



Move freely
in a safer
digital world!

Corporate Social Responsibility

WALLIX CSR 2026

Non-financial report published
March 31, 2026 concerning data for the 2025 financial year



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 rolled out a number of actions to strengthen its corporate, social, environmental and digital commitments, particularly via the creation of a CSR project manager position at the end of 2021. Since June 2022, responsibility for monitoring and coordinating these actions has been incorporated into corporate governance via the creation of a CSR Committee chaired by an independent director.

In 2025, WALLIX was awarded a silver medal in the Ethifinance ESG Ratings. It received a score of 64/100, an improvement of 2 points year on year. WALLIX's performance is well above the sector average and reflects the Group's CSR initiatives.

Lastly, for its second carbon assessment, WALLIX obtained the gold medal awarded by the Greenly ratings platform, highlighting WALLIX's efforts in terms of establishing a decarbonization strategy and action plans. WALLIX obtained an initial score of 67/100, ranking it among the top 5% of responsible companies.

WALLIX 9 points above the IT sector average

WALLIX scored well above the sector average of 55/100, ranking 35th out of 163 companies rated.

14 points above the average among companies generating turnover less than €150 million

The Group ranked 81st out of 366 companies rated, outperforming the category average by 14 points.

2 points above the average among French companies

WALLIX ranked 160th out of the 317 French companies included in the Ethifinance ESG Rating.

Our purpose
Shared values
Our people
Social impact
Environment
Governance
Quality





WALLIX is a world leader in identity and access security.



I • Our purpose

While digital technology offers tremendous opportunities, it also exposes our societies to unprecedented challenges:

- Growing vulnerability in line with the increase in digital interactions;
- Heightened reliance on digital solutions and loss of control over our data;
- Legal and ethical frameworks, mostly out of sync with rapid developments in technology.

We are convinced that secure and controlled digital technology represents a powerful lever for freedom, progress and autonomy.

We believe in a bold and ethical European model that is respectful of individuals and organizations alike.

Not only can this model be achieved, it is also vital for building a balanced future where trust and digital responsibility are at the core of interactions.

At WALLIX, we do not want security to be perceived as a privilege or constraint. Our commitment is to make security accessible, simple and robust, so that every organization, regardless of its size and mission, can move freely in a secure digital world.

Purpose

"Evolve freely in a secure digital world."

Our vision

At WALLIX, we believe in digital technology that provides both protection and freedom.

We are building a world where:

- digital technology will become a trusted space where each organization and individual can keep control of their tools and digital identity;
- cyberattacks will no longer dictate business priorities;
- cybersecurity will become intuitive and ubiquitous;
- intrusive models will be replaced by ethical and sustainable digital technologies that respect human values;
- organizations and individuals will understand and master digital issues, becoming informed agents of their own security and data protection.

« We envisage a future where technology will be a lever for freedom, progress and autonomy. »



Our ambition & missions

Our mission is to provide our clients with a unified platform that secures identities, access and privileges across all digital and industrial environments, in support of digital autonomy.

Our ambition is to be the leading European player in identity and access cybersecurity, protecting 10,000 organizations and businesses by 2030.

Mission

"to provide a unified platform that secures identities, access and privileges across all digital and industrial environments, in support of digital autonomy"



II • Shared values

Communicate to unite, cooperate to succeed

At WALLIX, team spirit, cooperation and open communication are key to our collective success.

Communicating is more than just talking: it involves listening, understanding, transmitting and sharing – with our colleagues within our teams, but also with other departments, with our clients and partners – in order to build a foundation of trust and alignment together.

As WALLIX grows, change can pose challenges such as frustrations, silos and misunderstandings. It is precisely at these times that team spirit and proactive communication are most needed.

The transmission of knowledge and information nurtures fluid collaboration, promotes collective commitment and allows each member of our teams, alongside the various departments, as well as our clients and partners, to move forward with clarity and determination.

Committed and connected, every day

At WALLIX, we believe that shared responsibility is the key to collective success.

Each team member, each department and each interaction contributes to building trust, both within the Company and with our clients and partners.

Taking responsibility means ensuring that each task is completed and each challenge is met with rigor and determination.

Accountability is a strength, not a constraint: it clarifies roles, accelerates decision-making and encourages seamless and efficient collaboration. By aligning our efforts on a daily basis, we overcome hurdles and create an environment in which each person actively contributes towards shared progress.

Security and responsibility are the focal points of our missions. Used by our clients on a daily basis, our solutions reflect this collective commitment to offer reliable tools, collaborate closely and guarantee a quality experience.

Together, we're driving the Company forward and fostering pride in working towards a meaningful mission.

Keep it simple, serve with pride

At WALLIX, we believe that simplicity is a strength.

Our solutions are designed to be easy to understand, simple to deploy and directly effective, enabling our clients to meet their challenges with confidence and serenity.

We favor pragmatism over perfection: "Do your best, not the best." By focusing on what really matters, we provide concrete answers to our clients' actual needs, without superfluities or unnecessary complications.

Pride guides everything we do: pride in building relationships based on sincerity and reliability. We are also proud to support our clients on a daily basis, offering them tools to help them succeed, while embodying a human-focused and responsible vision of cybersecurity.

At WALLIX, serving with sincerity means simplifying complicated matters for the benefit of clients and partners alike.

Unlock potential secure progress

At WALLIX, we believe that security promises freedom.

By offering robust and reliable solutions, we enable our clients, partners and employees to confidently push boundaries and seize opportunities.

Being a challenger is in our DNA. In the face of global giants, we proudly affirm our European identity and our ambition to challenge the status quo, explore new ideas and design solutions that combine boldness and resilience. We are not just tagging along, we are paving the way.

This boldness is reflected in the missions we undertake and the collective adventure we are building: giving our employees the freedom and the means to act, offering our partners innovative approaches and supporting our clients with tools that secure their future while unlocking their potential.

III • Our people

WALLIX places the development and engagement of its employees at the heart of its growth strategy. In 2018, the Company structured its human resources policy by creating a Human Resources Department.

WALLIX pursues a responsible approach toward talent based on promoting well-being at work, diversity and gender balance, as well as preventing and combating all forms of discrimination.

Numbering over **240 collaborateurs** 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 and backgrounds, from apprentices at the start of their careers to more experienced professionals, because we are convinced that diversity is a key success factor for the Company.

Our total workforce (permanent staff, apprentices, trainees) **27% de femmes** – a figure the Company is proud of in a historically male-dominated sector where women represent only 11% of cybersecurity professionals.

WALLIX obtained Happy@Work certification for 2025 in four regions: France, Germany, Europe and World.



AVERAGE AGE OF EMPLOYEES
38
ANS

240
EMPLOYEES

16
COUNTRIES

4
CONTINENTS

27%
WOMEN ON AVERAGE
INDUSTRY AVERAGE: 11%



According to #HappyIndex®AtWork 2025, 🎧 **"82.2% of employees value the quality of human relations at WALLIX."**

Sandra, International Back Office Manager, at WALLIX since 2019
"I'm sticking with WALLIX because of the great team spirit and cohesion!"

"At WALLIX, growth does not dilute talent, it reveals it. The Company is growing at a steady pace while maintaining an organization that fosters closeness, accountability and individual impact. WALLIX makes long-term investments in its employees through personalized development paths open to non-linear trajectories and atypical profiles. Each employee is supported in building a career path that reflects who they are, aligned with both their ambitions and the Company's strategic needs. At WALLIX, the Company's growth serves as an accelerator for the impact and development of every employee."

Marie-Liesse Allouis-Lacaze,
Human Resources Director at WALLIX.

Job creation

Between 2018 and 2024, an average of **20 new permanent positions (net) were created each year. In 2025, the workforce remained stable, confirming the consolidation of this momentum.**

WALLIX's sustained growth is a major driver of professional opportunities, whether through taking on new responsibilities, internal mobility or career advancement.

In line with this approach, the Company prioritizes internal promotion by ensuring that all vacant positions are systematically offered to its employees. It also draws on external talent to diversify expertise and fuel its innovation potential.

WALLIX pays particular attention to the onboarding of new employees, notably through mentoring, with the Buddy Program, and an introductory seminar to encourage long-term integration into the Company. Through these initiatives, WALLIX establishes the necessary conditions for every new hire to act as a true ambassador with an in-depth knowledge of the Company's solutions.

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 different departments and countries.

"In 2025, one out of every two WALLIX employees took a training course to develop their skills!"

Supporting talent to unlock their potential

WALLIX places particular emphasis on supporting talent, internal promotion and retaining key employees as part of the Group's development strategy. These commitments have been taken up at governance level and adopted by the Board of Directors.

Internal promotion

WALLIX systematically offers vacant positions to its 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.



"At WALLIX, our employees work on technologies recognized at the highest level and contribute to critical, real-world challenges. Every day, they participate directly in protecting the data, critical infrastructure and digital trust of thousands of organizations and citizens around the world. Developing a career at WALLIX means growing in an international and multicultural environment, and taking part in a meaningful European adventure supporting digital autonomy."

Marie-Liesse Allouis-Lacaze
Human Resources Director at WALLIX



Talent retention and employee shareholding

WALLIX has launched the “5-Year Club” to bring together its most loyal employees and strengthen cohesion and engagement. In 2025, one in three employees had more than five years’ seniority, reflecting the teams’ loyalty and commitment.

Since 2017, WALLIX has encouraged employee involvement in its long-term development and performance through the employee shareholding policy

Selon le #HappyIndex®AtWork 2025, 72,6 % des WALLIXiens voient l'utilité et l'impact de leur travail.



Caroline, R&D Engineer at WALLIX since 2019

“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 have since 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!”



Xavier, Productization Manager at WALLIX since 2017

“I joined WALLIX in 2017, and over the years, my role has evolved in step with the Company’s growth. I started as a Quality Engineer when the Company had about a hundred people, before taking on managerial responsibility for the Quality Assurance team and leading several teams in France and Spain. Today, my role is hybrid: I oversee Quality Assurance, Level 3 support, agile organization and continuous improvement, with a workforce that has more than doubled. What I enjoy most is the diversity of the assignments and collaborating with various technical and client-focused professionals. I enjoy supporting my teams in their professional development. WALLIX is a growing, innovative, human-centric and strategic company in the cybersecurity field. It is rewarding to work here.”



Well-being at work

WALLIX promotes teamwork and employee well-being.

WALLIX created a "Working Together and work-from-home (WFH)" charter in consultation with the Company's Social and Economic Committee. The charter was rolled out in France, Spain and Germany, allowing employees to work from home two days a week.

Present in 16 countries and operating across several time zones, **the Company has established a flexible organization adapted to its international environment**, and promotes hybrid collaboration models.

WALLIX provides cloud applications that simplify employees' daily lives: management of leave, absences and remote work; tracking of travel and expense reports; and systems for meal vouchers and mobility benefits. This approach supports both collective performance and quality of life at work.

WALLIX promotes a pleasant and welcoming workplace by investing annually in office improvements, both at its Paris headquarters and at regional sites. These investments aim to improve employee well-being while applying 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 (Secret Santa, Halloween dress-up day, team lunches/dinners, annual kick-off, etc.).



The Social and Economic Committee (SEC) provides employees with numerous benefits aimed at improving their well-being and strengthening internal cohesion: fruit baskets, gift vouchers at Christmas and access to the Club Employés platform. The SEC also funds activity clubs to the tune of €500 per club per year, making it possible to organize events, buy equipment and run clubs dedicated to padel, rock climbing, DIY, pastry-making and many other pastimes.

" 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 friendly 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 of staff involved in corporate life. 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. All cleaning service providers use eco-certified products that respect both users and the environment.

WALLIX s'engage en faveur de l'égalité professionnelle entre les femmes et les hommes afin de lutter contre les écarts persistants dans de notre secteur.

WALLIX is committed to professional gender equality to combat the enduring gaps in our sector. Women make up 28% of WALLIX's workforce in a historically male-dominated sector (the industry average is 11%), and 37.5% of its Management Committee members are women.

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In 2025, in consultation with members of its Social and Economic Committee, the Company defined an action plan for the 2025-2027 period, built on four objectives:

- **Reduce unexplained pay gaps** between men and women by 50% by the beginning of 2027.
- **Reduce the gap in pay increase rates between men and women** à moins de 2% dès 2026.
- **Ensure that 100% of female employees returning from maternity leave receive pay increases.**
- **Have at least two women among the top 10 highest-paid employees** by January 2027.

WALLIX is strongly committed to combating discrimination based on disabilities and providing the best possible working conditions for those concerned:

- **Adaptation of premises** to accommodate workers with motor disabilities and reduced mobility (adaptation of building entrances, installation of a private platform lift);
- **Funded training;**
- **Customization of workstations according to the specific needs of employees.**



WALLIX regularly raises employee awareness through webinars on specific topics, **such as everyday sexism and burnout.**

A disability awareness campaign is carried out among employees, as well as a worker with disability status (RQTH) evaluation.

In 2025, as part of our initiatives to hire workers with motor disabilities and people with reduced mobility, WALLIX moved its Rennes premises to facilities that comply with accessibility standards.

Lastly, WALLIX 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.

IV• 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.

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 2024. This ranking recognizes companies that offer the best internship and work-study programs.**

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 have already taken part in the WE EDU program by attending meetings, talks, workshops or training sessions on our solutions 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 in order to help train new talent for the cyber industry!

<we>Edu

WE EDU in figures:

+40

committed WALLIX employees

36

WALLIX-certified instructors

17

partnerships with schools
and public institutions

409

certified students

Education provided to around 1,000 students through lectures, classes or events

We welcomed an average of 40 trainees and work-study students throughout 2025. We notably offered freshman and sophomore students the opportunity to discover our various areas of expertise through weeks dedicated to observational internships.

"I was hired as part of a work-study program in September 2022 to pursue additional training alongside my engineering studies, and I now have a permanent contract at WALLIX.

WALLIX's WE EDU program allows us to share our passion for our professions with students, and as an alumna, I really enjoyed passing on this experience to students at my former school."

Manon, pre-sales engineer since 2022

"I had the pleasure of teaching a course through the WALLIX WE EDU program as part of the SE-DEFIS Master's program at Sciences Po Rennes. The objective was to introduce the basics of cybersecurity to 22 students who will be involved in security and defense during their careers. And so, during 24 hours of classes, the students discovered the basics of systems and networks, cyberattack design and the principles for defending themselves. This project was close to my heart because it was the subject of my Master's degree, so this provided a unique opportunity to come back to it."

Benoit, Product Manager since 2021



V• Environment

In 2024, WALLIX conducted its first carbon footprint assessment based on 2023 data. This assessment showed total emissions of 1.8 kt CO₂e, covering Scopes 1, 2, and 3. A reduction target was set in 2024, aiming to bring emissions down to 1.4 kt CO₂e by 2030. This target was achieved as early as 2025.

In 2025, WALLIX completed its second carbon footprint assessment for 2024. Total emissions amounted to 1.36 kt CO₂e, representing a 13% reduction in emissions year on year.

This assessment covers Scopes 1, 2, and 3 in their entirety: direct emissions, indirect emissions related to energy consumption and other indirect emissions, particularly those related to transportation.

As a result, WALLIX was awarded a gold medal for climate strategy by the Greenly ratings platform. This distinction recognizes the robustness of its action plan and decarbonization strategy. WALLIX also obtained a score of 67/100, placing it among the top 5% of companies rated for environmental responsibility.

WALLIX is now committed to an annual reduction of 3.8% in its greenhouse gas emissions, built on five pillars of action:

- Limit high-carbon travel without compromising in-person interactions with our clients and teams.
- Prioritize rail over air travel for trips within Europe.
- Incorporate carbon criteria into our purchasing and favor local suppliers.
- Adopt digital sobriety practices.
- Eco-design our solutions to offer frugal products with low energy impact.

Scope of emissions assessment

Official GHG Protocol methodology; GWP 100

Our three emission scopes

Scope 1

- 1.2 Transportation of materials, products, waste and employees
- 1.4 Fugitive emissions

Scope 2

- 2.1 Indirect emissions related to electricity

Scope 3

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Fuel- and energy-related activities not included in Scope 1 or Scope 2
- 3.4 Upstream transportation and distribution
- 3.5 Waste generated
- 3.6 Business travel
- 3.7 Employee commuting
- 3.8 Upstream leased assets



Breakdown of emissions by Scope



Breakdown of emissions by activity (% tCO2)

WALLIX is fully aware of the environmental impact of digital technology, which was responsible for 4.4% of France's national carbon footprint according to 2024 figures, equivalent to 29.5 million tons of CO₂. As such, reducing the environmental footprint of digital infrastructures and operations is a major challenge for the IT industry. WALLIX therefore 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, notably via appropriately and judiciously sized Cloud solutions,
- the implementation of **eco-friendly policies** to automatically switch off IT resources and equipment not in use;
- **raising employee awareness** of these matters.

In the coming years, WALLIX aims to help clients reduce their carbon footprint through the implementation of secure, identified mobility and remote access policies and by reducing the standardized power 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** via a series of actions designed to foster employee awareness:

Waste

The elimination of single-use plastic in 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. We will also implement organic waste recycling for employees in 2026.

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.

In 2025, we moved our Rennes office to new, energy-efficient premises equipped with features such as smart lighting systems that detect employee presence and automatically adjust intensity based on ambient light.

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 for business travel and commuting to and from work, through the following initiatives:

- a **Sustainable Mobility Allowance** introduced in September 2022: WALLIX subsidizes the cost of commuting via any sustainable means of transport (public transport, bicycles, scooters, carpooling, etc.);
- the transition of the vehicle fleet: hybrid and full-electric **vehicles** are offered in all categories.

WALLIX has committed to continuing its decarbonization efforts and action plan to reduce its carbon footprint and that of all of its employees by 2030.

As part of its initiatives to improve employee accessibility and comfort, WALLIX relocated its Rennes premises in March 2025 to a building designed to be as close as possible to "net zero." The move also made it easier for employees to get around by providing direct access to a metro line, promoting smoother, cleaner and more sustainable transport.

Identified as the main source of CO₂ emissions, business travel will be a key focus of measures to reduce the environmental impact by 2030.

VI • 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 was elected in Q1 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.



Listed on Euronext Growth since 2015, WALLIX Group regularly provides transparent and reliable financial information in line with the market's financial reporting practices. In June 2025, WALLIX celebrated its tenth anniversary as a publicly traded company in Paris.

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.

VII • Qualité

WALLIX designs ultra high-performance 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 the directives of the French National Agency for Information Systems Security (ANSSI), the European NIS 2 Directive, DORA and GDPR and international frameworks.

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.

Certification procedure engagements

In 2025, WALLIX obtained certifications from the highest European authorities, reinforcing its position as a strategic player in cybersecurity:

- **BSZ certification (Germany) issued by the BSI** (Bundesamt für Sicherheit in der Informationstechnik, the German Federal Office for Information Security) for the WALLIX PAM solution.
- **Recognition mechanism at the same level as the CSPN certification (France) issued by ANSSI** (Agence nationale de la sécurité des systèmes d'Information, the French authority), under the 2022 mutual recognition agreements between ANSSI and the BSI.



Backed by our cybersecurity lab and Quality team, we are pursuing certification processes at the European level:

- **LINCE certification (Medium level) in Spain** for inclusion in the CPSTIC catalog (National Cryptologic Center's Catalog of Information and Communication Technology Security Products and Services).



Certifications and quality requirements

In 2024, WALLIX obtained ISO/IEC 27001:2022 certification guaranteeing a high level of security for sensitive digital access on its WALLIX One SaaS platform.

In 2024, WALLIX obtained ISO/IEC 27001:2022 certification guaranteeing a high level of security for sensitive digital access on its WALLIX One SaaS platform.

Recognized worldwide, ISO/IEC 27001:2022 certification highlights WALLIX's ongoing commitment to protecting client data from cyber threats. By complying with this standard, WALLIX ensures the information security of its **WALLIX One SaaS platform** in accordance with a highly stringent framework in order to protect the data of its clients, employees and partners.

Qualiopi-certified since October 2021, our training center, the **WALLIX Academy**, renewed this certification in October 2024, thereby affirming our continuous commitment to quality.

With a view to ensuring transparency and trust, we have complied with the **ISAE 3402 report (SOC 1 type 2) since 2022**, covering the scope of our managed services. Issued by independent auditors, this report testifies to the reliability of our internal control systems, providing clients with an additional guarantee regarding the quality of our services.

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

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



 **RÉPUBLIQUE FRANÇAISE**

La certification qualité a été délivrée
au titre de la catégorie d'action suivante :
ACTIONS DE FORMATION

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, in 2022 WALLIX set up a scientific committee comprising six leading IT and cybersecurity executives from major international groups. This committee meets twice a year and is tasked with supporting the Company's ambition to become a global cybersecurity champion.



WALLIX is a European cybersecurity software developer and world leader in the Identity and Access Management market

WALLIX (Euronext: ALLIX since 2015) is a European cybersecurity vendor and a recognized European leader in Privileged Access Management (PAM). WALLIX supports public and private organizations in securing their identities and access to strengthen their operational resilience, compliance and digital autonomy. The WALLIX One unified platform currently protects more than 4,000 organizations worldwide. It secures identities, user access and privileges within digital (IT) and industrial (OT) environments, giving companies the freedom to operate securely and move freely in an increasingly complex and interconnected digital world.

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