



# Corporate Social Responsibility

WALLIX RSE 2023



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 taken a number of actions to strengthen its corporate, social, environmental and digital ambition, including the creation of a CSR project manager position at the end of 2021. In June 2022, responsibility for monitoring and coordinating these actions was transferred to the Company's governance team via the creation of a CSR Committee chaired by a new independent director.

In 2023, WALLIX significantly improved its non-financial performance, earning the EthiFinance ESG gold medal. The EthiFinance ESG Ratings 2023 campaign awarded WALLIX a score of 72/100, up 13 points in one year.

This performance and the significant increase in ratings reflect the progress achieved through the Group's CSR initiatives. Having obtained the silver medal the previous year, WALLIX's stellar ESG performance last year prompted EthiFinance ESG Ratings to upgrade its award to gold status.

**WALLIX well above  
the IT sector average**

WALLIX scored above the sector average of 47/100, ranked 16<sup>th</sup> out of 234 companies.

**31 points above average among  
companies generating turnover  
less than €150 million**

The Group ranked 36<sup>th</sup> out of 458 companies, outperforming the category average by 31 points.

**14 points above average  
among French companies**

WALLIX ranked 79<sup>th</sup> out of the 349 French companies included in the EthiFinance ESG Rating.

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, teamwork and commitment.**

WALLIX also acts responsibly towards its employees by focusing on **well-being at work, diversity and equality and seeking to combat all forms of discrimination.**

Numbering over **240 employees on four continents and in 16 countries**, our people are our most valuable asset in a booming sector facing a shortage of talent. WALLIX integrates a wide variety of profiles (nationalities, backgrounds, beginners in apprenticeship and seniors) because we are convinced that diversity is a key success factor for the Company. Our total workforce (permanent staff, apprentices, trainees) includes 26% women – a figure we are proud of in a largely male-dominated sector (women account for just 11% of the cybersecurity sector workforce).

In 2022, WALLIX was awarded the Happy At Work label for the third year in a row, also obtaining the label for 2023 in Spain, where WALLIX ranked 13<sup>th</sup> in the Tech@Work Spain survey.



**240**  
EMPLOYEES

**16**  
COUNTRIES

**4**  
CONTINENTS

**26%**  
WOMEN ON AVERAGE  
VS 11% INDUSTRY AVERAGE





## Job creation

Between 2018 and 2023, an average of **23 new permanent positions (net) were created each year.**

## Well-being at work

WALLIX promotes teamwork and employee well-being.

To offer greater flexibility and support to employees, in February 2021 WALLIX created a "Working Together" and work-from-home (WFH) charter in consultation with the Company's SEC. The charter was rolled out in France, Spain and Germany, allowing employees to work from home two days a week.

**WALLIX is also stepping up its digital transformation by deploying cloud-based applications in response to changes in working methods.** This includes software for managing leave, absences and WFH time; travel and expense accounts; food vouchers and transport benefits; a videoconference link automatically added to each meeting to enable flexible participation, and more.

**WALLIX also seeks to create a comfortable and welcoming workplace** for example, by carrying out renovations at its Paris headquarters to improve the employee working environment and implementing eco-design and accessibility practices. WALLIX also strives to make working at the Company more fun by organizing breakfasts, integration events and team-building exercises throughout the year.

*"Working at WALLIX is a very rewarding experience. As a French company with over 20 years' experience, we're facing some exciting growth challenges. It's a real pleasure to come into the office: the atmosphere is pleasant and the teams are closely knit. There's also a good work-life balance, which helps me achieve my personal goals."*

*Valentin, Account Manager at WALLIX since 2022*

At WALLIX, corporate social responsibility extends across the entire chain. In terms of quality of life at work, WALLIX has made arrangements with its service providers to ensure that maintenance staff work only on business days and during business hours. As such, our cleaning staff work every day on our premises from 5.00 pm to 7.00 pm, while the ANR service association provides interior window cleaning services during the day. In terms of the environment, all cleaning service providers use eco-certified products that respect both users and the environment.

### **WALLIX supports gender equality in the workplace:**

- equality in terms of parental leave: **"settling in leave"**, with men's salaries maintained at 100% for over 28 days of paternity leave and women's salaries maintained regardless of the duration of maternity leave;
- in keeping with our values, we joined the **#StOpE initiative against ordinary sexism** in the workplace and signed the charter in December 2019.

In November 2022, WALLIX signed a voluntary action plan with employee representatives in support of gender equality in the workplace.



*Employee well-being is key to WALLIX Group's innovation and success. Every WALLIX employee should feel comfortable in their workspace.*

*According to the 2023 #HappyIndex®AtWork survey, 72% of WALLIX employees enjoy working at our offices and 78% are happy with their work-life balance. WALLIX organizes a range of fun and lively social events for its teams: breakfasts, Secret Santa, a Halloween costume day, team lunches and dinners, annual kick-offs, etc.*



**Delphine Schoffler Devevey,**  
Human Resources Director,  
WALLIX Group

**WALLIX is strongly committed to combating discrimination based on disabilities and providing the best possible working conditions for employees with disabilities:**

- **Adaptation of premises** to accommodate workers with motor disabilities and reduced mobility (adaptation of building entrances, installation of an elevator reserved for workers with disabilities);
- **Funded training;**
- **Workstation layout;**
- **Access to government financial aid.**



**An annual disability diversity awareness campaign is carried out among employees,** as well as a worker with disability status (RQtH) evaluation.

In 2024, as part of our initiatives to hire workers with motor disabilities and people with reduced mobility, WALLIX plans to move its Rennes premises to facilities that comply with accessibility standards.

## **WALLIX also strives to eliminate corruption in the workplace**

having adopted an anti-corruption charter in 2020 in line with the provisions of the French Sapin 2 Act. The charter sets out commitments to be upheld by all Group company employees (both permanent and temporary staff) and partners, thereby promoting ethical and responsible business conduct.

## Skills development policy

Our employees are the key to our success.

Retaining talent in a highly competitive job market is a priority for us.

**WALLIX does this by:**

- offering employees skills development opportunities and **providing personalized support throughout their careers** (technical training, management support, language classes, etc.);
- **offering rich and varied working experiences** in a variety of departments and countries.



According to the 2022 #HappyIndex®AtWork survey, 74% of WALLIX employees see the usefulness and impact of their work. At WALLIX, every individual plays an essential role and, as WALLIX grows, new career opportunities open up for employees too! Employees' needs and career goals are a core priority for us - so we help them build personalized career paths, ranging from technical or managerial training to opportunities to work abroad. Our goal is to retain talent and grow together.

Delphine Schoffler Devevey,  
Human Resources Director  
at WALLIX.



In 2023,  
**8 out of 10**  
**WALLIX employees**  
took a training  
course to develop  
their skills!

## More support for key talent

WALLIX places particular emphasis on supporting talent, internal promotion and retaining key employees as part of the Group's development strategy.

### Internal promotion

WALLIX systematically offers vacant positions to existing employees. Managerial support and new-job training is also provided for each change of position within the Company. WALLIX has also organized a management training course for employees every year since 2022.

Between 2021 and 2023, an average of at least 12 employee promotions took place each year. 2023 saw an increase in promotions thanks to WALLIX's goal to involve employees in the Group's growth in accordance with the Unicorn25 strategic plan.

This commitment has been taken up at governance level and adopted by the Board of Directors.

### Talent retention and employee shareholding

WALLIX firmly believes in the importance of well-being at work as a means of keeping employees happy and motivated. As such, in 2023 WALLIX created the "5-Year Club", a group of employees with over five years' experience at the Company, to build a sense of sharing and support among loyal employees.

In 2023, a fifth of Group employees were members of the 5-Year Club, thereby also benefiting from the WALLIX employee shareholding plan.

WALLIX has been encouraging employee involvement in its long-term development and performance since 2017 through its employee shareholding policy.

*"I started out working as a technical translator, after I graduated with a specialized Master's degree in English and German translation. I soon switched to technical writing, a field that fascinated me. My career has evolved a lot since I joined WALLIX. I've always had a keen interest in the technical side of software creation, and I've recently switched to front-end development. What I find really rewarding is the close collaboration with the development teams - every day, I get to work in a stimulating environment brimming with ideas and knowledge-sharing. It's so much fun!"*

*Caroline,*

*Caroline, Technical Writer at WALLIX since 2019*



## II • Social impact

# <we>Edu

### Training the next generation in cybersecurity to build a more responsible digital future together

As a European industrial cybersecurity player, WALLIX Group is committed to digital responsibility, raising awareness with future generations about the need to build a trusted digital world and, in particular, the growing need to protect digital access, identities and data.

As such, in 2022 WALLIX created the WE EDU program to make a tangible contribution to training future talent and to inspire young people to join an exciting industry that is currently hiring! This commitment by WALLIX and all of its employees is part of the "France 2030" strategy to accelerate cyber training.

### Addressing the skills shortage

Since 2019, WALLIX has been working intensively with two engineering schools (ESIEA and EPITA) to help create a Bachelor's-level course in cybersecurity. This training is designed to meet an urgent need for new "operator" level skills among our solution users. These training initiatives are in line with the France 2030 national plan.

### Women in the industry

This awareness-raising initiative also seeks to promote gender equality, since women are under-represented in the cyber sector ( $\approx 11\%$ ). WALLIX believes highlighting the careers of our female employees is crucial. As such, female role models represent the Company at events organized with schools and universities, at student job fairs and in partnership with non-profits including *Femmes@Numériques* and *CEFCYS*.

## Discovering cybersecurity professions

- **“Vis Ma Vie @ WALLIX”**: we invite students to attend an immersive half-day on our premises, introducing them to the various technical professions and our teams.

- **Actively contributing to learning**: WALLIX offers apprenticeship and vocational training contracts in addition to internships, as we are convinced that this is an ideal springboard for training and professional integration.

- **WALLIX is HappyIndex®Trainees certified for 2023!**

**A meaningful, unifying initiative**: WALLIX encourages all of its employees to reach out to young people at events it attends, in order to raise awareness of cybersecurity issues among future managers having graduated in marketing, law or business, as well as specialists in the range of career paths it offers (engineers, developers, consultants, etc.).

**Over 40 employees took part in the WE EDU program in 2023** by attending a meeting, conference, workshop or training session in our solutions designed for students.



## WALLIX WE EDU: Providing educational resources for schools and universities

WALLIX goes even further in training younger generations in the challenges and professions of responsible cybersecurity, providing universities with free software licenses for teaching purposes through the WE EDU program.

We offer teachers training in our solutions and give students the chance to take the certification exam. This acts as a technical springboard towards employment in the cybersecurity sector.



**We aim to double the number of students taking part in the WE EDU program by 2025, in order to help train new talent for the cyber industry!**

# <we>Edu

**In 2023, WALLIX WE EDU counted:**

**23**

work-study trainees and interns

**47**

WALLIX certified instructors

**11**

partnerships with public  
schools and establishments

**160**

certified students

+ 500 students having attended conferences, courses and events

## What our employees say:

*"I was hired as part of a work-study program in September 2022 to develop the skills I acquired during my engineering school degree. During this apprenticeship, I got the chance to take part in WALLIX's WE EDU program. We gave ESIEA students the opportunity to spend an afternoon at our offices, giving them insight into how the Company and our WALLIX PAM solution work and getting them involved in team workshops. I really appreciated the opportunity to work closely with students from my old school. Now, with a permanent contract at WALLIX, I'd love to take part in more events to share our passion for our different areas of expertise!"*

**Manon, pre-sales engineer since 2022**

## III • Environment

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

As such, reducing the environmental footprint of digital infrastructures and operations is a major challenge for the IT industry.

WALLIX seeks to design eco-responsible products for solutions intended to support its clients' digital and environmental transition.

## Reducing the carbon footprint of WALLIX solutions

WALLIX's access security solution, WALLIX PAM, has been developed as part of an eco-responsible approach to corporate information systems.

WALLIX PAM provides secure identity and access management for employees working from home. The solution forms part of a sustainable and secure approach to remote access management – mobility being one of the key ways we can reduce the carbon footprint of our activities.

The main eco-innovation priorities for our solutions over the next few years include the following:

- **Assessing and optimizing the power consumption of our digital solutions using standardized load tests**, thereby reducing power consumption over the entire life cycle of our solutions. WALLIX makes sure that its R&D teams have the resources they need to eco-design products.
- **Auditing and analyzing the working environment to reduce the carbon footprint of equipment and infrastructures assigned to development and projects.**

WALLIX has already taken steps to minimize its environmental impact through the use of:

- **virtualization** of the in-house IT production environment, in particular via cloud solutions and judicious sizing;
- the implementation of **eco-friendly policies** to automatically switch off IT equipment not in use;
- **raising employee awareness** of these matters.

**By 2025, WALLIX aims to help clients reduce their carbon footprint through the implementation of secure mobility and remote access policies and by reducing the standardized power consumption of its own solutions.**

## Carbon footprint of WALLIX employees

**We have set ourselves the goal of reducing the environmental footprint of all our employees via a series of actions designed to foster employee awareness:**

### Waste

**The elimination of single-use plastic from our premises:** as of 2020, plastic cups previously used at coffee machines and water coolers have been replaced by personal glasses and water bottles; we no longer use coffee capsules, replaced by coffee beans.

**Responsible waste management:** via a policy of recycling glass, light bulbs, batteries, printer and toner cartridges, cardboard, paper, plastic and office furniture, with options for purchase by employees or collection by specialist recycling firms.

**IT equipment management and life cycle policy:** responsible disposal of waste electrical and electronic equipment (WEEE) is one of the cornerstones of our CSR initiatives. WALLIX ensures that end-of-life IT equipment and components are recycled with the utmost care, complying with all regulations aimed at minimizing the environmental impact. Furthermore, by adopting a circular economy model offering employees the option to purchase used equipment, we extend the lifespan of our equipment, reduce electronic waste and minimize the environmental impact arising from the manufacture of new devices.

From procurement to delivery, our logistics processes are designed with environmental sustainability in mind. WALLIX chooses to work with suppliers who share the same commitment to eco-responsibility, including the use of environmentally-friendly packaging for goods delivery and a program to reduce transport emissions that aims to completely eliminate CO2 emissions by 2050.

### Energy and buildings

**Controlling water, energy and raw material consumption:** this includes installing hand dryers to replace towels; replacing all faucets with low-energy infra-red faucets; gradual switchover from neon signs to LED signs; efforts to go paperless; badge readers with reusable badges at reception.

### Sustainable transport

To reduce the carbon impact of business travel, **we encourage videoconferencing to minimize car, train and air travel.**

We also encourage employees to use public and active transport to commute to and from work, through the following initiatives:

- a **Sustainable Mobility Allowance** introduced in September 2022: we subsidize the cost of commuting regardless of the means of transport (public transport, bike, scooter, carpooling, etc.);
- a « **CAR POLICY** » under which we offer **hybrid** vehicles of all kinds. WALLIX plans to gradually green its vehicle fleet from 2024 onwards, moving towards more hybrid vehicles and eventually offering only electric vehicles.

**WALLIX has committed to reducing its carbon footprint and that of all of its employees by 2025.**

As part of its initiatives to improve employee accessibility and comfort, in 2024 WALLIX plans to relocate its Rennes site to a building designed to be as close as possible to net zero. The move will also make it easier for employees to get around by providing direct access to a metro line, promoting smoother, cleaner and more sustainable transport.

## IV • Governance

**WALLIX aims to become one of Europe's leading cybersecurity players and has adopted a strengthened governance structure to help boost its performance.**

**With this in mind, WALLIX Group's June 15, 2022 shareholders' meeting voted to change its management model,** by becoming a French corporation with a Board of Directors, and to strengthen this body by appointing three new independent Board members 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 incorporated ESG principles into the Board's remit, by setting up a CSR Committee tasked with providing a non-financial angle on the Company's strategic decisions. The CSR Committee meets at least four times a year and works hand in hand with the Compensation Committee.

These changes have provided WALLIX with a strong, balanced and structured governance model in order to become a world leader in digital transformation security.

### Industrial relations

WALLIX organizes ongoing dialog with employee representatives, including Social and Economic Committee (SEC) meetings at least six times a year. These regular discussions have resulted in our work-from-home (WFH) charter (rolled out in France, Germany and Spain) and a gender equality action plan. A new SEC election is scheduled for the first quarter of 2024.

### Shareholder dialog

In keeping with its commitment to transparency and communication, WALLIX organizes numerous roadshows each year to provide opportunities for discussion with shareholders.

A photograph of a person wearing a bright yellow jacket, holding binoculars to their eyes. The background is a solid blue color.

**Listed on Euronext Growth since 2015, WALLIX Group regularly provides transparent and reliable financial information in line with the market's financial reporting practices.**

**The Group takes a proactive approach to shareholder dialog, regularly taking part in the main institutional investor forums (a dozen or so a year). The Group regularly assesses the financial information it reports to stakeholders, as well as the means of communication it uses.**



# V• Quality

**WALLIX designs cybersecurity products that by definition aim to keep clients' information systems secure.**

**Clients include public and private sector organizations spanning all sectors, in France and abroad, many of which are Essential Service Operators (ESOs) subject to local or European regulatory obligations such as ANSSI directives in France or the European NIS directive.**

Quality and safety requirements are a key priority for us. As such, we are committed to continuous improvement across all our development, infrastructure and customer relations departments.

Backed by our cybersecurity lab and quality team, we are engaged in the following certification procedures:

- **CSPN by ANSSI** (*Agence Nationale de la Sécurité des Systèmes d'Information, French authority*), **BsZ by Bsi** (*Bundesamt für Sicherheit in der Informationstechnik, German federal office for information security*) for our flagship product WALLIX Bastion
- **ISO 27001** for our SaaS solutions, specifically including the WALLIX ONE platform

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



In order to provide clients and partners with greater confidence and transparency, we have complied with the **ISAE 3402 (SOC 1 type 2) report** on the scope of our managed services for WALLIX Bastion since 2022. The report is issued by independent auditors and certifies the reliability of our internal control systems. It provides clients with a firm guarantee of the quality of our managed services.

Finally, we conduct an annual satisfaction survey organized by Qualitest to track progress and improve client and partner satisfaction.

### **WALLIX, a suite of quality solutions that meet the needs of an expanding global market**

WALLIX's stringent quality standards have prompted the world's most prestigious analysis firms to recognize the Group as a leader in its field.

To ensure we keep pace with market and user needs well into the future, in 2022 WALLIX set up a scientific committee comprising six leading IT and cybersecurity executives from major international groups, all firmly committed to helping WALLIX become a global cybersecurity champion.



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

WALLIX's technologies enable companies to respond to today's data protection challenges. They guarantee detection of and resilience to cyberattacks, which enables business continuity. They also ensure compliance with regulatory requirements regarding access to IT infrastructures and critical data. WALLIX has a strong distribution network of more than 300 resellers and integrators worldwide. Listed on the Euronext (ALLIX), WALLIX supports more than 2000 organizations in securing their digital transformation.

OT Security is a WALLIX brand dedicated to the security of digital access and identities in industrial environments.

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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