "Eco-Driving" training to employees with company cars.

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

IV• Governance

It is WALLIX's ambition to become one of the European leaders in cybersecurity, and for that purpose, it has adopted a reinforced governance to support its performance.

With this in mind, the June 15, 2022 annual shareholders' meeting of WALLIX Group voted to change its administrative and management structure, adopting the form of a public limited company (société anonyme) with a Board of Directors, and to strengthen this body by appointing three new independent directors, including two women.

This change in the management model will allow WALLIX to speed up its decision-making processes and drive the Company's growth strategy more efficiently.

WALLIX has also integrated ESG principles into the management of its Board of Directors with the creation of a CSR Committee. This gives WALLIX a strong, balanced and structured governance model in order to become a world leader in digital transformation security.


Labor-Management Dialogue

WALLIX organizes an ongoing dialogue with employee representatives (Economic and Social Committee meetings at least 6 times a year). This regular dialogue has produced our teleworking charter (France, Germany, Spain) and a gender equality action plan.

Shareholder dialogue

WALLIX believes in transparency and communication, and therefore makes itself available throughout the year and participates in numerous roadshows to interact with its shareholders.

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



Committed 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). The Group regularly assesses the information it deems appropriate to provide to financial audiences and the means of communication used.

V• Quality

WALLIX designs cybersecurity products that by definition aim to ensure the security of its customers' information systems.

These 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 safety requirements are therefore central to our concerns, and we are committed to a continuous improvement process within all of our development, infrastructure and customer relations departments.

Relying on our cybersecurity laboratory and our Quality team, we are involved in certification processes:

- The **ANSSI's** (French National Agency for the Security of Information Systems) **CPSN**, the **Bsi's** (Bundesamt für Sicherheit in der Informationstechnik, German Federal Office for the Security of Information Technology) **BsZ** 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.



In order to bring even more trust and transparency to our customers and partners, in 2022 we obtained **the ISAE 3402 report** (SOC 1 type 2) for the scope of our managed services for our product WALLIX Bastion. This report is issued by independent auditors and attests to the reliability of our internal control systems. This is a sure guarantee for our customers of the quality of our managed services.

Finally, we conduct an annual satisfaction survey conducted by the service provider Qualitest to monitor developments and improve the satisfaction of our customers and partners.

WALLIX, a suite of quality solutions to meet the needs of an expanding global market

All of WALLIX's quality requirements have helped us to be recognized as a leader in our field by the most prestigious analyst firms in the world.

In the future, to remain as close as possible to the needs of the market and users, WALLIX created a scientific committee in 2022 made up of six personalities (IT and/or cybersecurity managers) belonging to large international groups who believe in WALLIX and have set themselves the mission of helping and supporting it to become a global cybersecurity l'accompagner à devenir un champion mondial de la cybersécurité.





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.

WALLIX FRANCE (HQ)

250 bis, rue du Faubourg Saint-Honoré

75008 PARIS

Tel.: +33 1 53 42 12 81

Contact-us:

info@wallix.com

WWW.WALLIX.COM

