

Business Model NFPS

Our mission

Empowering customers with secure, mission critical software and services to successfully operate and simplify their most complex business interactions.

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
SHORTAGE

SECTOR
CONSOLIDATION

Strengths

EMPLOYEES

- 1,465 employees in 18 countries
- Diversity of gender, age, profile, origin and culture

GOVERNANCE

- Solid financial capacity
- History of organic and external growth
- Independent corporate project, supported by reference shareholders
- 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 agile and efficient product portfolio
- Recognised technological leadership
- Continued investments in R&D
- 20 technology patents

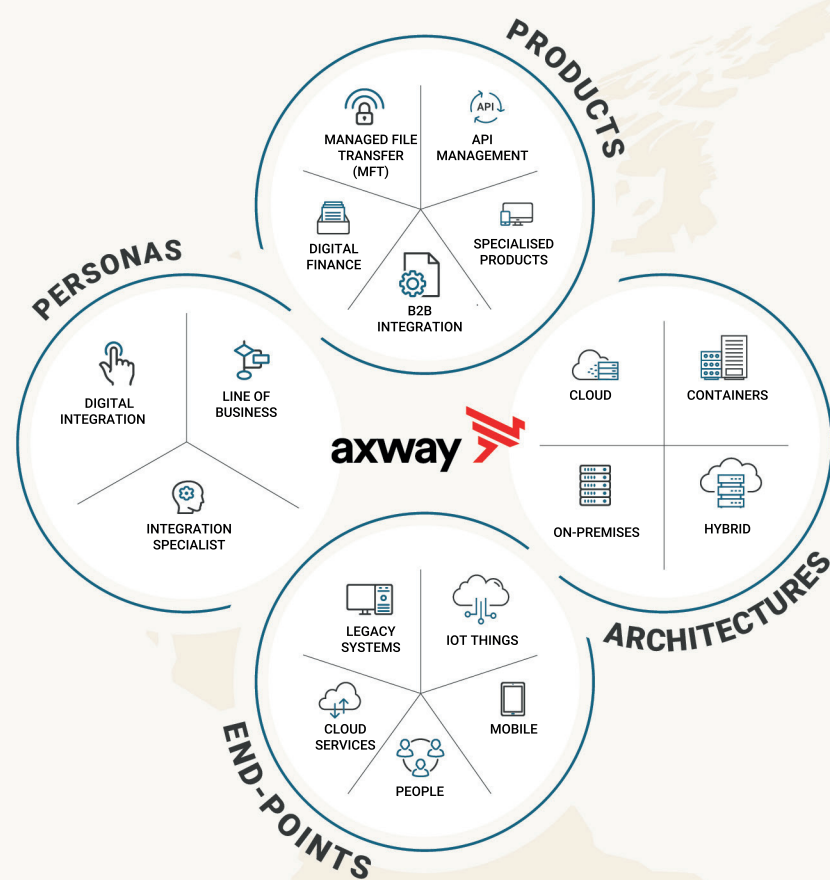
CUSTOMERS & PARTNERS

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

CORPORATE RESPONSIBILITY

- Key performance indicators integrated into the strategy
- Employer, Societal, Environmental commitments
- Executive Management leadership

Offers



Strategy



Value creation

EMPLOYEES

- Employee engagement score: 69%
- Recruitment: 145 employees, with 99% permanent contracts
- Training: 1,386 employees trained
- Flexible working methods, home-working favoured
- Ongoing Management - employee dialogue
- Employee share ownership: 2.86% of share capital
- Promotion of diversity and fight against discrimination

CUSTOMERS

- Best in class products recognised by market analysts
- Flexible offerings
- Customer satisfaction (NPS): 37
- EcoVadis: Silver (70/100)

SHAREHOLDERS

- Euronext Paris listing
- Middelnext Governance Code
- Ethifinance ESG Ratings (67/100)
- Shareholder dialogue: Transparency and availability of information

SUPPLIERS

- Supplier & Partner Charter
- Ethics Charter and tools
- Environmental and sustainable purchasing programmes

PARTNERS

- Strategic, technological and innovation partnerships
- Partner satisfaction (NPS): 53

CIVIL SOCIETY

- Reduction in GHG emissions scopes 1, 2 and 3
- UN Global Compact commitment
- Societal programs in favour of digital careers

Employees
Customer

Engagement
Satisfaction