

Corporate responsibility

This document is an extract of the Axway 2017 Registration Document



“Axway: a collaborative corporate culture”

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 This document describes Axway's strategy concerning Human Resources, corporate social, societal and environmental responsibility.

Within its ecosystem in the software sector and now including Digital and the Cloud, Axway is seeking to interact and cooperate as a responsible actor with all stakeholders: employees, customers, partners, professional bodies, suppliers and shareholders.

In 2017, Axway introduced a number of new initiatives of which presents the non-financial indicators here.

1. Human Resources

Axway's new strategic position in the software publishing and digital industry requires an appropriate and robust Human Resources (HR) strategy. In 2017, the Axway HR teams continued to focus their efforts in three areas: attracting, developing and retaining talent.

Attracting, developing and retaining talent

In line with the needs expressed by our employees during the commitment survey carried out at the end of 2016, this year we implemented a new internal mobility policy. This policy was initially distributed to our managers, and subsequently to all Axway employees. It is composed of various procedures, based on the principle that all job postings (except those that are exceptionally confidential) can be viewed by all employees. When visiting our "Make Your Move" (or MY Move) career portal on Jive, (our corporate social network), employees can review all job postings through an application management tool, iCIMs. The policy and the rules — a more dynamic way to present internal mobility standards — are available in various formats and distributed on a regular basis. 326 employees changed positions internally during 2017. In addition, we use this same portal to invite employees to promote open positions at Axway in their network, using a co-option program known as "Refer".

Dialogue, understanding and measuring the quality of employees' work life

2017 was dedicated to implementing initiatives to improve Axway's ranking as an employer with respect to three factors identified during the October 2016 commitment survey. We formed three working groups made up of employees from various functions, reporting levels and countries. The themes of these working groups were "Career", "Communication" and "Recognition".

The CareerGroup

Several initiatives were implemented by this group, including the "Job Architecture Matrix" for all employees, accompanied by an explanatory document to help employees understand their current position, along with the various positions available to them at Axway. Development and distribution of the new internal mobility policy described in this chapter's introduction is also a part of these initiatives.

Communication Group

This group focused on the creation and roll-out of the “Red Griffin Tour”. During 2017, members of the Executive Committee visited 7 Axway sites. Nine sessions were held, with more than 340 employees taking part in these sessions. Each session consisted of two stages. First, a member of the Executive Committee presented the Axway strategy and action plan. A question and answer session then followed. These sessions led to the distribution of photos and on-line discussions in our corporate social network, in a dedicated space known as “The Quantum Meet”.

The Recognition Group

This highly active group launched 3 key initiatives: the “Global Kudo Box”, the loyalty recognition program, and the promotions page within our corporate social network. The “Global Kudo Box” is a program that builds upon actions already encouraged within certain teams, making them available to all employees with the goal of encouraging peer recognition, giving greater visibility to reporting levels, and making a “bottom-up” recognition system more accessible to all. The loyalty recognition program recognizes employees who have worked with Axway for 3,5,10,15,20,25 and 30 years, awarding certificates and posting our thanks on the corporate social network. Finally, the promotions program aims to feature employees on our corporate social network who have been promoted within the organization.

Axway internal survey and 2018 resolutions

At the end of 2017 we launched an internal discussion on our corporate social network (Jive) to jointly develop the 2018 Axway resolutions “How do you see Axway, how do you want to work at Axway”.

820

employee votes

240

Likes

4 500

comments and suggestions

enabled the 2018 resolutions to be established:

Collaboration ● Customer Centricity ● Continuous Improvement ● Empowerment and Accountability



Change in Axway's total workforce

	FY 2017	FY 2016	FY 2015	FY 2014	2013	2012	2011	2010
Staff	1,839	1,930	1,884	1,96 ⁽¹⁾	1,783	1,774	1,755	1,66

(1) Of whom 121 as a result of acquisitions

At the end of 2017, Axway had 1,839 employees including **518** in France and **498** in the United States.

The breakdown of staff by geographical area is as follows:

- Europe 1,251 (68.02%)
(permanent contracts);
 - North America: 498(27.7%);
 - South America: 17(0.92%);
 - Asia/Pacific: 74(4.02%).
- } Americas 515
(28%);

Number of dismissals

In 2017, Axway dismissed employees mainly for personal reasons, such reasons representing approximately a fourth of the departures.

Recruitment

Axway recruited **283** new employees in 2017.

Nearly 54% of the new hires took place in Europe and nearly 30% in North America

The recruitment of staff with highly-specialized skill sets was also stepped up.

Average age by geographical area

	2017	2016	2015	2014	2013
Europe	39.6	37.8	39	37.8	39
North America	44.5	42.8	44	43.2	44
Asia	41.0	40.3	41.3	39.	39

Breakdown by gender

In 2017, women accounted for over 26.8% of the workforce, of whom 82% were managers at Axway Software.

These recruitment figures represent global figures for Axway over one year

In support of its recruitment drive, Axway continued its internal communication policy regarding available positions, along with its co-option program. During 2017, the careers page on the Jive intranet was reviewed, and an internal mobility guide was produced.

Nearly all employees recruited were higher education graduates.

Also note that Axway's recruitment policy is almost exclusively based on permanent contracts (excluding temporary cover) (more than 95% in 2017).

Staff by age and length of service

The average length of service of Group employees was 7.2 years at 31 December 2017

It is higher in Europe at 8 years, compared with 5.3 years in North America

In France, the average length of service stands at 10.7 years compared with 9.8 years last year.

The average age of employees is slightly higher than in 2016, but has been stable for several years. Maintaining the average age at this level is the direct result of the recruitments carried out.

The average age of employees has remained stable for several years. Keeping the average age at this level is the direct result of recruiting young graduates.

Career development

Compensation and performance evaluation policy

In each country, the compensation policy is based on a performance evaluation system applied worldwide. Career development is managed on individual basis.

In order to simplify the annual evaluation interview form and to make it more effective, the Human Resources Department presented a new version. Beyond being a simple revision of the form, the goal is to reduce the pressure and stress which may be inherent to a year-end evaluation cycle and an annual evaluation interview. In order to do so, support which would be particularly customized for managers, but also for employees, was proposed.

Procedure to assist in the definition of the year-end process

A procedure to help define the year-end process and prepare for annual interviews remains in place. More precisely, there were four modules that were created to assist the managers in understanding the evaluation process and to give them the necessary tools:

- to integrate effectively and to understand the year-end evaluation, the steps, and the expectations;
- to perform an objective and clear performance evaluation of each employee;
- to know how to set SMART objectives: Simple, Measurable, Acceptable, Realistic, and Time-bound; and
- to conduct annual evaluation interviews.

During 2017 we completed this process with half-day workshops to support our managers in their talent development discussions.

Over the course of the year, 156 managers took part and expressed positive views about this practical training program.

For the employees, a module was also created, in order to enable them to prepare for their interview calmly and to give them the opportunity to have exchanges with their management on the subject of their hopes for development. Extensive work on the implementation and roll-out of the Job Interview in 2017 enabled new tools to be offered to all employees in order to better understand their career expectations.

- Based on this evaluation, salary increases were awarded to the employees who achieved or exceeded their performance targets in 2016. This strong link between performance assessment and the awarding of individual wage increases is the cornerstone of Axway's compensation policy.
- Lastly, in 2017, the project for the evaluation of Axway wages compared with those of the market was completed. This major initiative made it possible to resolve some of the wage disparities noted within the ecosystem in which Axway is evolving.
- The Group's compensation policy is founded on the following objectives:
 - respect for the principle of internal fairness;
 - maintaining a sound incentive through a compensation policy aligned with performance goals consistent with the Company's major challenges; and
 - remaining competitive so as to attract and retain the most qualified candidates.

In 2017, as every year, Axway implemented salary increases on an individual basis

Moreover, Axway complies with legal and contractual obligations with respect to compensation in all of its subsidiaries.

Payroll (including social contributions)

(in millions of euros)	2017	2016	2015	2014	2013
Total	188	190	180	169	149

Profit-sharing at Axway Software SA

In France, an amendment to the June 2011 profit-sharing agreement was signed in June 2017. This agreement covers all employees of Axway Software SA. By way of derogation, the special profit-sharing reserve is calculated on the basis of total revenue and Axway Group profit (loss) from operations. The entire amount was allocated according to length of service in 2016.

The Company Savings Plan at Axway Software SA

A rule pertaining to the establishment of a company savings plan within Axway Software SA was implemented on 8 June 2012. The amounts paid under this plan are invested in mutual fund shares. The Group's contribution consists of the payment of all operating fees for the Company Savings Plan

Occupational-insurance and retirement schemes and other benefits

In accordance with each country's laws and customs, Axway takes part in retirement and pre-retirement schemes, as well as occupational-insurance schemes covering its employees for various additional contingencies.

Axway University

The development of skills and contribution of new digital tools

Once again, Axway has invested significant efforts in skills development during 2017.

Investments in development of e-learning modules allowed us to train nearly all our sales staff in practical applications of the Axway Global Sales Process to our main products:

- Sales Foundation – Introduction to Selling Axway's Analytics Solution: **135** sales team employees trained;
- Sales Foundation: Introduction to Selling Axway's API Management Plus Solution: **138** sales team employees trained;
- Sales Foundation: Introduction to Selling Axway's Appcelerator Solution: **124** sales team employees trained;
- Sales Foundation – Introduction to Selling Axway's MFT Solution: **115** sales team employees trained;
- Sales Foundation – Introduction to Selling Axway's B2Bi Solution: **131** sales team employees trained.

Employee relations

The quality of the employer-employee relationship within Axway is the fruit of ongoing dialogue between the management, employees and their representatives.

The employees are represented by employee representative bodies in France and in Germany. In France, employees are represented by 21 staff representatives (11 representatives + 10 alternates) and by 11 representatives in Germany.

Managerial training was also a priority in this year's workshops, which were offered to help managers better lead their teams. We launched theoretical/practical workshops to help managers learn about new personal management concepts, practical applications and peer exchanges. The first workshop, "Talent Conversations" – developed by the Center for Creative Leadership – helps our managers identify and implement more effective types of conversations with each employee. It was attended by **156** managers. The second workshop, "Managing Virtual Teams", was launched in late November 2017 and was attended by 81 managers in 2017. It was intended to give our managers concepts and practical tools to improve their virtual teams' cohesiveness and effectiveness. Feedback from managers was very positive, so we intend to continue such workshops in 2018.

In 2017 we also improved training for our product management and marketing teams through a partnership with Sirius Decisions, rolling out 7 courses for a total of 790 hours offered to **68** employees.

Finally, in a more technical field, we focused training on developing cloud-related skills. In this area, we implemented a significant number of training programs on "Docker", "AWS", Cloud Fundamentals, etc. In 2017 we implemented 17 training programs on related subjects, with more than **320** employees taking part in this type of training.

This new approach has proved its continuing effectiveness, as evidenced by the sharp rise in employee participation in training programs. There were 34,710 hours of training provided in 2017 versus 23,714 hours in 2016.

Professional relations at Axway Software SA

At Axway Software SA, employer-employee dialogue hinges on a Plant Committee, a Health, Safety and Working Conditions Committee, three Personnel Representative bodies (TRAID UNION – CFDT CGT – LIBRE and three Trade Union Representatives (CGT – CFDT & TRAUDUNION).

Labor relations at Axway GMBH

At Axway Gmbh employer-employee dialogue takes place through four Plant Committees and a Central Works Council

Summary of collective agreements

Within Axway, 70 agreements were in force at 31 December 2017. In 2017, two agreements were signed in France and seven were signed in Germany.

The collective agreements signed at Axway Software SA in 2017 are the following:

- June 2017: Amendment No. 6 to the 30 June 2011 profit-sharing agreement;
- July 2017: Agreement on procedures to support transformation of the Annecy site.

The collective agreements signed at Axway GmbH in 2016 are the following:

4 agreements signed with the Works Council in Germany:

- Bonus scheme 2016;
- Sales commission scheme 2016;
- "Incent" system 2016;
- Annual Performance Appraisal 2016.

Moreover, talks concerning the French government's "generation contract" employment scheme have resulted in the drafting of an action plan whose measures were set up at the beginning of 2018.

Work organization

Organization of working time

For each of its subsidiaries, Axway complies with its legal and contractual obligations concerning working time. The working time depends on local requirements and activities.

2.5% of Axway Group employees work part-time.

Organization of working time at Axway Software SA

Axway Software SA implements the French National Collective Agreement for technical design and engineering offices, engineering consultants and consulting firms.

Hours worked by part-time employees

At Axway Software SA, employees from all staff categories have chosen to work part-time. Out of a total of 30 part-time employees, the largest number work 4/5 time, mainly within the framework of parental leave.

Absenteeism

At Axway, the overall absenteeism rate was 2.48% in 2017, of which 1.19% was due to illness⁽¹⁾

Absenteeism at Axway

Reasons for absenteeism	% of absenteeism
Illness	1.19%
Occupational/commuting accident — occupational illness	0%
Maternity — adoption	1.18%
Family events	0.11%
Total	2.48%

(1) The absenteeism rate includes absenteeism due to illness, occupational/commuting accidents, occupational illness, maternity/adoption, and family events as detailed in the table below. This indicator has only been set up for Axway Software SA

Health and safety

For several years now, Axway has implemented a well established health and safety policy. It sets out the Company's commitment to develop innovative products of the highest quality, while acting in an ethical way and guaranteeing the health and safety of its employees.

Axway is committed to providing its employees with a safe and healthy workplace. Health and safety are primordial concerns.

Health and safety conditions at Axway Software SA

In 2017, the CHSCT held five meetings.

During this period, there were:

- 2 workplace accidents with lost time;
- 5 commuting accidents, including 4 with lost time.

Measures taken to improve safety

Preserving the health and safety of employees is a fundamental goal and an integral part of the Human Resources and social policy.

The health and safety procedure 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 doctors

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.

Programs are being conducted in collaboration with Irish and US governments to promote car pooling and cycling

Evaluation of psychosocial risks

A steering committee composed of members from Human Resources and representatives from CHSCT was assembled in 2015 to evaluate the psychosocial risks within Axway France. The work resulting from this collaboration made it possible to deploy a questionnaire in January 2016 to employees, aimed at evaluating their work conditions. This survey represents a first step in the eventual identification of psychosocial risk factors, in a perspective of improving the quality of life in the workplace.

Equal treatment

Axway observes the principles of non-discriminatory recruitment and gender equality. The proportion of female engineers recruited is higher than the percentage of women graduating

from engineering schools. With regard to gender equality, Axway applies a policy of fairness in relation to pay, promotion and access to training.

Axway's assessment system enables the Group to get to know its staff members and regularly monitor their development. This system is mainly based on annual appraisals, assessment cycles and annual reviews. The system also includes a Core Competency Reference Guide, which can be used by employees to improve their understanding of the requirements of the Group's businesses and career development opportunities. For local managers, this Guide supports professional development in line with both employees' wishes and the Group's priorities.

The assessment system operates under the responsibility of over 450 local managers and 100% of employees who are present must have an annual appraisal.

Commitments in favor of:

Gender equality at Axway Software SA

On 13 December 2012, a collective agreement in favor of gender equality was signed, with the following objectives:

- ensure that the percentage of men and women having undergone training at least once during the year continues to reflect the percentage of men and women within the Company's staff;
- prepare for return to work after a maternity leave, adoption, or a parental educational leave, or any other continuous absence of more than six months;
- narrow the gaps, through the use of the Syntec classification, between the average basic wage of men and women to plus or minus 5% over a three-year period;
- guarantee as many promotions for women as for men.

Negotiations with the employee representative bodies began in late 2017 to renew this agreement.

A Company-wide agreement introduced in 2007 stipulates the conditions for the entry into application of the individual wage increase guarantee for employees on maternity or adoption leave as required by the Law of 23 March 2006 on equal pay for women and men.

Employment and integration of disabled workers

A collective agreement was signed on 26 June 2013 to promote the hiring and continued employment of disabled persons. It includes a certain number of objectives over the agreement's three-year term:

- appoint a spokesperson for disabled employees within the CHSCT;
- launch an awareness-raising, communication and manager-training campaign;
- hire three disabled workers;
- continue to employ disabled persons;
- outsource work to the protected sector.

A new agreement with the UES (economic and social unit) was being negotiated in late 2017.

Senior employability

At the start of the year, Axway Software introduced measures relating to the action plan for the generation contract.

These measures aim, in particular, to encourage the employment of both the young and seniors, to help them to settle into the Company and to develop their employability throughout their career at Axway.

Promoting and abiding by the stipulations of the International Labor Organization's fundamental principles

In addition to the issues concerning collective bargaining rights and abolishing employment discrimination described in Section 10.1.2.3 ("Relations with Employees") and Section 10.1.2.6 ("Equal treatment"), Axway promotes the abolition of forced labor and child labor. Axway has chosen to set the mandatory minimum age for all its employees at 18, an age which is above the minimum age required by the International Labor Organization's fundamental principles.

In addition, the Group operates in countries that have ratified the international conventions of the International Labor Organization. It is therefore bound to comply with the laws and regulations in force as well as the international conventions ratified by the signatory countries, in which it operates. Moreover, the Group's operations are not risky. As a result, the risk of violating international standards is very low.

However, the Group wishes to highlight the importance of these commitments in its daily operations. This is why the Group is currently working on extending the scope of the Code of Business Conduct. This Code, which is currently applicable only to its external partners, such as customers, suppliers, subcontractors, would also apply to employees of the Group.

Finally, in any case, all Axway entities are required to check the age of their new employees at the time of hiring.

Methodology note

Scope of consolidation for employee data, health and safety data, indicators, and reporting method and systems.

Employee information

Scope of consolidation

The headcounts shown in the "Staff" and "Breakdown of Workforce by Geographical Area" tables correspond to the total number of employees at 31 December 2016.

Indicators

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.

Data

For the scope defined, the data stems from country-specific reporting and the reporting produced by the divisions concerned, i.e. Recruitment and Training.

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

Health and safety information

Scope of consolidation

The safety indicators concern all Axway sites.

Indicators

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.

Data

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.

2. Environmental responsibility



Axway is committed to an environmental policy promoting eco-responsible practices within the Company, developing initiatives and leading actions to support this approach.

Software publishing is not an industrial activity. It does not directly release waste into the air, water or soil and therefore does not

really present any direct risks to the environment. Nevertheless, Axway is committed to preserving the environment. Due to its presence in various regions of the world, with teams operating in several different countries, Axway uses audio and video means to reduce travel.

The need to control our environmental impact has therefore become a key factor in our management and production methods, and is covered by a continuous improvement program that specifically involves the relevant functional divisions, employees, service providers and shareholders.

General environmental policy



Company organization and measures to take account of environmental issues and, where applicable, carry out environmental evaluations or certification procedures

Management of business premises

Axway leases its premises at all of its sites and takes measures relating to the operation of the buildings, the equipment and maintenance:

- installing modern environmentally-friendly heating and air-conditioning systems when existing systems require replacement;
- using automatic timers to switch off lights, reducing heating, ventilation and air conditioning outside of working hours;
- air conditioning/heating: radiant ceiling with the option for individual control;
- installing water fountains directly connected to the drinking water distribution network to reduce plastic bottle use;
- promotion by site managers of respect for the environment and best practices on a daily basis;
- using low-energy (LED) light bulbs;

- presence detector to activate/deactivate the lighting combined with individual remote controls to adjust intensity;
- use of non-toxic and non-hazardous products by the cleaning services;
- reducing energy consumption by using energy-saving laptops and shutting down computers during prolonged absences;
- reducing carbon emissions by encouraging use of the least polluting means of transport;
- carrying out preventive maintenance of facilities to save energy;
- furnishing premises with ergonomic workstations enhancing the quality of working conditions for its staff;
- infra-red taps to optimize consumption;
- using sticky walls and whiteboards instead of flip charts;
- availability of sorting or recycling bins.

Axway's new internal system to collect environmental data



Correspondent network

During 2017, Axway developed an internal network of correspondents in its main countries of operation to collect environmental data regarding energy consumption, recycling and charitable initiatives

These countries are: France, United States, Germany, Bulgaria and Romania

Indicators used:

- gas, fuel, electricity and water consumption;
- kilometers traveled as part of the carbon footprint;
- donations of computer equipment;
- recycling and waste management;
- charitable initiatives.

Employee training and awareness-raising regarding environmental protection

Axway encourages its employees to play a key role in the eco-responsibility process in order to make them aware of the environmental challenges. Axway encourages employee initiatives in the area of environmental protection and promotes the avoidance of excess consumption of non-renewable energy resources in our working methods. With regard to purchases of consumables, office equipment and IT hardware, Axway has a proactive policy of working with suppliers who offer eco-responsible products.

Resources dedicated to the prevention of environmental risks and pollution

Axway has locations both in France and abroad. Axway's clients are located throughout France and abroad. These geographic factors result in frequent business travel, which impacts the environment in terms of pollution and consumption of energy resources

To limit travel, Axway Software strongly encourages its teams to use videoconferencing equipment, with which most sites are equipped. All new workstations are equipped with cameras and software to enable videoconference

Pollution and waste management



Measures to eliminate, recycle and prevent waste

Axway's activity generates waste with a high recycling potential. It mainly includes paper and cardboard as well as computer consumables. For this reason we have chosen a supplier who ensures collection for recycling of cardboard, paper, plastic,

cans and printer cartridges. The supplier does both regular and exceptional collections.

Again this year, Axway pursued its initiative to virtualize its IT infrastructures, optimizing the average use of physical resources. Indeed, the pooling of material resources reduces the energy cost. The advantages of virtualization are numerous. Among other things, it makes possible the following:

- a drastic reduction of energy consumption;
- significant space gains in IT centers;
- a longer life cycle for the use of equipment resources, thereby reducing waste.

Axway continues to streamline its network of photocopiers and printers, favoring shared and multifunctional equipment (printers, copiers, scanners). They are configured by default to double-sided printing.

Waste management

Concerning waste electrical and electronic equipment (WEEE), Axway is pursuing its global policy of waste recycling, particularly through the use of competent service providers.

In 2017, due to the relocation of Axway's French premises to Tour W in La Défense, Axway recycled 3,900 kg of cardboard, 450 kg waste electrical and electronic equipment, 230 kg of plastic and 60 kg of ink cartridges.

Water consumption and supply in keeping with local constraints

Since software publishing does not involve the consumption of water beyond normal use within buildings, Axway has not implemented any monitoring of consumption.

Nevertheless, being aware that water is one of the main resources to be preserved, Axway strives to reduce the amount of water used, especially by its employees. It raises its employees' awareness on the preservation of this resource and its proper

Consumption of raw materials and measures taken to make their use more efficient

The implementation of electronic document management tools allows Axway to pursue its switch to paperless documents.

Climatic impact of the Group's operations

During the 2017 fiscal year, the Axway Group decided to step up its environmental-protection approach by setting up a network of internal local correspondents in the countries deemed key to collect environmental data on energy consumption relating to fuel, electricity, gas and water.

Axway Group carbon assessment

It was decided to undertake a carbon assessment in order to measure the impact of group operations on the environment.

The countries included in the scope of Greenhouse Gas Emission account (BEGES) are France, Germany, Romania, Bulgaria and the site at Phoenix, USA.

Moreover, Axway regularly encourages its employees to print less by means of an automatic message included in the e-mail signature. The introduction of specific measures to switch to paperless documents and raise employees awareness has a number of positive impacts on the environment since it reduces paper consumption and the consumption of energy linked to printing. The switch to electronic documents also reduces the physical transport of documents and finally, the amount of waste to be treated

The switch to paperless documents within the Group concerns: the activity reports produced monthly by each employee, the management of leave and absence, IT requests linked to the management of the installed IT base, the working documents required for in-house and external meetings, which are systematically sent by e-mail, with the instruction to only print what is absolutely necessary.

Energy consumption and measures taken to improve energy efficiency and the use of renewable energy sources

In its aim to improve energy efficiency, Axway has chosen DELL computer equipment that meets the EnergyStar® and EPEAT® specifications and more generally all suppliers that meet the Green IT specifications.

Since the move to Tour W one year ago, and the creation of a computer room in the basement level, Axway launched an initiative to reduce the number of rooms and streamline equipment to reduce overall consumption.

The following should also be kept borne in mind:

- in regard to France, the Annecy site was viewed as negligible and since the heating-energy consumption at the Lyon site is included in service charges, this data could not be retrieved; and
- for the Phoenix site, only the electricity consumption data could be obtained.

The scope as described above accounts for 80% of the area of the premises and 76% of the personnel for the consolidated group.

The GHG emissions account (BEGES) was produced by the independent service provider CommenTerre. 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 Ministry for the Ecology, Sustainable Development and Energy.

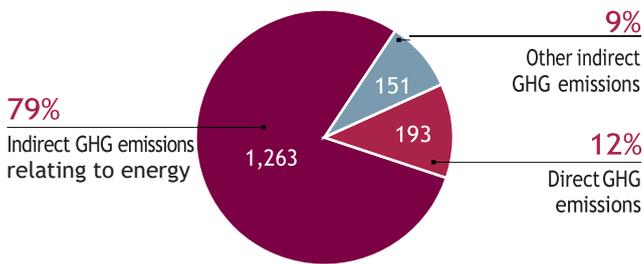
The findings of the report are:

- Direct greenhouse gas emissions in CO2 tonne equivalents came to 193 (t CO2); and
- Indirect GHG emissions associated with the production of electricity, imported steam or heat amounted to 1,263 CO2 tonne equivalents (t CO2e); and
- Other indirect greenhouse gas emissions amounted to 151 CO2 tonne equivalents (t CO2 e).

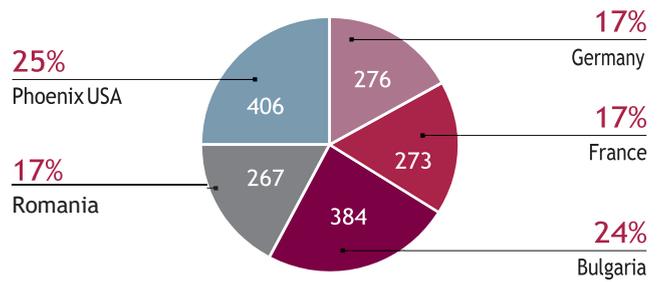
Thus, total greenhouse gases emissions by the Axway Group within the scope defined above totaled 1,607 t CO2e.

Details of the greenhouse gas emission are as follows:

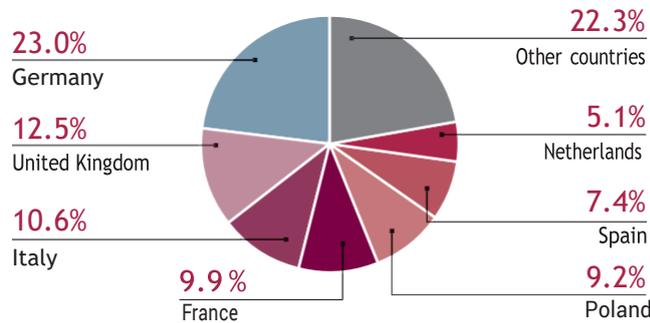
GHG emissions by scope (in tCO2e and %)



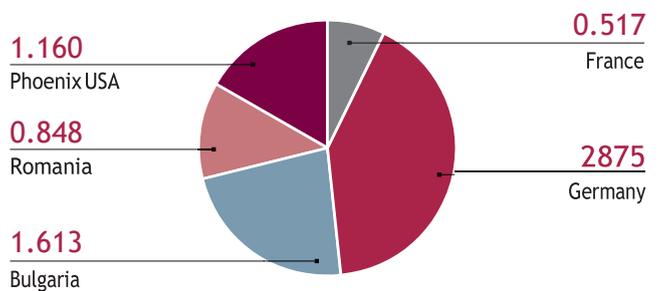
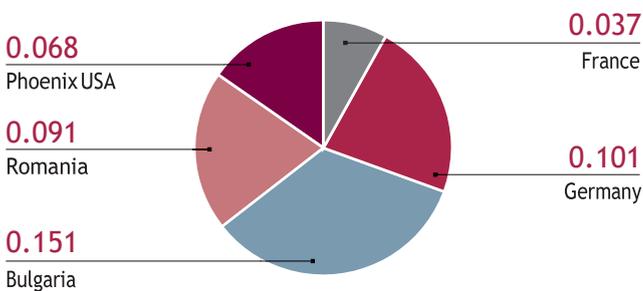
Breakdown by country of GHG emissions (in tCO2e and %)



Breakdown of European CO2 emission by member state



Breakdown per m² and per person for each country



Axway continued to apply the best practices already in place for several years, particularly by taking the following measures:

- more widespread use of conferencing facilities (Webex and SkypeTeam) in order to limit travel;
- over the last three years, the Car Policy has set a maximum CO₂ limit of 130 g.

3. Corporate social responsibility

Ethics charter



In 2017 Axway established an ethics charter applicable to its in-house and external employees, as well as stakeholders with whom the Group works on a regular basis. The purpose of this ethics charter is to highlight the key values that the Group expects to uphold in its operations, and prevent fraud and corruption within the Group. The Group's ethics charter aims to comply with the regulatory principles applicable to fraud and corruption prevention.

The Group has supplemented this ethics charter with a whistleblower system to enable all stakeholders to alert the Group to improper behavior or actions that are contrary to the values it seeks to apply and convey through its operations.

During the 2018 fiscal year, the Group intends to continue and strengthen implementation of the charter by raising employee awareness of these issues.

Concerning the Company's local, economic and social impact, Axway has a duty to act in a responsible way and wishes to contribute to useful projects, for instance by supporting NGOs. Axway wishes to develop balanced long-term relationships with its subcontractors and suppliers, with due regard for social and environmental concerns.

Local, economic and social impact of the Company's activities

Axway promotes local employment, thus fostering regional development while remaining attentive to local populations.

Concerning regional employment and development

In France, Axway Software has sites in Paris La Défense, Annecy and Lyon.

Concerning local and neighboring populations

Overall, Axway's sites and subsidiaries establish good relations with their neighboring ecosystems and strive to create exemplary working conditions for their employees. Axway has, in this context, decided to highlight its core business, which is based on the digital economy, with respect to its shareholders and investors to reduce paper consumption and documents exchanged, by favoring electronic communications.

Relations with people and organizations interested in the Company's business, such as social integration associations, educational institutions, environmental protection organizations, consumer organizations and neighboring populations

Dialogue with these people and organizations

Axway maintains close partnerships with universities and engineering schools and offers internship opportunities each year. In addition to helping students learn about the Company and its business, they enable the students to join the Company upon completion of their studies.

Solidarity

Improvement of the quality of life in the ecosystems in which the employees live remains a major commitment for the Axway teams. A number of initiatives are being implemented in this regard, in three main areas:

- **Environment** Axway is involved in initiatives supporting preservation of the environment and environmental education. Recyclable waste collection has been implemented, along with purchasing from the recycling chain;
- **Health** There are a growing number of initiatives to encourage employees to take care of their health: races, cycling, balanced meals, gym at the La Défense site;
- **Community**. For most countries where its offices are located, Axway contributes its support to populations in need. Employees in Phoenix and Paris provide support to young graduates, helping them develop resumes and prepare for job interviews. In Romania, numerous charitable sales are held each year and the funds gathered are paid to an orphanage.

Donations of equipment

Axway donates equipment to employees. This year in Europe, around 200 workstations (CPU and monitors) and several servers were also donated to schools and humanitarian associations.

Partnerships and corporate patronage

Local actions and initiatives previously undertaken have continued in 2018:

- 5-year partnership with ADIE (non-profit association) to which Axway supplies software. This association helps people outside the labor market (without access to a traditional banking system) to set up businesses, and thus create their own jobs, *via* the use of microcredit;
- donations to Aura Ion association (Romania), which provides help and support to children and the elderly.

Responsibility towards its market

Axway interacts with all its stakeholders: employees, customers, partners, shareholders, etc. In 2017, Axway launched the new initiatives presented here.

Actions involving customers: EcoVadis



In 2017, Axway renewed its eco-responsible commitment by participating in and subscribing to the EcoVadis label. The objective of this label is to assess the situation of companies asking for this label in relation to the various measures put into place by such companies, in order to anticipate and to respond to various problems raised in matters of corporate social responsibility.

EcoVadis manages the leading collaborative platform offering assessments of the sustainable-development performance of suppliers for worldwide supply chains. EcoVadis has become the partner of choice for the purchasing departments in a number of multinationals based in Europe, Asia and the United States.

Bringing employees, process, and platform together, EcoVadis has put into place a broad-spectrum CSR assessment methodology covering 150 purchasing categories, 110 countries and 21 CSR indicators. Over 20,000 businesses turn to EcoVadis in order to reduce risk, steer innovation, and promote transparency and trust between commercial partners.

This renewal at the beginning of 2018 reaffirmed the Silver label already obtained in the previous year.

Membership of the United Nations Global Compact



The Axway Group deemed it necessary to sign up to the United Nations Global Compact in November 2016. The Group considers this first step as a necessary prerequisite to progressing with its eco-responsible approach. The Group is conscious of future challenges in terms of the environment. In any case, the Group's policy is to improve gradually in this area.

Integration of social and environmental criteria in the Company's purchasing policy

As part of its responsible purchasing policy, Axway requires the following certifications from its suppliers:

- illegal working;
- child labor;
- disabled workers

Further, in 2017, Axway continued its participatory approach to the social solidarity economy, by contracting with the adapted company, the "protected Isope workshop" for the purchase of office furniture.

Fair trade practices

Actions undertaken to prevent corruption

Axway supports the fight against corruption, abides by the United Nations Convention of 31 October 2003 against corruption, and is committed to applying the laws in force, including anti-corruption laws

Measures taken in favor of consumer health and safety

Compared with heavy industry, Axway's software development and integration activities have a very limited impact on consumer health and safety. Our clients are enterprises which use our software within the scope of their activities.

Methodology note

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 from one year to the next is respected.

The data was collected from the departments concerned.

Eco-responsible actions with respect to the shareholders

**Individual shareholders:
1 e-mail = 1 tree planted program**



In 2017, Axway continued its switch to paperless documents, "1 e-mail = 1 tree" among its individual shareholders in order to limit paper printing in communications and in particular as part of the preparations for the 2017 General Meeting. 12,236 sheets of paper were eliminated and replaced by sending documents for the General Meeting of Shareholders by e-mail.

At the end of 2017, 47% of Axway shareholders had agreed to receive documents by e-mail. At the same time, Axway continued its participation in the Alto Huayabamba reforestation program in Peru, a PurProjet organization. Those shareholders who had agreed to provide their personal e-mail address received a certificate for the planting of a tree in the Amazon in exchange for their consent to digitized exchanges.

This is a small "sprout" which will gradually replace the considerable volume of documents exchanged. By involving the shareholders upstream, the Company also hopes to increase

their awareness of the environmental difficulties encountered by the Group, both in its commercial operations as well as in the framework of its resource management on a daily basis. By putting this process into place, the Company is able to reduce paper consumption, the transport necessary for sending by mail, and consequently, its CO₂ impact, and more globally, its annual environmental impact.

Internet voting for shareholders: the Vote Access website

In 2017, the Axway Group also provided individual shareholders with access to online voting. This tool enables them to vote for resolutions at the General Meeting and to consult all the regulatory documents made available in digital version. This new procedure has thus limited the exchange of paper mails between the Company and its shareholders under the postal voting system.

Responsible investment

Digital tools for investors: website and mobile applications

Relations with investors are based upon individual meetings, forums, road shows and conferences. They accounted for 247 meetings in 2017 for Axway. Each of the contacts was asked to download Axway's PDF presentation from the Investors website or the Axway IR mobile application. This paper and document transport savings was well received by investors and financial investors.

Admission to the Gaïa socially-responsible investment index



In 2017, Axway was admitted to the Gaïa index, which selects 70 from among 200 stock exchange-listed companies, based on CSR, environmental and governance criteria. This index, recognized in the financial markets, enables investors to evaluate company performance beyond financial criteria, and to promote responsible investment.

Adherence to the Middlednext Code of Governance

The Company renewed its adherence to the Middlednext Corporate Governance Code, since this is the most appropriate in terms of its size and challenges.

The Group also decided to take a proactive approach to Middlednext by participating in surveys as well as various working groups, to highlight implementation issues and take part in discussions with other players.

Verifying auditors' report Year ended 31 December 2017

To the Shareholders,

Further to the request made to us by the Axway Software company and in our capacity as a third-party independent body whose accreditation has been accepted by COFRAC under No. 3-1081 (scope available at www.cofrac.fr), we present to you our report on the consolidated employee, environmental and societal information presented in the annual report for the year ended 31 December 2017, in accordance with the provisions of Article L. 225-102-1 of the French Commercial Code.

Management's responsibility

The Board of Directors is responsible for producing an annual report including the consolidated employee, environmental and societal information required under Article R. 225-105-1 of the French Commercial Code (hereinafter the "Information"), drawn up in accordance with the benchmarks used (the "Reference Guide") by the company, and available upon demand at the registered office of the company AXWAY SOFTWARESA.

Independence and quality control

Our independence is defined by regulatory texts, the Code of Ethics of the profession, as well as by the provisions set out in Article L. 822-11 of the French Commercial Code. Moreover, we have set up a quality assurance system which includes documented policies and procedures aimed at ensuring compliance with the rules of ethics, work standards, and applicable legislation and regulations.

Responsibility of the third-party independent body

Our role, based on the work we carry out, is to:

- certify that the required Information is present in the annual report or, if not, certify that any omission has been explained in accordance with the third paragraph of Article R. 225-105 of the French Commercial Code and Order No. 2012-557 of 24 April 2012 (Certification of disclosure);
- express a moderate assurance conclusion on whether the Information is presented, in all material respects, fairly, in accordance with the reference guide used (Moderate assurance report).

Certification of disclosure

We have carried out the work pursuant to the professional standards applicable in France:

- we have compared the Information presented in the annual report with the list provided in Article R. 225-105-1 of the French Commercial Code;

- we have verified that the Information covers the scope of consolidation, i.e. the Company, its subsidiaries within the meaning of Article L. 233-1, and the companies it controls within the meaning of Article L. 233-3 of the French Commercial Code;
- in the event of the omission of any consolidated information, we have verified that explanations had been given in accordance with Order No. 2012-557 of 24 April 2012.

On the basis of this work, we certify the inclusion in the annual report of the required information.

Reasoned opinion on the truthfulness of the CSR information

Nature and scope of the audit

Our work was conducted between 29 March 2018 and 20 April 2018 for a duration of five man-days.

We performed the work in accordance with standards applicable in France, with ISAE 3000 and the order dated 13 May 2013 setting forth the procedures by which the third-party independent body carries out its mission.

We conducted 4 interviews with the persons responsible for preparing the CSR information of Departments responsible for information gathering processes and, if applicable, managers of internal control and risk management procedures, in order to:

- assess the appropriate nature of the reference guides with regard to their relevance, comprehensiveness, neutrality, understandable and reliable character, while taking into account, where applicable, the best practice of the sector;
- verify the establishment within the Group of a process for collection, compilation, processing and control aimed at the comprehensiveness and consistency of the CSR Information. We reviewed internal control and risk management procedures pertaining to the preparation of the CSR Information.

We identified the consolidated information to be tested and determined the nature and extent of the tests, taking into consideration their importance with regard to the employee-related, societal and environmental consequences linked to the Group's operations and characteristics, its CSR guidelines and segment-based best practice.

For CSR information that we deemed most important at the consolidating entity level:

- we consulted documentary sources and conducted interviews to corroborate qualitative information (organization, policies, actions, etc.);
- we put into place analytical procedures for quantitative information and verified, on the basis of sampling, the calculations as well as the consolidation of the data;
- we performed detailed testing on the basis of sampling, consisting of verifying the calculations made and reconciling the data with the supporting documents, and we verified their consistency with other information set forth in the management report.

For other consolidated CSR information, we assessed its consistency according to our knowledge of the company.

Lastly, we assessed the relevance of the explanations pertaining, where applicable, to the total or partial absence of certain information

We believe that the sampling methods and size of the samples used when exercising our professional judgment allow us to provide a moderate assurance conclusion. A higher level of assurance would have required more extensive verification work.

Our work covered more than 80% of the consolidated value of quantified indicators pertaining to the employee-related section and more than 80% of the consolidated value of quantified indicators pertaining to the environmental section.

Due to reliance on 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 CSR information can not be entirely eliminated.

Comments on the information

The environmental section mainly consists of qualitative information

Conclusion

On the basis of our work, we have not found any significant anomalies of such type as to call into question the fact that the information is being presented, in all of its meaningful aspects, in a truthful manner, pursuant to the reference guide.

Lyon, 20 April 2018

FINEXF

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Associate

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