



EXTRACT OF THE 2019 UNIVERSAL REGISTRATION DOCUMENT

# NON-FINANCIAL PERFORMANCE STATEMENT

NFPS

# Corporate responsibility

NON-FINANCIAL PERFORMANCE STATEMENT

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Axway introduction & context

- 1** Employer's commitment:  
Attract, develop, mobilise  
and retain talent
- 2** Societal commitment:  
work with our stakeholders  
in agreement  
with the Group's ethics

- 3** Environmental commitment:  
reduce our environmental  
impact

Methodology note

Certificate of disclosure by  
an Independent Third-Party

HR and environmental information  
cross-reference table

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**NFPS** Reference to the chapters or sections relating to the content of the Non-Financial Performance Statement.

## Axway, Renewal of membership of the United Nations Global Compact

I have the honor to confirm that Axway Software SA supports the ten principles of the United Nations Global Compact concerning respect for human rights, international labor standards, environmental protection and the fight against corruption.

Axway's Corporate Social Responsibility report is based on three commitments:

- Employer Commitment: attract, develop, mobilise and retain talent,
- Societal Commitment: work with our stakeholders while respecting Group ethics,
- Environmental commitment: reducing our environmental impact.

In 2019-2020, Axway enhanced its non-financial performance statement along three lines:

- To embed its three commitments in twelve of the Sustainable Development Goals -SDGs- defined by the UN, in particular those related to the development of people and talent,
- To measure value creation and the impact of measures aimed at the various stakeholders through quantitative or qualitative indicators relevant to its business model and its software market,
- To launch a review of actions that could help reduce its environmental impact.

With this letter, I express my desire to continue our commitment to these principles through our corporate strategy, culture and day-to-day operations, and to advance them in our area of influence.

Patrick Donovan,  
CEO



Axway's business, offerings, risks, industry context, governance and business model are presented in the Profile section of this document.

## Axway's priority Corporate Responsibility challenges

The publication of Axway's first Non-Financial Performance Statement at the beginning of 2019 enabled the Group to make progress in formalising the priority challenges of its corporate responsibility, to define relevant non-financial indicators and to propose an initial representation of its business model.

All of these elements were developed within the framework of the Sustainable Development Goals defined by the UN and taking into account the Group's risk management policy.

This work involved various committees of the Board of Directors as well as Axway's teams, both in defining the issues at stake and in collecting data. These different actors have contributed to better internal pedagogy of non-financial performance, by enriching strategic thinking on the human, societal and environmental aspects of the Company's vocation.

With respect to risk factors, and in order to comply with the new "Prospectus 3" regulations, Axway has substantially revised its presentation of risk management by creating a new Chapter in the Universal Registration Document. A summary table sets out the most significant net risks for the Group's business. The main risk factors for the Group are presented in decreasing order of importance within each category, taking into account the probability of occurrence and the magnitude of the estimated negative impact. For each of the risk factors, the description of the risk is specified, explaining how it may affect the Group as well as the risk management systems.

In addition, in early 2020, Axway launched a review of actions that could contribute to further reducing its impact on the environment.

### The three Corporate Social Responsibility commitments:

1. Employer commitment: Attract, develop, mobilise and retain talent;
2. Societal commitment: Work with all our stakeholders in accordance with the Group's ethics;
3. Environmental commitment: Reduce our environmental impact.

## Industry context

The main trends in the software industry in which Axway operates are described in Chapter 1.2.2 of this document.

Human capital and the ability to innovate are major strategic challenges for software publishers such as Axway. These include:

- in-house development of our talents and recruitment of new, highly sought-after profiles;
- adoption of the cloud and “as a service” demand;

- evolution of technologies and “subscription” uses;
- accelerated consumption of data and the need for analysis, monitoring and performance of exchanges;
- transformation of customer usage and the need to continuously measure customersatisfaction.

As a result, Axway is faced with a consolidation among the industry’s different players.

## Axway’s business model and activity

Through its software solutions, Axway helps modernise its customers’ IT infrastructures by securely transferring, integrating or exposing their data.

Axway’s business model, presented in the introductory profile of this document, is based on several key strengths:

- 1,885 employees in 17 countries serving 11,000 customers;
- a catalogue of recognised offers around the AMPLIFY™ hybrid integration platform;
- an organisation focused on customers and the success of their transformation project;

- a reactive operational structure supported by a healthy financial situation;
- ambitious investments in Research & Development and Sales & Marketing;
- balanced governance and a shareholder structure guaranteeing an independent corporate project;
- strong ethical values, shared by an ecosystem of stakeholders: Employees, Customers, Technology and Business Partners, Suppliers, Professional and Civil Society Organisations.

All of these factors reinforce Axway’s ambition to become an independent leader in the hybrid integration platform market.

## Governance and Corporate Responsibility tools implemented by Axway

Axway’s Governance is described in Chapter 4 of this document. It is based on a distribution of powers between a Board of Directors and an Executive Committee in agreement with the recommendations of the Middelnext Governance Code to which the Group adheres.

### Board of Directors

Chairman  
14 members, including 9 independent members

- Audit Committee;
- Compensation Committee;
- Selection, Ethics and Governance Committee.

### Executive Committee

Chief Executive Officer  
8 members responsible for implementing Group strategy.

In terms of ethics and corporate responsibility, the Group has implemented processes and tools shared with all of its stakeholders.



Aware of the challenges relating to the environment and ecology as well as business ethics, Axway is a member of the United Nations Global Compact and has renewed its support for this initiative every year since 2016.

For each stakeholder in its ecosystem, the Group adheres to indexes, labels or programmes supporting the values it wishes to promote:

#### Corporate Responsibility tools

Ethics and anti-corruption	Ethics charter and Securities Trading Code of Conduct
Data protection	Privacy programme
Customer Expectations and Satisfaction	Net Promoter Score NPS <sup>(1)</sup> , Ecovadis Surveys and Measurement
Employee well-being	Internal surveys and Whistle-blowing System

(1) Net Promoter Score: customer satisfaction measurement tool.

## Risk management

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The Group's risk management system is described in Chapter 2 of this document.

## The stakeholders in the Axway ecosystem

Software publication requires Axway to interact with several types of stakeholder within its ecosystem: Employees, Customers, Technology and Business Partners, Suppliers, Professional Bodies and Civil Society Organisations.

The quality of relations and ethics within this ecosystem have always been core values of the Axway Group.

On the date of publication of this document, it is still difficult to estimate the future impacts of the COVID-19 global health crisis on our activities. We have adopted the government recommendations and instructions in all the countries where Axway operates and set up a governance body to monitor the crisis from a health, human resource, economic and financial perspective. We are continuing all our internal activities and business with customers, with all our employees working from home. Our internal tools, available via a secured network, are operating as normal.

## Summary of the Group's Corporate Responsibility commitments, value creation and systems with its various stakeholders

Stakeholders	Value Creation	System/Measurements	Sustainable Development Goals
<b>Employees</b>	<ul style="list-style-type: none"> <li>Attract, develop, mobilise, retain and recognise talent</li> </ul>	<ul style="list-style-type: none"> <li>Share strategic information with teams through a clear business project</li> <li>Engagement survey</li> <li>Diversity: cultural, men/women, persons with disabilities</li> <li>Training and apprenticeship</li> <li>Quality of work life</li> <li>Constructive dialogue with Employee Representative Bodies <sup>(1)</sup></li> </ul>	     
<b>Customers</b>	<ul style="list-style-type: none"> <li>Help Axway's customers transform their information systems to achieve rapid operational benefits</li> </ul>	<ul style="list-style-type: none"> <li>Ethics charter</li> <li>Customer Success organisation</li> <li>Net Promoter Score: measurement of customer satisfaction</li> <li>Ecovadis rating</li> <li>Recognition of Axway Products by Business Analysts</li> </ul>	 
<b>Partners and Suppliers</b>	<ul style="list-style-type: none"> <li>Innovate and deploy joint projects</li> <li>Work with our suppliers and service providers, in accordance with business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Technology alliance partners, Managed Services Providers, System Integrators, Channels Partners</li> <li>Ethics charter</li> <li>Satisfaction survey</li> </ul>	 
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>Communicate according to best practices of quality and transparency</li> <li>Propose digital tools to limit the exchange of documents and encourage communication</li> </ul>	<ul style="list-style-type: none"> <li>Middlesex Code</li> <li>The Securities Trading Code of Conduct</li> <li>Listing on Euronext Paris</li> <li>CAC Tech, Tech 400 indexes, Gaia Rating</li> <li>Historical distribution rate &gt; 30% of net income</li> <li>Annual and half-yearly analyst conferences, roadshows</li> <li>General Meeting</li> <li>Investors and shareholders Website</li> </ul>	
<b>Civil society Public Bodies</b>	<ul style="list-style-type: none"> <li>Contribute to sustainable development goals, particularly in relation to education and equal opportunities</li> <li>Innovate to serve the public</li> <li>Contribute to the dynamism of the IT sector</li> <li>Reduce our environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>Membership in the Global Compact programme</li> <li>Participation in education and social programmes by associations and foundations in several countries</li> <li>Co-innovation of applications serving the public</li> <li>Business France: Chine ETI 2020 mission</li> </ul>	     

(1) France scope.

## Sustainable Development Goals (SDGs) selected by Axway: definitions

Axway's three Corporate Responsibility commitment – Employer, Societal and Environmental – correspond to twelve of the Sustainable Development Goals (SDGs) defined by the United Nations:

**SDG 3** Good health and well-being

**SDG 4** Quality education

**SDG 5** Gender equality

**SDG 8** Decent work and economic growth

**SDG 9** Industry, innovation and infrastructure

**SDG 10** Reduced inequalities

**SDG 11** Sustainable cities and communities

**SDG 12** Responsible consumption and production

**SDG 13** Climate action

**SDG 15** Life on land

**SDG 16** Peace, justice and strong institutions

**SDG 17** Partnerships for the Goals



# 1 Employer's commitment: Attract, develop, mobilise and retain talent



Against a backdrop of corporate transformation primarily brought about by technological breakthroughs and changes in business practices and development models, one of Axway's major challenges is to fulfil its commitment as an employer: attract, develop, mobilise and retain talent.

A cycle of value creation takes place continuously between the Group's employees and all the stakeholders in the ecosystem. They learn from each other's experiences.

The men and women who work for Axway, through their cultural and geographic diversity and their diversified professional

experiences, contribute to the development of the skills of the Company and its stakeholders. The Group's collaborative working method at international level fosters a commitment to action, innovation and collective initiative.

Working with 11,000 customers worldwide, Axway teams are attentive to new requirements on a daily basis. They share and develop their skills and acquire new skills, and constantly offer new uses and experiences which further enrich Axway's talent.

## Employees committed to ethics and the environment

Axway's role revolves around the success of its customers. This strategic positioning and the way in which the Group maintains relationships with its various stakeholders are meaningful for employees who commit with Axway.

The expectations that employees and candidates have of the Company have changed over the last few years. They are particularly sensitive to the positions taken by the Group in its market and within its ecosystem. In this context, the

Company has the opportunity to strengthen the Engagement of its employees.

Axway has always carefully considered ethical and environment responsibility.

With its employees, customers, partners and shareholders, the Group makes ethics and trust key parts of its business relations, in all countries where it operates and with all its contacts.

Employer's commitment: Attract, develop, mobilise and retain talent

## Key figures for 2019

### Workforce

With nearly 1,900 employees in 17 countries around the world, Axway has confirmed its position as an international Group that acts locally for its customers, partners and in the civil society.

#### Axway's total workforce at 31 December 2019, including both fixed-term and permanent contracts

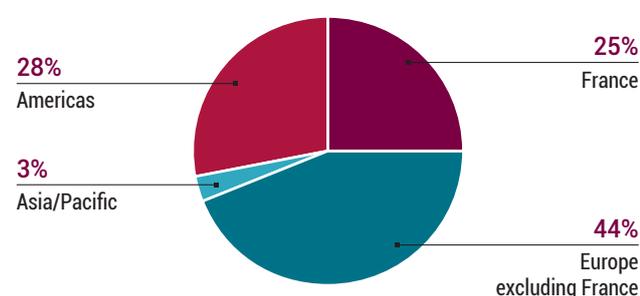
	2019	2018	2017
Total workforce	1,885	1,848	1,839

#### Payroll (including social security contributions)

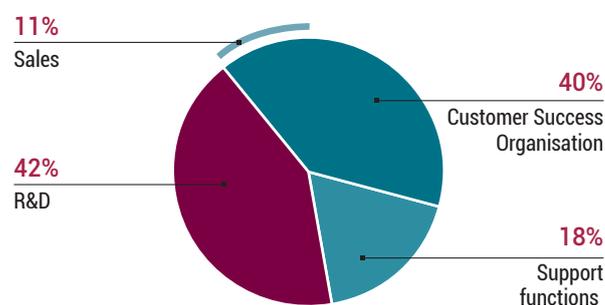
in millions of euros

	2019	2018	2017
Payroll	196	177	188

#### Workforce by geographical area



#### Workforce by area of expertise



### Stable seniority

The average seniority of Group employees at 31 December 2019 is 7 years, stable compared to the seniority recorded in 2018. This seniority is higher in France, 10.1 years in 2019 compared to 9.1 years in 2018; and lower (4.4 years) in Bulgaria and Romania due to higher turnover. In North America, seniority stood at 6 years in 2019.

### Average age: 41

In 2019, the average age of Group employees was 41.2; it was 40 years old in 2018 and 41.7 years old in 2017.

#### Average age by geographic area

	2019	2018	2017
Europe	44.8	38.4	39.6
Americas	43.6	43.4	44.5
Asia	44.0	41.5	41.0

### Greater feminisation of the workforce: almost 29%

At 31 December 2019, women represented 28.8% of the Group's total workforce, compared to 28% in 2018 and 26.8% in 2017. This improvement reflects Axway's commitment to gender equality.

In France, 83% of women are in a managerial role at Axway Software. At 31 December 2019, the Board of Directors comprised 6 women (43%) and 8 men (57%). Two female senior executives joined the Executive Committee in 2019 in Finance and Human Resources roles. The Executive Committee now has 8 members: 2 women (33%) and 6 men, including the Chief Executive Officer (67%).

### A maintained commitment for the integration of people with disabilities

At 31 December 2019, people with disabilities represented 1.5% of Axway's employees in France. The Group was a party to the agreement in favour of the employment of people with disabilities, signed in February 2018 by Sopra Steria for the benefit of all companies in the Sopra Steria Economic and Social Unit (ESU), of which Axway was a member until 31 December 2019.

Axway has benefited from the provisions of this agreement and from the support of the Sopra Steria Handicap Mission to assist its employees with disabilities.

Although Axway withdrew from the ESU agreement in 2019, the Group undertakes to continue, and in certain areas, to strengthen its commitment to people with disabilities in 2020, in accordance with the provisions contained in the 2018 agreement at the very least.

## 1.1 Attract talent as diverse as the world around us

The software publishing sector, by its global dimension, and through technological training courses based on the same know-how, recruits people from all continents and multiple cultures. On the other hand, gender balance in this sector has always been difficult to achieve for historical reasons, particularly in relation to training courses. Access for people with disabilities who have followed a university or professional computer science course is improving, albeit rather slowly.

In terms of profiles, while the majority of Axway's activities require technological skills such as IT systems engineering, the challenges of digital transformation also require new expertise and open up new opportunities.

Among the new professions in the transforming software sector are the following:

- the digital and graphic design professions, for example for product design;
- the professions focusing on promotion, pedagogy, consulting and execution to accompany changes in business models to collaborative processes and the adoption of digital tools, through partnerships in rich and complex ecosystems.

To support the transformation, Axway has strengthened its position:

- by creating the "catalysts" team. The catalysts are a global team of experts dedicated to digital transformation through applications integration. Their role is to support businesses with their decision-making, whether relating to technology or organisational choices, or concerning governance, project financing, ecosystems, etc.;
- by opening up to partners and customers the Griffin Lab (Axway's innovation and technological co-creation lab); for example, Axway was a partner of InnoDays 2019, an annual Open Innovation event that is held in various subsidiaries of the Total Group. At the InnoDays in France, Total employees could visit places of innovation located at Paris La Défense over 6 half-days. 41 people were welcomed at Axway's Paris office in October 2019;
- by adopting new marketing expertise focusing on the detection of "Lead-generation" sales opportunities, using social networks, websites, mobile applications and new digital tools such as collaborative platforms.



The Data City event held in June 2019 with the Paris City Hall illustrates the sharing of technological expertise with start-ups and public players with a view to developing partnership projects with high added value.

Finally, there is also a need for greater flexibility between business lines, as well as more transparent managerial communication to share the strategy, explain it and involve teams in more collaborative ways.

### 1.1 Key figures and major talent recruitment actions in 2019

Axway recruited 308 new employees in 2019, compared to 392 the previous year. On the other hand, less employees left Axway in 2019 than in 2018. Finally, more than ten former employees returned to Axway in 2019.



**29.2%** of these new recruits are **women**.

#### Engineers: profiles that are always in demand

In a sector where the number of available positions is far higher than the demand in many countries, there is still significant competition for job offers. The European Commission estimates that there will be a shortage of 756,000 employees in the digital sector in Europe in 2020. (Source: Talents du Numérique).

In France, three out of four companies in the sector declare that they have had difficulty recruiting candidates suited to the jobs they offer (source Syntec Numérique 2019).

In 2019, Axway hired **149** new engineers/developers.



The attrition rate or "turn over" for 2019 is 17.4%, a positive sign compared to market averages.

#### Recruitment by geographical area

	2019	2018
Europe excluding France	56%	49%
France	18%	17%
Americas	23%	29%
Asia/Pacific	2%	5%

Research & Development skills in Bulgaria and Romania were increased by grouping together teams by technology field. This led to a natural decrease in the replacement of employees working on these products in the United States.

At Axway, we believe that an environment that welcomes individual differences increases innovation and openness, and enables more rewarding customer experiences and employee career paths. We aim to reflect the diversity of the world around us and the variety of genres, ages, experiences and cultures which strengthen Axway and enable it to better meet its challenges.

Employer's commitment: Attract, develop, mobilise and retain talent

## The average age of employees hired is 36



Recruitment	2019	2018
Average age	36	34
Over 40	34%	23%
o/w over 50	12%	10%
o/w over 55	5%	5%

The average age of employees recruited in 2019 was 36.5. Employees recruited in France and the United States in 2019 brought longer professional experience than those recruited in Romania and Bulgaria in 2018. The average age of those recruited in 2019 was up by 2 years compared to the previous year. In addition, 34% of employees who joined us in 2019 are over 40, including 12% over 50 and 5% over 55.

## Permanent Employment Contracts: 96%



	2019	2018
Fixed-term Employment Contracts	3.9%	5%
Permanent Employment Contracts	96.1%	95%

Axway recruits almost exclusively on permanent contracts (excluding temporary replacements). These contracts accounted for more than 96% of recruitment in 2019.

Given the nature of Axway's business, almost all new hires are from higher education institutions, in the case of the most junior employees. For more senior levels, experience is preferred over initial academic training, which varies greatly from country to country.

## A "learning" company for young talent



	2019	2018
Interns	15	9
Work-study/apprenticeship	24	20
Hiring at the end of the apprenticeship	4	2

For several years, Axway has been developing a programme to attract young talent through a number of initiatives: partnerships to achieve objectives contributing to the employment and qualification of young people through relations with schools and the integration of young trainees, work-study students or apprentices with engineering, sales or functional profiles: finance, marketing, communication/HR.

- **Maintaining our relationships with schools:** in conjunction with 10 universities and engineering schools in several countries, Axway participates several times a year in school forums to attract students and offer numerous internships each year. The Group also uses specialised recruitment platforms. In 2019, Axway welcomed 15 interns. At the end of their internship, some continue full-time studies under apprenticeships or work-study programmes.
- **Promote work-study and apprenticeship:** Each year, Axway offers work-study or apprenticeship contracts to a large number of young people, most of whom are offered employment contracts at the end of their apprenticeship or work-study period. In 2019, Axway welcomed 24 young people on work-study or apprenticeship contracts. At the beginning of 2020, the majority of them are continuing their apprenticeship period; 4 young people were hired on permanent contracts in 2019.
- **3 years/3 professions:** In 2019, Axway will continue its "3 years/3 professions" programme during which work-study students and apprentices will successively discover the Research & Development, Services and Customer Support professions. Created in 2015, this programme has already welcomed 17 work-study students. In 2019, three students from this programme were hired by Axway at the end of their apprenticeship period. At the beginning of 2020, nine students are taking part in this programme within the Axway Group.

In 2019, Axway entered into a partnership with a Europe-wide recruitment platform that provides solutions for career services for higher education institutions in Europe: the Axway Group has a dedicated page on this platform where it posts internship and job offers for young graduates.

## Promote referral and encourage employees to become Axway ambassadors

Axway has developed an attractive referral programme, encouraging Axway employees to propose to their network to join the Company. This co-optation policy, applied in all countries, contributed 6.5% to the recruitment of new employees in 2019.



### 1.1.2 2020 Recruitment Strategy and Commitment

In 2020, thanks to a *Talent Acquisition* team located in various countries around the world and capable of covering all the geographic regions where Axway operates, the Group will continue to recruit a variety of profiles, mainly engineers and sales staff.

The partnerships entered into in 2019 will strengthen Axway's employer brand and visibility as an employer of choice.

## 1.2 Develop the talents of each employee in a stimulating environment



### 1.2.1 Key figures and major development actions in 2019

#### Develop employability and skills with Axway University: 30,900 hours of training in 2019

**Axway University** is the Group's major development centre. In 2019, its organisation was strengthened by the recruitment of new experts in educational engineering. The offering has been professionalised to focus on the activities critical to Axway's success: technical expertise, increasing the skills of the sales teams, personal development and management.

More and more training courses are now digital. Employees receive invitations to online training sessions and can choose when they are best able to take them. Depending on the subject, they may be optional or mandatory. The digital format -58% of training hours – requires short, dynamic sequences and can be accessed from Axway's "Jive" internal social network. Employees have access from their usual work tool and choose from a wide range of courses that they can use as they wish, according to their needs.

A total of 30,900 hours of training were provided in 2019 to 2,194 employees, i.e. an average of two days per trained employee.

A new e-learning platform (Learning Management System, acquired in December 2019, will enable Axway to increase the number of training courses in 2020 and to deploy the offers to its customers and partners.

#### Learning and succeeding through customers: Sales Enablement

The use of Axway's solutions by customers is fundamental to the Group's success. All Axway employees contribute to building a customer-focused culture in all projects in which they participate.

If they do not work directly with customers, employees can obtain customer feedback through the permanent monitoring of customer satisfaction organised by the "Customer Success" unit and all Group activities.

As part of the emergence of subscription models, which change the way customers use Axway's solutions, the Group has deployed a training module on assessing customer satisfaction: the *Net Promoter Score* (NPS) module. This module is taken by all managers and most teams, whatever their function. This initiative, launched in 2018, ensures that the Company's strengths are perfectly aligned around this central theme. A total of 1,491 employees have been trained since the launch of this initiative.

In addition, in 2019, an NPS target was added to the criteria for determining the amount of variable compensation for all eligible employees.

The aim of this development is to strengthen the customer focus of Axway's employees, regardless of their contribution to this objective.

Employer's commitment: Attract, develop, mobilise and retain talent

## Stimulate innovation and experimentation in internal competitions: the Hackathons



### A week for alternate Innovation or Experimentation: the Hacking weeks

In 2019, each of Axway's five Research & Development sites (France, Bulgaria, Romania, Ireland and the United States) devoted five weeks to the "Hacking Weeks" initiative, during which a team does not carry out its usual work but focuses on an idea that could enable Axway to innovate its products, services or processes. The teams, whose members are freely chosen, compete for a limited time, with rewards for projects of the greatest interest or with potential for major advances for Axway, its products or technologies.

### Move to learn

	2019	2018
Internal transfers	110	326

To answer the expectations expressed by employees in the first employee engagement survey, Axway pursued its voluntary internal mobility policy for all employees in 2019.

All job offers (excluding exceptionally confidential jobs) can be viewed by all employees. Indeed, by going to the internal network's *Make your Move* (MY Move) Career page, each employee can access the internal application management portal. In addition, every Friday, the internal newsletter publishes 3 new offers to give them special visibility.

The internal mobility policy and the rules for benefiting from it are available in various formats and distributed on a regular basis.

110 employees changed positions internally in 2019, compared to 326 in 2018, which was marked by the completion of reorganisations and the realignment of classifications in France.

In addition, employees are invited to promote available positions at Axway in their own network, through the referral programme presented in the recruitment section of this Chapter.

### Evaluate to progress and grow

- **The Talent Review approach:** at the end of 2019, Axway set up and carried out for the first time, at a global level, a talent review (98% of the total workforce) to evaluate and discuss the performance and potential of each employee. Carried out collectively and shared by managers and Human Resources

managers, this annual exercise, which replaces the former annual assessment interview system, makes it possible to identify key talents and the development and training actions necessary for the development of each employee.

This new system is part of the adoption, at the end of 2019, of a global approach to continuous performance management based on ongoing dialogue between employees and managers.

- **The professional career interview:** since 2014 and in accordance with the law, Axway has also implemented - in France - the professional interview that takes place every two years. This meeting between the employee and a Human Resources professional allows the employee to consider his or her professional development paths, both in terms of qualifications and employment and provides an opportunity to discuss his or her aspirations.

### Benefits of the Axway community

Axway's teams in 17 countries can share Company events via the "Jive" internal social network, internal newsletters and on-site events.

- **The "Jive" internal social network:** a real day-to-day tool for exchanges between employees, Axway's internal social network is accessible from any electronic device, anywhere in the world. It is aimed at all employees and it is the Company's internal space for discussions. Organised by spaces and communities, it provides a range of services: internal resources, social information, Group tools, customer references and product catalogues.

The internal social network reflects the life of Axway's sites in "posts" and pictures as the days go by. Jive makes it possible to share customer events, to celebrate the seniority of employees, to remotely experience the significant celebrations of the different countries, to relive the moments of conviviality held on the sites (family celebrations, health week, etc.). Each major site has a "People & Culture" team that organises and relays the events. In 2019, each site organised an average of five events.

- **The Griffin Digest:** the weekly internal electronic newsletter distributed by the Human Resources Department, whose name echoes the griffin of the Axway logo, is sent every Friday to all employees, regardless of their geographical location or the entity to which they belong. It includes Group news, projects, links to documents and blogs available on the corporate social network. It is published in English, which is the working language of the Group.
- **The Customer reference letter:** this is distributed by Axway's CEO, who himself presents a signature or customer reference to all teams each week, in the form of a few lines. It is a popular channel for gaining a better understanding of how customers use Axway's solutions.

## Develop managerial power

In 2019, Axway used, for the entire Group, the *Objectives and Key Results* (OKR) approach, which enables the Group to collectively manage the performance of its teams by defining strategic objectives by business line and even key results that are shared on a quarterly basis.

In order to deploy the continuous performance management approach to all employees, the Company has designed training modules to introduce teams to these concepts.

Complementary to this approach, the *Conversation/Feedback/Recognition* (CFR) system encourages ongoing dialogue and regular feedback between managers and employees throughout the year.

The first modules of these training courses will be operational in early 2020.

### 1.2.2 Offer a fulfilling work environment



In a company where employees are the most important asset, the well-being of each employee is essential. Other than the ethical expectations mentioned above, a good work-life balance is a considerable asset for employees.

## Make working time and rhythm more flexible



Part-time staff: 2.1%

For each of its subsidiaries, Axway complies with its legal and contractual obligations concerning working time. Working time is determined based on local requirements and activities. In most of the countries where its employees work, Axway is affiliated to a collective agreement: in France, Axway Software SA implements the French National Collective Agreement for technical design and engineering offices, engineering consultants and consulting firms.

In 2019, 2.1% of Axway Group employees worked part-time, mostly within the scope of parental leave.



Remote working in France: 5 days per month.  
In the USA: 33.5% of employees.

The "Home Office" system is very widespread in the United States, where 33.5% of employees work remotely, far from any Axway office. The system is supported by collaborative tools accessible to all employees: Internet conferencing, secure data sharing, internal social networking. It also encourages an optimisation of business travel through remotemeetings.

In France, a "Home Office" Group agreement allowing remote working was signed in 2018, allowing employees to work the equivalent of five days a month (full or half-days) outside the Company premises – at home or in a private space.

In December 2019, Axway implemented a one-off extended teleworking plan enabling employees to continue working from home during transport strikes in France.

## Benefit from additional days of leave

Additional days of leave are granted according to several criteria: seniority, family situation or private events in order to improve each employee's work-life balance. This represents an average of 5 days per employee in France.

## Maintain low absenteeism: 2.72%

Absenteeism remains very low at Axway and linked to family events such as maternity/paternity and adoption.

Reasons for absenteeism	% of absenteeism
Sickness	1.21%
Occupational/commuting accident – occupational disease	0.04%
Maternity-Paternity-Adoption	1.33%
Family events	0.10%
CIF	0.04%
<b>Total</b>	<b>2.72%</b>

## Encourage a healthy, balanced and engaged lifestyle

Axway is committed to providing its employees with a safe and healthy workplace. For several years now, Axway has implemented a well-established health and safety policy. At Axway Software SA, a Health, Safety and Working Conditions Committee (CHSCT) was involved in its coordination, in close collaboration with occupational physicians and site managers, until the appointment of the Social and Economic Committee (SEC) in October 2019. In 2019, the CHSCT met 4 times.

Employer's commitment: Attract, develop, mobilise and retain talent

Beyond regulations, the collaborative working model adopted by Axway is accompanied by careful attention to premises where employees work and meet in welcoming, sometimes fun places and shared time involving unified themes.

In France, Ireland, the United States and Bulgaria, "Griffitamin Week" or "Health Week" was organised in 2019, proposing notably wellness sessions, nutritionists, discovery workshops, etc. Its success with employees will encourage Axway to renew this initiative in 2020.

Axway and its employees have also participated in several solidarity and research support initiatives. In France, this involved the *Odyssée* race. In the United States, several initiatives were adopted such as *Axway for Angels*, *Hope Walk 2019* for the Phoenix Children's Hospital, or *Feed My Starving Children*. In Ireland, employees took part in a solidarity day in support of the *Aisling* project, an initiative to help and care for underprivileged children after school. In 2019, Axway employees formed a group of musicians, The Grifftones, and recorded a song entitled "Better Together". Profits were donated to the US association Sound Track, which teaches music to underprivileged children.

## 1.3 Mobilise talents: strengthen equality within teams



### 1.3.1 Key figures and major actions in 2019



Internal survey:  
83% participation and 58% engagement

#### Identify employee expectations and engage in close dialogue

For the past four years, Axway has organised "Axwegians' Voice" engagement surveys approximately every 15 months to measure employees' satisfaction and engagement. The objective is not only to identify areas for improvement by country or by department, but also to build and deploy local action plans. Three surveys have taken place since 2016.

- **Axwegian's Voice:** in October 2019, the internal dialogue continued through a new survey that provided, for each of the countries where the Group's teams work, areas of satisfaction as well as employee expectations. The response rate of 83%, compared to 72% in 2018, validates the initiative and the expressed results. The employee engagement rate rose to 58%, up 9 points from 2018.
- **Working groups** by community and led by the employees themselves continued in 2019 to advance the themes revealed by the survey and to propose initiatives.
- **Full result reports** were presented to local teams through internal mailings or blogs on the internal social network. Analysis and deployment of action plans will continue in 2020.

- **An internal roadshow for members of Axway's Executive Management** was held at all Group sites in the first quarter of 2019 to share the Group's strategy for 2020. This communication continued throughout 2019 with quarterly presentations by the Chief Executive Officer and the members of the Executive Committee, at the time of the results and at significant events for the Company.

#### Foster equality

Axway respects the principles of non-discrimination when hiring and deploys a policy in favour of diversity in a number of areas described below:

#### Encourage female engineering and digital workers

An initiative of the French government in 2019, Axway's Gender Equality Index was 75/100 in 2019.

In France, while the number of female graduates from engineering schools is increasing slowly (27% in 2018 vs. 22% in 1995), the Observatoire des femmes ingénieurs (Female engineers observatory) indicates in its latest study that young girls and women are disinterested in digital jobs, which is underlined by the fact that fewer than 10% of such jobs are held by women. Thus, 20% of IT engineers and study, Research & Development managers are women, and only 16% of IT study and development technicians are women.

The average number of girls in digital education schools and establishments was assessed at around 15%.

The Digital sector now has 33% women in its workforce, vs. 53% for all business sectors. This gap increases further when it comes to the most technical profiles (source: *Talents du Numérique*).

The profession is facing a female recruitment crisis. However, at Axway, the proportion of female engineers recruited is higher than the percentage of women graduating from engineering schools.

**In 2019, 29.2% of those who joined Axway were women (32% in 2018).**

In 2019, the Executive Committee increased to eight members and recruited two women as Chief Financial Officer and Executive Vice-President, People & Culture, respectively.

In 2019, Axway entered into a partnership with the **Professional Women's Network (PWN)**, a women's network with a strong presence in Europe (Paris, Berlin, Dublin, etc.) and enabled a dozen female Axway employees to benefit from the events organised by this network, while increasing Axway's visibility as a key company in the technology sector.

## Contribute to the digital education of young girls

Axway takes part in awareness programmes with young girls to attract new candidates into engineering and technology.

- **Wi-Filles:** With the FACE Foundation (Fondation Agir Contre l'Exclusion), Axway has contributed to the Wi-Filles programme, an introduction to the uses, businesses and skills of the digital world, aimed at young girls between the ages of 14 and 16.
- **"Elles bougent":** an association whose objective is to attract young graduates and students to partner companies, including Axway, and to introduce them to the Digital, Aerospace, Automotive, Consulting, Construction, Maritime and Energy industries in which they operate through the organisation of forums. Axway has been a partner in France since 2017. The association operates worldwide under the name **"Girls on the Move"** and Axway wishes to extend its partnership in 2020 beyond France.

## Remain attractive to seniors

Across the Axway Group, recruitment is carried out without distinction as to age, young graduates, more experienced individuals or senior staff, and Axway facilitates the integration of seniors and develops their employability throughout their career.

Recruitment figures for seniors are given at the beginning of this chapter.

## Promote the employment of people with disabilities by raising awareness and understanding

**Axway's Mission Handicap** in conjunction with the programme previously conducted with Sopra Steria, offers personalised support to all employees with disabilities. This initiative enables them to benefit from specific arrangements – ergonomics, equipment, organisation of working time, etc. – and to be accompanied through all the administrative procedures necessary to have their status as disabled workers recognised. Awareness-raising activities and role-playing through fun activities such as Handigital week and Handidays took place in May and November 2019. These initiatives aim to reduce the prejudices that too often oppose performance and disability by involving employee volunteers.

More generally, every Axway site in France has a disability officer who is responsible for supporting employees who are personally or indirectly dealing with disability. Axway also offers employees with disabilities in their family circle the status of "close carer", enabling them to benefit from financial support, flexible working hours and adjustments to their working conditions.

A specific disability awareness module was developed by Axway University to inform employees about the reality of employing disabled persons.

Societal commitment: work with our stakeholders in agreement with the Group's ethics

## 1.4 Recognise and sustainably retain talent



Average seniority: 7 years

### Build loyalty in a long-term project

Axway's objective is to write a shared employee/Company history. This shared history is already visible in the average length of service of men and women at Axway - 7 years - in a volatile employment market.

### Recognise and celebrate employee loyalty

At Axway, employee loyalty is rewarded. Each month, employees who have been with Axway for 3, 5, 10, 15, 20, 25, 30, 35 or 40 years are honoured for their loyalty to the Company during a friendly event, an initiative held at all the Group's sites and shared on Jive, the Group's social network. 414 employees were honoured in 2019.

### Pay according to attractive financial and social conditions

The Axway compensation policy reflects the Group's industry in each country as well as the evaluation of the performance

and potential of each employee invited to build and develop their own potential within the Company.

In 2019, as in previous years, Axway paid salary increases in accordance with a policy of individualisation, applied in a fair and identical manner in all countries where Axway operates.

In France, employees are eligible for profit-sharing according to the provisions of an agreement signed for the period 2018-2020 as well as a Company Savings Plan.

Axway also takes part in retirement and pre-retirement schemes, as well as occupational-insuranceschemes covering its employees for various additional contingencies, beyond the regulatory provisions imposed by the different countries.

### Become an Axway shareholder: the Free Share grant programme

In order to involve its employees even more closely in the Company's transformation project, Axway announced on 22 February 2019 the grant of 200 free shares to each Group employee active on that date, subject to the condition that they remain employed by the Group for a period of three years.

Wherever Axway operates, whether with customers, partners or employees, the Group will continue to strengthen its employer commitment, develop its societal footprint and further its respect for the planet.

## 2 Societal commitment: work with our stakeholders in agreement with the Group's ethics



The Group is very keen to protect its ecosystem, and therefore its business activities are ethically responsible and transparent.



In 2019, Axway renewed its commitment to the United Nations Global Compact.

To promote and perpetuate its efforts, the Group has set up a network of correspondents in the main countries where it operates. This network structures the transversal collection of information related to societal, ethical and environmental initiatives.

The network of correspondents covers the following countries: France, United States, Germany, Ireland, Bulgaria and Romania.

The Group's societal commitments are based on local teams in each country, sometimes at the initiative of the People & Culture, Marketing, Communication or Sales departments, who make commitments to associations or civil society organisations.

## 2.1 The ethics programme

Axway has decided to work both on a global ethics programme which creates value for the entire Group, as well as local initiatives in response to specific requirements in each country.

### Trust in our business relationships

The Group has implemented tools to ensure compliance with its key values with the various stakeholders with which it interacts on a daily basis.

Axway relies on a **set of values** shared by its employees and stakeholders:



**The Ethics charter** is applicable to employees as well as stakeholders with which the Group works. Its purpose is to present the key values for the Group and the legal tools that ensure compliance with these values.

The Group has demonstrated the principles underlying this charter through specific examples. Thus, an online training course built around specific cases was set up in 2018 to facilitate the understanding of this charter. The deployment of this training continued in 2019.

The Group's objective is that this training is completed by all employees. New recruits must complete it within 3 months of their arrival. Automatic reminders are sent out if necessary.

In order to protect its values, the Group has also implemented a whistle-blowing system.

**Fight against corruption:** Axway has adopted an active approach in the fight against corruption. The Group adheres each year to the United Nations Convention of 31 October 2003 against corruption which commits it to applying the laws in force, including anti-corruption laws, particularly the Sapin 2 Law. The Group has taken all provisions to respond and develop its Ethics charter in this sense.

**Duty of care:** As part of its responsible procurement policy, Axway fulfils its duty of care by asking its suppliers to provide attestations that prove that they prohibit concealed employment and child labour and they meet their obligation to hire disabled workers.

In 2019, Axway continued its initiative relating to the social and solidarity economy, by reinforcing its use of adapted businesses in France for the purchase of office supplies.

In 2020, the policy in favour of the sheltered sector will lead to membership of an association acting in favour of the employment of workers with disabilities to involve only companies from the sheltered sector for certain purchases or services such as office supplies, certain snacks, filing, gardening.

### The Securities Trading Code of Conduct

As a listed company, Axway is subject to compliance with the provisions of European and French stock exchange law relating to market abuse and insider trading.

The basis of this regulation is based on the principles of transparency and equality between shareholders and investors so that any buyer and seller of financial instruments of a listed company has access to the same information, at the same time, on that company.

In accordance with AMF position-recommendation no. 2016-081, Axway has set up a committee dedicated to the publication of insider information. It is responsible for assessing whether information is privileged or not and for studying the consequences of this qualification in terms of the dissemination of information.

The purpose of the Securities Trading Code of Conduct is to inform employees or other stakeholders of the Group as well as any current or future shareholder of the Company of the legislative and regulatory principles relating to market abuse as well as the additional internal measures put in place in particular to prevent insider misconduct.

### Data protection

Through its presence in 17 countries, the Group wishes to maintain a common culture of transparency, trust, integrity and responsibility both internally with its employees and externally with its customers and business partners.

Axway's privacy compliance programme (<https://www.axway.com/en/gdpr>) supports this culture by presenting policies that ensure that operations comply with the laws and regulations in force in the countries where the Group operates. In particular, Axway acts in compliance with the General Data Protection Regulations in the EU (GDPR), Australia (Privacy Act amendment 2017), California (California Consumer Privacy Act) and Brazil (*Lei Geral de Proteção de Dados*).

### Legal procedures for selecting service providers

For each contract signed with its partners and service providers, Axway validates its information confidentiality, ethics and personal data protection charters.

Societal commitment: work with our stakeholders in agreement with the Group's ethics

## 2.2 Societal initiatives



Historically, societal approaches and initiatives were not coordinated at Group level. The teams of the different Group sites retained significant independence in their choice of CSR initiatives in order to respond locally to requirements in countries where the subsidiaries are located.

Since the publication of its first Non-Financial Performance Statement in 2019 for the year 2018, Axway has structured two programmes around digital education for young girls

and support for associations helping to integrate people with disabilities.

For this 2019 report, Axway presents both the actions deployed on the initiative of employees in each of the Group's countries and supported by Axway and the programmes harmonised by the Human Resources Department.

Among the initiatives pursued or initiated in 2019 are the following:

Example initiatives	Societal stakeholders	Results
Diversity	Support for women's projects	<i>Elles bougent</i>
Education	Raising digital awareness of young girls Donations programme	FACE Wi-Filles Foundation <i>Sounds Academy USA</i>
Fight against discrimination	Odyssea Solidarity Race and Stand – fight against cancer France	<i>Odyssea - 35 participants</i>
Culture & Education	One-year digital exhibition subscription for shareholders attending the 2019 General Meeting	<i>La Gaiété Lyrique, 100 beneficiaries</i>
Reduced inequality	Awareness-raising campaign for the integration of people with disabilities ESAT* France supplier of supplies	<i>Hand Digital e-learning, survey, contest.</i>
Dignity of the human person	Support programmes for children in hospital	<i>Phoenix Children's Hospital, Ignite Hope</i>

\* Establishment and Service of Help through Work.

### Societal initiatives carried out with Axway's stakeholders



#### Employees: act locally

Among the initiatives undertaken by the employees of Axway's various international subsidiaries are the following:

##### In Bulgaria

- **Sveti Nikola Foundation:** Axway volunteer employees collect clothes, books and toys for children.
- **To raise awareness of the impact of human activity** on natural resources, employees have set up awareness workshops relating to (i) recycling and combating clothing waste and (ii) training and workshops to raise awareness of "Zero waste" with **Pletchica**.

##### In the United States

- American employees decided to set up a blood drive. This initiative was performed with **Vitalant (FKA United Blood Services)**.
- Walk for hospitalised children: Axway For Angels, **Phoenix Children's Hospital Ignite Hope**.
- Donations to music schools: creation, recording and broadcast on Arizona TV of the song #BetterTogether featuring one of Axway's mottos.

##### In France



- **The FACE foundation Wi-Filles** programme was chosen to support the digitisation campaign with individual Axway shareholders. Wi-Filles is a programme to introduce young girls between 14 and 16 years old to digital uses, jobs and skills. It encourages young girls to further their understanding of a future with digital, develop their independence and their ability to act and take control of their education and career. (<https://www.fondationface.org/projet/wi-filles/>).

- **Professional Women Network**, a European women's network with 700 active members in Paris, Dublin, Rome, Berlin, Madrid, etc. promotes women engineers who transmit their passions and wish to encourage vocations. In 2019, the partnership concluded with PWN and Axway enabled 12 female employees from Europe to participate in events organised by the network and thus raise awareness of Axway.
- **Odyssea**: 35 employees (men and women) again took part this year in the solidarity race against cancer and for the first time Axway welcomed visitors at a stand.

### Elles bougent

- **Elles bougent**, which promotes female engineers who pass on their passion and generate interest in the career. In 2019, nine Axway employees, sponsors and mentors promoted Axway to students and recent graduates to promote our activities by participating in Elles bougent events.



- **ADIE**: 5-year partnership with ADIE (non-profit association) to which Axway supplies software. This association helps people marginalised in the labour market (without access to a traditional banking system) to set up businesses, and thus create their own jobs, via the use of microcredit.

### In Ireland

- **For the elderly**: employees decided to put forward a communication programme aimed at helping the elderly with garden maintenance and shopping. The objective is helping to maintain a social link between generations on a daily basis. The operation initiated was renewed in 2019.



- **Women Reboot** is an Irish initiative aimed at experienced and qualified women in the information technologies sector who have taken a career break. Axway Ireland supports this initiative: at the Women Hack Dublin in November 2019, the Axway team was able to make contact with talented women with the skills required for the positions on offer.

### In Romania

- **Aura Ion**: donations of Christmas gifts to underprivileged families in rural areas in partnership with the Aura Ion association.

## Customers: work transparently



In 2019, Axway had its corporate social responsibility approach evaluated by the EcoVadis platform to encourage transparency and trust by customers and business partners. The Silver rating obtained last year was confirmed again this year.

Bringing employees, processes and the platform together, EcoVadis implemented a broad-spectrum CSR assessment methodology covering 150 purchasing categories, 110 countries and 21 CSR indicators. This is the first collaborative platform evaluating suppliers' sustainable development performance for global supply chains. EcoVadis has become a trusted partner for buyers at a significant number of multinational companies.

## Start-ups: support co-development



There are an increasing number of co-development or co-innovation projects bringing together a customer, a start-up and a public organisation or civil society. The development of mobile apps to which Axway contributes by providing data helps offer new services to public users.

Thus in 2019, the Mayor of Paris launched the DataCity programme in a co-innovation model bringing together major companies, start-ups and public services through a dozen challenges aimed at making life easier for Parisians. Axway participated in several of these projects designed to support the development of new forms of mobility, make unused parking spaces available, encourage the switch to electric vehicles, reduce roadworks time in the city and inform Parisians about roadworks in progress. This programme has demonstrated the value of using urban data to improve quality of life.

## Public bodies: engage with diplomatic bodies for the development of industry

Axway was invited by Business France to represent mid-size companies on the presidential delegation that brought together 17 French companies from various business sectors during the official visit of the President of the French Republic to the China International Import & Export Exhibition in November 2019. During this official trip, Business France also organised more than 100 company meetings for Axway and other participating companies in nine Chinese cities, which enabled them to strengthen their relationships and present solutions to support them in their digital transformation.

Societal commitment: work with our stakeholders in agreement with the Group's ethics

## Investors: non-financial indicators



For several years, Axway has participated in the Gaia Rating index by providing all the non-financial data selected by Gaia. This approach, designed for investors to provide visibility on the responsible commitment of companies, contributes to Axway's reflection on non-financial indicators relevant to its business.

## Partners: distribution and innovation

Axway applies the ethical and anti-corruption rules established by the Group for the various partners with which it works. These partnerships are formalised at local or global level and with different types of companies:

- global technology alliances to strengthen Axway's on-site and cloud-based offerings with AWS and Microsoft Azure;

- integrator partners to develop solutions based on Axway products, whether through co-selling, referencing or reselling. Axway works with Digital Service Providers (DSPs), both generalists and specialists in digital transformation, on a local or global scale;
- partners for the distribution of Axway products. These resellers are particularly present in Asia Pacific and Latin America;
- consultancy firms for Axway's offerings as part of their digital transformation missions.

In 2019, Axway strengthened its partner system, which encourages co-innovation through the creation of joint solutions via the AMPLIFY<sup>™</sup> Marketplace, and integrates marketing tools, training courses and different levels of reciprocal commitment. The satisfaction survey of global partners has shown very strong growth in the commitment of our ecosystem.

## 2.3 Societal progress goals for 2020

In 2020, Axway will continue its local and international initiatives with all of its stakeholders to help position Axway as a responsible player in the regions where it operates.

Within the framework of Group programmes, societal initiatives are part of the sustainable objectives linked to:

- education to contribute to the sharing of skills;

- cultural diversity;
- equal opportunities in particular for people in precarious situations or who are disabled, and for whom the Handicap Mission already launched its initiatives in early 2020.

### 3 Environmental commitment: reduce our environmental impact

Although Axway is considered a non-industrial company, since its creation it has pursued a responsible policy of resource consumption in the performance of its business. It aims to modernise infrastructure while consuming less energy.

In 2019, the Group continued to reflect on additional efforts to help reduce its environmental footprint.

**Axway's business is naturally divided into two types of programmes:**

1. Contributing to the fight against climate change;
2. Contributing to the preservation of life on land.

**Beyond that, in 2020, new initiatives will further reduce the Group's environmental footprint.**

The geographical scope used for monitoring programmes covers countries in which at least 70 Axway employees work: France, USA, Bulgaria, Romania, Germany, Ireland.

#### SUMMARY OF CONTRIBUTIONS TO THE FIGHT AGAINST CLIMATE CHANGE AND THE PROTECTION OF LIFE ON LAND

Stakeholders	Contribution to the fight against climate change		Mechanism	Main actions carried out in 2019	Objective/line of progress
	13 CLIMATE ACTION	15 LIFE ON LAND			
<b>Network of 15 correspondents in 6 countries within the scope of the impact measurement</b>					
Employees	x	x	<ul style="list-style-type: none"> <li>• Limit travel</li> <li>• Eco-friendly gestures</li> <li>• Digital tools</li> </ul>	<ul style="list-style-type: none"> <li>• Extension of remote working or "Home Office"</li> <li>• Recycling</li> <li>• Gradual replacement of standard plastic cups by biodegradable cups</li> </ul>	<ul style="list-style-type: none"> <li>• Replacement of all plastic cups with paper cups</li> <li>• Offsetting the carbon footprint of business travel with transport partners</li> <li>• No more receipts at the Company restaurant in France</li> </ul>
Customers	x	x	<ul style="list-style-type: none"> <li>• Limit travel</li> <li>• Streamline data storage</li> </ul>	<ul style="list-style-type: none"> <li>• Teleconferences</li> <li>• Choice of data storage providers</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the use of exchange platforms</li> </ul>
Partners and Suppliers	x	x	<ul style="list-style-type: none"> <li>• Limit printouts</li> </ul>	<ul style="list-style-type: none"> <li>• Electronic signature</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing use of the electronic signature</li> </ul>
Shareholders	x	x	<ul style="list-style-type: none"> <li>• e-consent</li> </ul>	<ul style="list-style-type: none"> <li>• 2 annual campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• Achieve 60% e-consent</li> </ul>
Civil society			<ul style="list-style-type: none"> <li>• Recycling</li> </ul>	<ul style="list-style-type: none"> <li>• IT equipment donations</li> <li>• Clothing donations</li> </ul>	
Employee representatives			<ul style="list-style-type: none"> <li>• Eliminate the use of paper documents</li> </ul>	<ul style="list-style-type: none"> <li>• Electronic voting for the election of employee representatives and appointment of the CSE in France</li> </ul>	

Environmental commitment: reduce our environmental impact

## 3.1 Contribute to the fight against climate change



Axway does not directly generate emissions into the air, water or soil. It does not use water or resources that are considered sensitive and does not pose a real direct risk to the environment.

Nevertheless, the Group is committed to preserving the environment. Through its locations in 17 countries, and its teams working everywhere where its customers are located, Axway has always encouraged the use of video conferencing. Investments in audio/video equipment, messaging platforms and shared tools encourage team communication whilst protecting the environment by limiting travel.

Axway's organisation, like its teams on a day-to-day basis, readily adopts working methods and tools that promote ease of communication, quality of life at work and work-life balance. Focused on innovation and skills development with a responsible commitment, Axway's teams interact responsibly with customers, partners, suppliers and civil society.

The need to control our environmental impact is therefore covered by a continuous improvement programme that specifically involves the relevant functional divisions, employees, customers, service providers and shareholders.

This mode of responsible collaboration takes the form of work organisation systems and associated tools that make it possible to measure their use and progress.

### Use digital tools to reduce Axway's carbon footprint:

- **teleworking by Axway employees** was introduced in France under a company-wide agreement in 2018 and is practised worldwide in accordance with current legislation. It contributes to work-life balance and was recognised in 2019, in the engagement survey, as one of the key criteria for Axway's employee satisfaction;
- **teleconferencing** is practised daily by all Axway teams. This reduces travel and improves the quality of life for people who can connect from any location in complete security. 2019 is the year in which employees also widely adopted the online messaging tool "Microsoft Teams" made available to them;

Teleconferences	2019	2018	2017
No. of meetings	126,189	127,607	117,977
Meetings per employee	66.7	69.1	64.2

- **collaborative exchange platforms** for internal teams and partners: Axway has a secure document and data exchange tool called "Syncclicity" that reduces the use of email and allows employees to work in collaborative mode with complete security and data confidentiality;
- **the exchange platforms offered by suppliers and partners** are widely used in Axway's business sector to share documents and manage projects. These are platforms made available by suppliers or partners that enable the exchange of information, files or messages by limiting the sending of files by email, for example;
- **websites and access to service platforms:** for its shareholders, Axway provides access to an online voting platform for Shareholders' Meetings, which also allows for the downloading of regulatory documents and limits paper mailings;
- **in 2019, the elections of the members of the SEC – Social and Economic Committee, in France – were carried out exclusively by electronic voting.** Without a physical polling station, without voting by post, only the codes to give a unique and individual access to employees were sent to each person's home in paper format. This new process ensured confidentiality, increased flexibility and generated cost savings;
- **the dematerialisation of documents** to limit printing and the sending of lengthy documents that consume bandwidth in the servers: Axway has implemented electronic signature tools for employees, customers, partners and suppliers. In 2019, the use of electronic signatures showed a growth of more than 40% in signed volumes.

Electronic signature	2019	2018	2017
No. of files signed	8,303	5,714	1,703
No. of pages signed	33,746	23,504	9,743

- **printing and photocopying** also dropped significantly over the past three years thanks to signage raising awareness on the environmental impact.

Paper consumption	2019	2018	2017
Reams in France	750	875	1,085

- **data hosting:** Axway sets up service contracts to host large volumes of data for its own business, for its customers and with its partners. Service providers of very large structures such as Amazon AWS, Microsoft, Salesforce, etc. ensure compliance with environmental and societal standards.

## Controlling energy consumption at Axway's premises



As a tenant at all its sites, Axway seeks to optimise the energy performance of its facilities. When leases are renewed, the premises are equipped with modern, environmentally friendly heating and air-conditioning systems. The French headquarters located in Paris La Défense benefit from La Défense's highly environmentally-friendly air conditioning and heating system which uses the county's waste (Enertherm).

In 2019, the gain in energy consumption brought about by the new fluid exchange system was offset by the increase in energy consumption due to the increased occupancy of the Tower by new corporate tenants (70% to 100%).

	2019	2018	2017
Heating/Air conditioning (Enertherm) in MWh	1227	1067	1095

The regular preventive maintenance of the various installations, mainly carried out by Engie, guarantees optimal equipment operation.

## Encouraging employees to participate in eco-friendly programmes



Axway encourages employee initiatives in an eco-responsible approach

Each new employee joining Axway receives a welcome pack, including a mug with the Axway logo. Axway branded promotional items distributed on our stands or at customer events are eco-friendly: cups or mugs made of recyclable plastic, T-shirts or bags made of fair trade cotton. Programmes are being conducted in collaboration with the Irish and US governments to promote carpooling and cycling.

## Analyse to manage the Group's carbon footprint

Over the past two years, Axway Group has decided to strengthen its environmental policy and relies on a network of internal correspondents in key countries (those in which more than 70 employees work on a daily basis) to collect environmental data relating to energy consumption in terms of fuel oil, electricity, gas and water.



### The indicators used

- gas, fuel-oil, electricity and water consumption;
- kilometres travelled (excluding personal vehicles);
- IT equipment donations;
- waste recycling and management;
- charity initiatives.

### Geographic scope and network of correspondents

- France;
- Germany;
- Romania;
- Bulgaria;
- Ireland;
- USA – Phoenix site.

Axway's greenhouse gas emissions balance sheet (BEGES), which uses the Bilan Carbone® methodology developed by the French Environment and Energy Management Agency (ADEME), measures the impact of the Group's activities on the environment.

The countries included in the Greenhouse Gas Emissions Account (BEGES) scope are France, Germany<sup>(1)</sup>, Romania, Bulgaria, Ireland and the Phoenix site in the USA.

The perimeter described above represents more than 80% of the total area of premises.

The BEGES was completed by an independent service provider with a Bilan Carbone® license issued by the Association Bilan Carbone (ABC) for 2020. The GHG Emissions Account (BEGES) was drawn up on the basis of the updated official greenhouse gas emissions assessment in accordance with version 4 of the assessment production methodology published in July 2015 by the French Ministry for the Ecology, Sustainable Development and Energy.

It appears from the report drawn up that:

- direct GHG emissions in CO<sub>2</sub> metric tons equivalent amounted to 262 (T eq. CO<sub>2</sub>);
- indirect GHG emissions associated with the production of imported electricity, heat or steam, in CO<sub>2</sub> metric tons equivalent amounted to 430 (T eq. CO<sub>2</sub>); and
- finally, other indirect GHG emissions in CO<sub>2</sub> metric tons equivalent amounted to 185 (T eq. CO<sub>2</sub>).

Thus, total greenhouse gases emissions by the Axway Group within the scope defined above totalled 1,877 (T eq. CO<sub>2</sub>).

The assessments for 2017 and 2018 were updated with updated emission factors, as recommended by the Ministry in its methodology.

(1) Excluding the Frankfurt site for which data was not available.

Environmental commitment: reduce our environmental impact

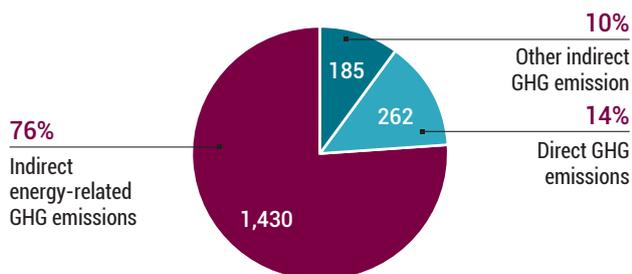
At constant structure (i.e. without Ireland, which was added this year), greenhouse gas emissions fell by 2% (38 T eq. CO<sub>2</sub>) between 2019 and 2018.

Given the increase in our activity, our emissions control trajectory is therefore consistent with our actions.

A breakdown of greenhouse gas emissions (GHG) is presented below:

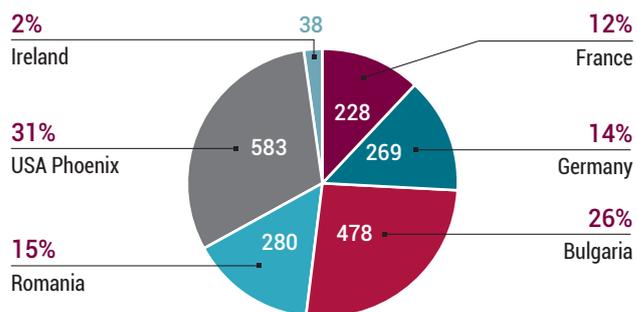
**GHG EMISSIONS BY SCOPE**

(in T eq. CO<sub>2</sub> and in %)

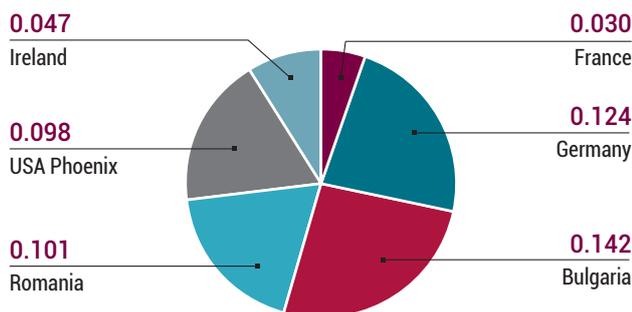


**BREAKDOWN OF GHG EMISSION BY COUNTRY**

(in T eq. CO<sub>2</sub> and in %)

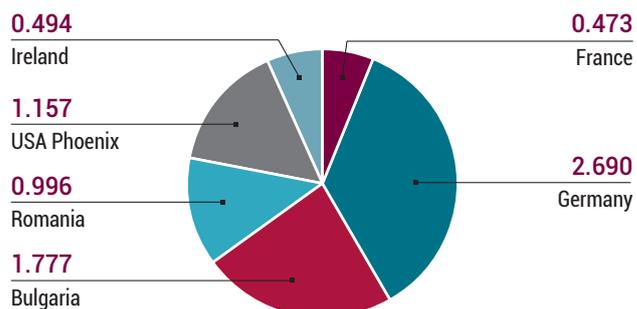


**BREAKDOWN BY M<sup>2</sup> FOR EACH COUNTRY** (in T eq. CO<sub>2</sub>)



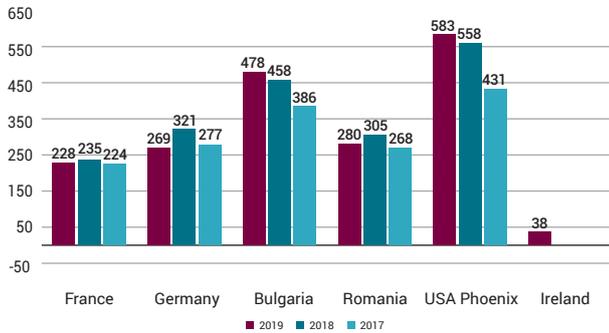
**BREAKDOWN BY PERSON FOR EACH COUNTRY**

(in T eq. CO<sub>2</sub>)

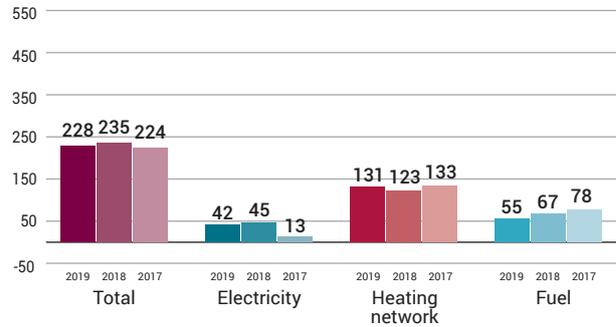


**CHANGE IN GREENHOUSE GAS EMISSIONS BETWEEN 2017 AND 2019, PER COUNTRY AND PER SOURCE**

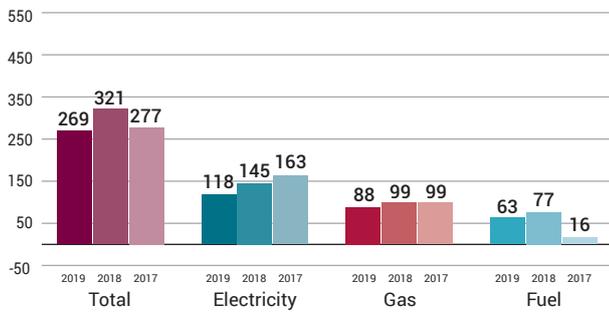
Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **BY COUNTRY**



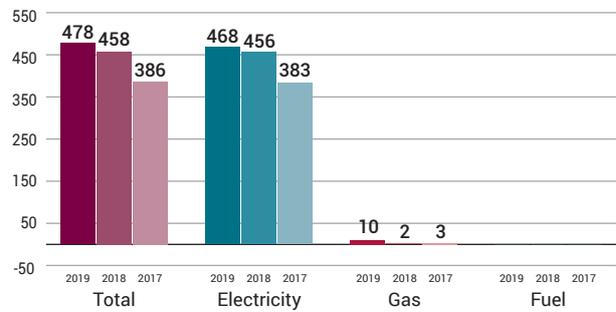
Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **FRANCE**



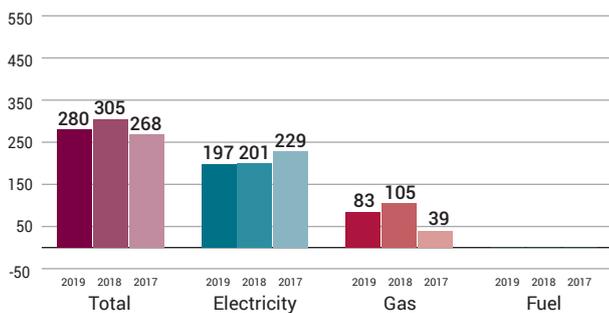
Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **GERMANY**



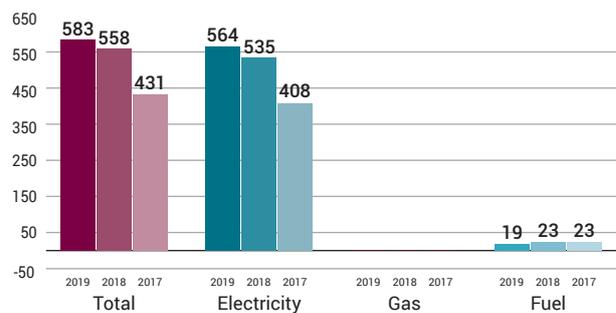
Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **BULGARIA**



Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **ROMANIA**



Comparison of greenhouse gas emissions in T eq. CO<sub>2</sub> **USA (PHOENIX)**



There is no individual graph for Ireland as measurements for this country only commenced in 2019.

**Encourage responsible purchasing**

Axway's commitment to controlling its consumption and reducing its environmental impact also extends to its purchases of goods and services.

Axway's site managers are encouraged to follow best practices for the purchase of consumables, office equipment

and supplies. A proactive policy consists in favouring eco-responsible suppliers. For example, service providers in charge of cleaning the premises are invited to use non-toxic and non-hazardous products.

Environmental commitment: reduce our environmental impact

## 3.2 Life on Land



Reasonable consumption of computer and office equipment or paper is in line with the Group's good practices. Dedicated programmes have existed for several years to recycle or donate materials and thus limit consumption both internally and with stakeholders.

### Treating waste

Axway's activity generates waste with a high recycling potential. It mainly includes paper and cardboard as well as computer consumables.

In France, Axway has chosen a supplier that provides collection – for recycling purposes – of cardboard, paper, plastic, cans and printer cartridges. The supplier does both regular and one-off collections. Voluntary collection points have also been installed to facilitate the process. Certain waste was only recorded as of 2018.

With regard to WEEE (waste electrical and electronic equipment), Axway continues to pursue its policy of making donations to associations or to employees, as described below.

Waste collection (kg)	2017	2018	2019	
			2019	2019 recycling rate
Plastic	231	610	31	NA
Ink cartridges	62	475	22	NA
Paper & cardboard	3,970	9,799	7,195	70%
Cans	NA	4	154	99%
Bulky waste	NA	260	1,183	NA
WEEE	451	1,037	245	98%

The Company restaurant for Axway's French site, based in Paris-La Défense, is also committed to an environmentally-friendly approach, with the collection and recovery of biowaste.

### Recycle equipment through donations

Regarding IT and office equipment, new ergonomic workstations improve the quality of employees' working conditions but also optimise energy and resource consumption with less energy-consuming terminals. Adhesive panels and whiteboards which consume less paper are also used in the offices.

In addition, the Group continues to donate equipment to employees and associations.

	2019	2018	2017
Donations of computer IT equipment, computers, screens, etc. (in units)	500	192	200

### Dematerialise documents exchanged with Axway shareholders

At the end of 2019, 45% of Axway shareholders had agreed to receive documents by email, considerably reducing the sending of paper documents. For several years now, campaigns to encourage the adoption of electronic exchanges have been carried out around environmental programmes such as reforestation, or societal programmes for education such as the FACE Foundation's Wi-Filles programme in 2019.

## 3.3 Pursue a reasonable environmental policy in 2020 and beyond

Although the Group is present in 17 countries, the travel policy has always been very controlled and digital collaborative tools have long been favoured.

In addition to this sound management, Axway is considering ways to make progress in the area of carbon offsetting:

- for air travel: In 2020, Axway will analyse the interest in joining carbon offsetting programmes offered by airlines;

- to reduce the use of plastics: Axway is involved in an effort to achieve, in the long term, zero plastic consumption on its premises;
- to reduce paper consumption: Axway is continuing its education and recycling programmes.

In light of the temporary closure of Axway's premises during the COVID-19 epidemic, energy consumption from certain sources (electricity, heating, water, printing, paper cup consumption, etc.) should decrease during the lock-down at our various locations. The environmental impact of COVID-19 is likely to primarily concern greenhouse gas emissions but be relatively limited.

# Methodology note

For the scope defined, the data stems from country-specific reporting and the reporting produced by the divisions concerned. A continuous improvement process has been set up for those systems.

Information provided about Axway Software SA concerns France. The indicators used are those of the French Grenelle II Act. The principle of consistency of accounting methods year-on-year is respected.

Data is collected from the relevant departments and this year's health and safety information was collected by the site managers for Axway Software SA.

A continuous improvement process has been set up for those systems.

## Human Resources information

### General provisions

#### Scope of consolidation and indicators

The workforce shown in the "Workforce" and "Breakdown of Workforce by Geographical Area" tables corresponds to the total number of employees at 31 December 2019. The indicators chosen are those used for personnel management and the Group's employee-related issues. They reflect the results of the Human Resources policy.

#### Relations with employees

##### Axway Software SA

Until October 2019, social dialogue at Axway Software SA revolved around a Works Council, a Health, Safety and Working Conditions Committee, staff representatives and three trade unions (CGT, CFDT & TRAIID UNION). Since 4 October 2019, this dialogue has been conducted within the framework of an SEC, Social and Economic Committee, elected for 4 years. The 3 trade union organisations mentioned above are represented there.

##### Labour relations at Axway GmbH

At Axway GmbH, employer-employee dialogue takes place through three Plant Committees and a Central Works Council.

##### Overview of collective agreements

Within Axway, 70 agreements were in force at 31 December 2019. In 2019, four agreements were signed in France and six were signed in Germany.

#### The collective agreements signed at Axway Software SA in 2019 are the following:

- Agreement on Axway's Social and Economic Committee;
- Amendment to the 2018-2020 profit-sharing agreement;
- Amendment to the Group's scope with a view to setting up a Group Committee;
- Agreement on electronic voting for elections of SEC members.

6 collective agreements were signed at Axway GmbH in 2019 with the works council:

- Bonus Plan 2019
- Sales Policy & Plans 2019
- Proddpad
- Salary increases (3 locations)
- On-Call Duty updated (3 locations)
- Overtime updated

## Health and safety information

### Scope of consolidation and indicators

The safety indicators concern all Axway sites. The indicators chosen are those used for the management of Axway sites. They reflect the results of Axway's policy regarding the environment, health and safety.

#### Health and safety conditions at Axway Software SA

In 2019, the CHSCT (Health, Safety and Working Conditions Committee) held four meetings.

During this period, there were:

- three work-related or commuting accidents with lost time.

Preserving the health and safety of employees is a fundamental goal and an integral part of the Human Resources and social policy. The objective is part of an overall procedure conducted in close collaboration with the occupational health doctors, site managers and CHSCT.

#### Summary of collective agreements concerning health

No agreement has been signed in this regard.

#### Occupational health

In Germany, like in France, an occupational health doctor performs employee check-ups on a regular basis.

Awareness-raising actions were conducted at French sites concerning on-screen work. In addition, Axway Software called in an ergonomist to carry out work on workstation positions.

#### Evaluation of psychosocial risks

A steering committee comprised of members from Human Resources and representatives from CHSCT was assembled in 2015 to evaluate psychosocial risks within Axway France. It regularly continues this work, monitoring the situation.

# Certificate of disclosure by an Independent Third-Party

## Verifying auditor's report

Year ended 31 December 2019

*This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

Dear Shareholders,

Further to a request by Axway Software (hereinafter the "entity") and in our capacity as an independent third party certified by COFRAC under number 3-1081 (scope available at [www.cofrac.fr](http://www.cofrac.fr)), we hereby report on the consolidated non-financial performance statement for the year ended 31 December 2019 (hereinafter the "Statement"), presented in the Group management report, in accordance with the legal and regulatory provisions of Article L.225-102-1, R.225-105 and R.225-105-1 of the Commercial Code.

## Responsibility of the entity

Pursuant to legal and regulatory requirements, the Board of Directors is responsible for preparing the Statement, which must include a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented in light of those risks and the outcome of said policies, including key performance indicators. The Statement has been prepared in accordance with the benchmarks used by the entity (hereinafter the "Guidelines"), the main elements of which are available at request at the Company's registered office.

## Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the Code of Ethics of the profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

## Responsibility of the independent third-party

On the basis of our work, our responsibility is to provide a reasoned opinion expressing a limited assurance conclusion on:

- the consistency of the Statement with the provisions of Article R. 225-105 of the Commercial Code;
- the fairness of the information provided pursuant to Article R. 225-105 I, 3 and II of the French Commercial Code, i.e., the outcome of the policies, including key performance indicators, and the measures implemented in light of the principal risks (hereinafter the "Information").

However, it is not our responsibility to comment on:

- the entity's compliance with other applicable legal and regulatory provisions, in particular the French duty of care law and anti-corruption and tax evasion legislation;
- the compliance of products and services with the applicable regulations.

## Nature and extent of work

We conducted our work in accordance with standards applicable in France determining the conditions in which an independent third party performs its engagement and with the international standard, ISAE 3000.

Our work was conducted between 5 March and 2 April 2020 and took approximately five man-days.

We conducted five interviews with the individuals responsible for preparing the Statement.

Our procedures allowed us to assess the consistency of the Statement with regulatory provisions and the fairness of the Information:

- we obtained an understanding of the activities of all the companies included in the consolidated scope, the description of the labour and environmental risks associated with their activities, and the impact of those risks on compliance with human rights and anti-corruption and tax evasion legislation, as well as the resulting policies and their outcomes;
- we assessed the appropriateness of the Guidelines with respect to their relevance, completeness, reliability, objectivity and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement covers each category of information provided for in Article L. 225-102-1 III in social and environmental matters, as well as respect for human rights and the fight against corruption and tax evasion;
- we verified that the Statement includes an explanation for the absence of the information required under Article L. 225-102-1 III, 2;

Certificate of disclosure by an Independent Third-Party

- we verified that the Declaration presents the business model and the main risks related to the activity of all entities included in the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services as well as its policies, actions and results, including key performance indicators;
- we verified, when they are relevant to the main risks or the policies presented, that the Statement presents the information provided for in Article R. 225-105 II;
- we assessed the selection and validation process of the main risks;
- we asked about the existence of internal control and risk management procedures put in place by the entity;
- we assessed the consistency of the results and key performance indicators adopted in view of the main risks and policies presented;
- we verified that the Statement covers the scope of consolidation, i.e. all the companies included in the consolidated scope in accordance with Article L. 233-16;
- we assessed the collection process implemented by the entity for the completeness and sincerity of Information;
- for the key performance indicators and other quantitative results that we considered to be the most important, we implemented:
  - analytical procedures consisting in verifying the proper consolidation of the data collected and the consistency of any changes in data,
  - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out with a selection of contributing entities<sup>(1)</sup> and covers between 30% and 100% of the consolidated data relating to the key performance indicators and outcomes selected for these tests<sup>(2)</sup>,
  - we referred to documentary sources and conducted interviews to corroborate the qualitative information (measures and outcomes) that we considered to be the most important,
  - we assessed the overall consistency of the Statement based on our knowledge of all the companies included in the consolidated scope.

We believe that the work we carried out in exercising our professional judgement allows us to make a conclusion of moderate assurance; a higher level of assurance would have required more extensive work.

Due to the use of sampling techniques, as well as other limits inherent to the operation of any information and internal control system, the risk of failure to detect material misstatements in the Statement cannot be entirely eliminated.

## Conclusion

Based on our work, nothing has come to our attention that causes us to believe that the non-financial performance statement is not in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly and in accordance with the Guidelines.

Lyon, 8 April 2020

**FINEXFI**

Isabelle Lhoste

Partner

(1) Axway Software SA, Axway US

(2) 2019 key figures (Chapter 3.1), key figures and major talent recruitment actions (3.1.1.1), key figures and major development actions in 2019 (3.1.2.1), absenteeism (3.1.2.2), key figures and major actions to strengthen equality in 2019 (3.1.3.1), the Group's carbon footprint (3.3.1) and waste (3.3.2).

# Cross-reference table of the Global Compact Principles

	Page	Global Compact Principles
<b>Social</b>	7	3,4,5,6
<b>Fight against corruption</b>	3	10
<b>Human rights</b>	3, 17	1,2
<b>Environnemental</b>	21	7,8,9

# HR and environmental information cross-reference table (\*Universal Registration Document)

Article 225 and decrees of 19/08/2016 and 09/08/2017		NFPS Axway Group		
GP <sup>(1)</sup>	General reporting principles	Page*	Name	Comment
GP1 (A. R. 225-105. I-)	The NFPS mentioned in I of Article L. 225-102-1 and the consolidated non-financial performance statement mentioned in II of the same article present the business model of the Company or, as the case may be, of all the companies for which the Company prepares consolidated financial statements.	Profile pages 12-13	Business model	
GP2 (A. R. 225-105. I-)	For each information category, they also present: 1° A description of the main risks related to the business of the Company or of the group of companies, including, where relevant and proportionate, the risks created by its business relationships, products or services; 2° a description of the policies applied by the Company or all companies, including, where applicable, the due diligence procedures implemented to prevent, identify and mitigate the occurrence of the risks mentioned in 1°; 3° The results of these policies, including key performance indicators. (Decree of 09/08/2017)	Chapter 2 pages 37-51	Risk Factors Risk Factors	See specifically the Sections in Chapter 2
GP3 (A. R. 225-105. I-)	Where the Company does not have a policy with respect to one or more of these risks, the statement includes a clear and reasoned explanation of the reasons justifying this. (Decree of 09/08/2017).			Axway applies a policy to all risks that affect it.
GP4 (A. R. 225-105.1 I-)	The information published is presented "in such a way as to allow a comparison of the data" (Law of 12/07/2010). The report of the Board of Directors or Management Board "presents the data observed during the financial year ended and, if necessary, during the previous financial year, so as to allow a comparison between this data" (decree of 24/04/2012).			See specifically the Sections in Chapter 2
GP5 (A. R. 225-105.1 II-)	When a company voluntarily complies with a national or international reference system in order to fulfil its obligations under this article, it mentions this fact, indicating the recommendations of this reference system that have been adopted and the procedures for consulting it (decree of 24/04/2012).	pages 55, 68	Support for the Global Compact Adhesion to the Middenext Code	
GP6 (A. R. 225-105.1 III-)	Without prejudice to the disclosure requirements applicable to the report provided for in Article L. 225-100, these statements are made freely available to the public and easily accessible on the Company's website within eight months of the end of the financial year and for a period of five years. (Decree of 09/08/2017).	Group website	<a href="https://investors.axway.com/en">https://investors.axway.com/en</a> <a href="https://investors.axway.com/fr">et https://investors.axway.com/fr</a>	

## HR and environmental information cross-reference table

Article 225 and decrees of 19/08/2016 and 09/08/2017		NFPS Axway Group		
GP <sup>(1)</sup>	General reporting principles	Page	Name	Comment
GP7 (A. R. 225-105.2 I-)	The independent third party mentioned in V of Article L. 225-102-1 is appointed, as the case may be, by the Chief Executive Officer or the Chairman of the Management Board, for a period not exceeding six financial years, from among the bodies accredited for this purpose by the French Accreditation Committee (COFRAC) or by any other accreditation body that is a signatory to the multilateral recognition agreement established by the European Coordination of Accreditation Bodies. The independent third party is subject to the incompatibilities provided for in Article L. 822-11-3.	pages 81-82	Certificate of disclosure and opinion of fairness concerning social, societal and environmental information.	
GP7 (A. R. 225-105.2 II-)	When the information is published by companies whose thresholds exceed €100 million for the balance sheet total or €100 million for the net revenue and 500 for the average number of permanent employees employed during the financial year, the report of the independent third party includes: a) A reasoned opinion on the conformity of the statement with the provisions of I and II of Article R. 225-105, as well as on the fairness of the information provided pursuant to 3° of I and II of Article R. 225-105; b) The due diligences carried out in conducting the verification procedures. (Decree of 09/08/2017).			
GP8 (A. L. 225-102-1. IV)	The defined companies which are under the control of a company which includes them in its Consolidated accounts in accordance with Article L. 233-16 are not required to publish a statement on non-financial performance if the Company that controls them is established in France and publishes a consolidated statement on non-financial performance or if the Company that controls them is established in another Member State of the European Union and publishes such a statement pursuant to the legislation to which it is subject. (Order of 19/07/2017).			
GP9 (A. L. 225-102-1. V)	For companies whose balance sheet total or revenue and number of employees exceed the thresholds set by decree of the Conseil d'État, where applicable on a consolidated basis, the information contained in the statements is verified by an independent third party, in accordance with the procedures set by decree of the Conseil d'État. This verification gives rise to a notice which is sent to the shareholders at the same time as the report referred to in the second paragraph of Article L. 225-100. (Ordinance of 19/07/2017).			

## Human Resources information

I.a)	Employment	
I.a) 1.1	Total workforce	page 60
I.a) 1.2	Breakdown of employees by gender	page 60
I.a) 1.3	Breakdown of employees by age	page 60
I.a) 1.4	Breakdown of employees by geographic area	page 60
I.a) 2.1	Recruitment	pages 61-62
I.a) 2.2	Redundancies	Non material

Article 225 and decrees of 19/08/2016 and 09/08/2017			NFPS Axway Group	
GP <sup>(1)</sup>	General reporting principles	Page	Name	Comment
I.a) 3.1	Compensation	pages 60, 68		
I.a) 3.2	Change in compensation	page 68		
I.b)	<b>Organisation of work</b>			
I.b) 1	Organisation of working time	page 65		
I.b) 2	Absenteeism	page 65		
I.c)	<b>Health and safety</b>			
I.c) 1	Health and safety conditions at work	page 80		
I.c) 2.1	Frequency and seriousness of workplace accidents	page 80		
I.c) 2.2	Occupational diseases	Non material		
I.d)	<b>Relations with employees</b>			
I.d) 1	Organisation of the social dialogue, in particular the procedures for informing staff, consulting and negotiating with them	pages 65, 79		
I.d) 2	Review of collective agreements, particularly in the area of health and safety at work	pages 79-80		
I.e)	<b>Training</b>			
I.e) 1	Training policies implemented, including environmental protection policies.	page 62-64		
I.e) 2	Total number of training hours	page 63		
I.f)	<b>Equal treatment</b>			
I.f) 1	Measures taken in favour of gender equality	page 61, 66-67		
I.f) 2.1	Measures taken in favour of employment	pages 66-67		
I.f) 2.2	Measures taken for the integration of people with disabilities	pages 67, 70		
I.f) 3	Anti-discrimination policy	page 70		
<b>Environmental information</b>				
II.a)	<b>General environmental policy</b>			
II.a) 1.1	Organisation of the Company to take environmental issues into account	pages 73-78		
II.a) 1.2	Environmental evaluation or certification procedures	page 71		Ecovadis
II.a) 2	Resources dedicated to the prevention of environmental risks and pollution	Non material	Non material	Axway is not affected by this point due to its tertiary activity.
II.a) 3	Provisions and guarantees for environmental risks			
II.b)	<b>Pollution</b>	Non material	Non material	
II.b) 1.1	Prevention, reduction, repair measures: AIR			
II.b) 1.2	Prevention, reduction, repair measures: WATER			
II.b) 1.3	Prevention, reduction, repair measures: SOIL			
II.b) 2	Consideration of any form of contamination specific to any activity, notably sound and light disturbances			

## HR and environmental information cross-reference table

Article 225 and decrees of 19/08/2016 and 09/08/2017			NFPS Axway Group		
GP <sup>(1)</sup>	General reporting principles	Page	Name	Comment	
<b>II.c)</b>	<b>Circular economy</b>				
<b>II.c).i)</b>	Waste prevention and management	page 78			
<b>II.c).i) 1</b>	Measures of prevention, recycling, reuse, other forms of waste recovery and disposal	pages 74-75, 78			
<b>II.c).i) 2</b>	Actions in the fight against food waste	Non material	Non material	The premises in La Défense (France) have a company restaurant committed to the fight against food waste <sup>(2)</sup> .	
<b>II.c).ii)</b>	Sustainable use of resources				
<b>II.c).ii) 1.1</b>	Water consumption	Non material	Non material	Axway uses only water for sanitary purposes in its tertiary activity. The premises are equipped with efficient technology in this area.	
<b>II.c).ii) 1.2</b>	Water supply in keeping with local constraints			Axway does not operate in countries where the use of water is restricted.	
<b>II.c).ii) 2.1</b>	Raw material consumption	Non material	Non material	Axway uses only paper and office supplies for its tertiary activity.	
<b>II.c).ii) 2.2</b>	Measures taken to improve efficiency in their use				
<b>II.c).ii) 3.1</b>	Energy consumption	pages 74-75			
<b>II.c).ii) 3.2</b>	Measures taken to improve energy efficiency				
<b>II.c).ii) 3.3</b>	Measures taken to improve the use of renewable energies				
<b>II.c).ii) 4</b>	Soil use	Non material	Non material	Axway is not affected by this point due to its tertiary activity. Axway leases its premises and does not carry out any construction work.	
<b>II.d)</b>	<b>Climate change</b>				
<b>II.d) 1</b>	The significant greenhouse gas emissions generated by the Company's activities, in particular by the use of the goods and services it produces	pages 75-77		Scope: France, Germany, Bulgaria, Romania, USA (Phoenix), Ireland	
<b>II.d) 2</b>	Adaptation to the consequences of climate change	Non material	Non material	Axway is not directly concerned by this point, but its products and services enable some of its customers to adapt to climate change (for example: management of local authorities' data flows to optimise the multimodal mobility of their citizens).	
<b>II.d) 3</b>	Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end	page 78			

Article 225 and decrees of 19/08/2016 and 09/08/2017			NFPS Axway Group		
GP <sup>(1)</sup>	General reporting principles	Page	Name	Comment	
II.e)	<b>Protection of biodiversity</b>				
II.e) 1	Measures implemented to protect and conserve biodiversity	Non material	Non material	Axway is not affected by this point due to its tertiary activity.	
<b>Societal information</b>					
III.a)	Societal commitments in favour of sustainable development	pages 70-72			
III.a) 1	The impact of the Company's activity in terms of employment and local development	pages 62-63, 70			
III.a) 2	The impact of the Company's activity on neighbouring or local communities	Non material	Non material	Axway is not affected by this point due to its tertiary activity.	
III.a) 3	Relationships with the Company's stakeholders and the methods of dialogue with them	pages 56-57, 68			
III.a) 4	Partnership and corporate patronage initiatives	pages 70-71			
III.b)	<b>Subcontractors and suppliers</b>				
III.b) 1	Integration of social and environmental criteria in the purchasing policy	page 77			
III.b) 2	Integration of social and environmental responsibilities in relations with suppliers and subcontractors	page 77			
III.c)	<b>Fair practices</b>	pages 68-69			
III.c)	Measures taken for consumer health and safety	Non material	Non material	Axway is not affected by this point due to its tertiary activity. Its products and services have no impact on the health and safety of consumers.	
<b>Information on the fight against corruption and tax evasion<sup>(3)</sup></b>					
Actions taken to prevent corruption					
<b>Information on actions in favour of human rights</b>		pages 55, 68			
V.a)	<b>Promoting and complying with the Fundamental Conventions of the International Labour Organisation (ILO)</b>	pages 55, 68-69			
V.a) 1	Respecting freedom of association and the right to collective bargaining	Non material	Non material	By its adhesion to the Global Compact, Axway is committed to these issues but does not operate in countries considered to be high-risk.	
V.a) 2	Elimination of employment and professional discrimination				
V.a) 3	Elimination of forced or compulsory labour				
V.a) 4	Effective abolition of child labour				
V.b)	<b>Other actions taken in favour of human rights</b>				

(1) GP: General Reporting Principles.

(2) The following themes (to be addressed obligatorily in the NFPS): fighting against food insecurity, respect for animal welfare and responsible, fair and sustainable food are not material for Axway.

(3) The Group is tax-transparent and wishes its tax policy to be an inherent part of its corporate responsibility strategy. The Group therefore adopts a civic behaviour that consists not only in complying with the legislation, but above all in making a fair contribution to the countries in which it operates.



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