

# Business Model NFPS

## Our mission

Securely move, integrate or expose the data of large enterprises.

INFRASTRUCTURE  
SOFTWARE MARKET  
TRENDS



CONVERGENCE  
OF LEGACY  
SYSTEMS  
AND NEW  
DIGITAL NEEDS

RAMP-UP OF  
CLOUD AND  
SAAS MODELS

CONSTANT  
INNOVATION

ZERO TRUST:  
ACCESS TO  
HYPER-SECURE  
DATA

TALENT  
WAR

SECTOR  
CONSOLIDATION

## Strengths ..... Offers ..... Strategy ..... Value creation

### EMPLOYEES

- 1,525 employees in 19 countries
- Diversity of profile, age, origin, without discrimination

### GOVERNANCE

- Solid financial capacity
- History of organic and external growth
- Independent corporate project, supported by reference shareholders
- 3-year strategy and objectives
- Shared governance between the Board of Directors and the Executive Committee
- Matrix-based management structure by region and major product line

### PRODUCTS

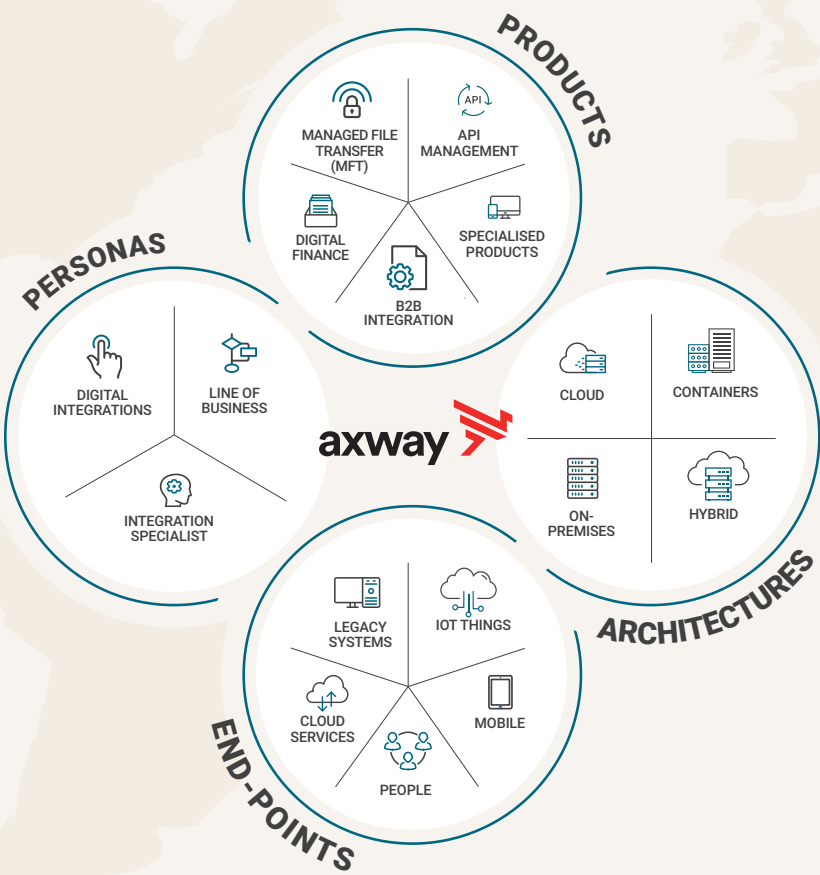
- Technology strategy based on a rationalized product portfolio
- Recognised technological leadership
- Continued investments
- 28 technology patents

### CUSTOMERS & PARTNERS

- 11,000 customers worldwide
- Product distribution in 100 countries
- Global network of partners

### CORPORATE RESPONSIBILITY

- Key performance indicators
- Employer, Societal, Environmental Programmes
- Executive Management leadership
- CSR dedicated team



Employees  
Customer

Engagement  
Satisfaction

TECHNOLOGICAL  
EXCELLENCE  
THROUGH  
A RATIONALIZED  
PRODUCT  
PORTFOLIO

GROWTH AND  
PROFITABILITY

SOCIAL,  
SOCIETAL AND  
ENVIRONMENTAL  
COMMITMENTS

### EMPLOYEES

- Employee engagement score: 61%
- Recruitments: 202, with 99% permanent contracts
- Training: 20,983 hours
- Flexibility: 60% home office/40% on-site
- Management - employee dialogue sessions: 16 sessions
- Employee share ownership: 2.14% of share capital
- Feminisation: 4 programmes
- People with disabilities: new project

### CUSTOMERS

- Best in class products
- Open solutions
- Customer satisfaction (NPS): 35
- EcoVadis: Silver (61/100)

### SHAREHOLDERS

- Middennext Governance code
- Gaia rating
- Transparency of information
- Dedicated team and website

### SUPPLIERS

- Ethical and responsible tools
- Integration of the first 100 suppliers in the carbon footprint
- Improved Responsible Purchasing Process

### PARTNERS

- Strategic and technological partners
- Partner satisfaction (NPS): 59
- Co-innovation

### CIVIL SOCIETY

- Low-carbon trajectory for scopes 1, 2 and 3
- UN Global Compact commitment
- Societal programs in favor of the digital careers
- Green taxonomy