

The background features a large, abstract graphic composed of several overlapping diagonal stripes. A prominent stripe runs from the top-left towards the bottom-right, transitioning in color from a vibrant green at the top to a dark navy blue at the bottom. Other stripes in lighter shades of green are positioned behind and around the main stripe, creating a layered, geometric effect.

2022 Diversity & Inclusion Report

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INTRODUCTION

We are pleased to present our latest Diversity and Inclusion (D&I) report, which provides an overview of our organization's efforts to promote diversity, equity, and inclusion in the workplace. This report reflects our ongoing commitment to fostering an inclusive workplace culture where all employees feel valued, respected, and empowered to succeed.

At Axeloro, we recognize the importance of diversity and inclusion as essential elements of our business strategy. We believe that by embracing and leveraging our differences, we can achieve greater creativity, innovation, and problem-solving, leading to better outcomes for our customers and stakeholders.

This report highlights the progress we have made towards creating a more diverse and inclusive workplace, as well as our ongoing efforts to improve in this area. It includes data and analysis related to workforce demographics, policies, and initiatives aimed at promoting diversity and inclusion, and employee engagement and satisfaction.

We are committed to using this report as a tool for accountability and transparency, and to regularly assessing and improving our diversity and inclusion efforts. We hope that this report will demonstrate our dedication to creating a workplace that celebrates diversity and promotes inclusion for all employees.

CEO MESSAGE



“Creating a better future requires a diverse group of people with varying backgrounds, abilities, and ways of thinking. At Axelor, we’ve always welcomed individuals of all backgrounds and are committed to creating a workplace where everyone can succeed without barriers.

*We’re proud to announce that our newest North American subsidiary has achieved a 50/50 gender ratio, particularly in the tech industry, where women are traditionally underrepresented. We’re dedicated to making this the global standard. We firmly believe that diversity and inclusion are crucial principles allowing individuals to thrive, exchange new ideas, and strengthen our teams. Although we recognize that there’s still much work to be done, we’re grateful to our colleagues and partners who have joined us on this journey towards creating a more diverse and inclusive culture at Axelor.” - **Laith Jubair, CEO of Axelor***

ABOUT AXELOR

Axelor is a hybrid Open Source platform that combines a Low-code / No-code BPM with more than thirty business applications such as ERP, CRM, Sales Management, HR, Project Management, Stock Management, Accounting, Manufacturing, and the list goes on.

Axelor's integrated BPM and the Low-code platform allow it to create and modify business processes in real-time. Not only can the platform generate complete business applications, it also integrates seamlessly with your existing business tools to significantly boost your collaboration, reduce your operating costs, and increase your overall productivity.

Axelor's all-in-one platform has been deployed and used in many companies from both public and private sectors of activity such as Ministries, Industries, Trading companies, Service companies, Consulting firms, Education, etc.

Axelor has also earned many awards and certifications such as "The French Tech", "BPI France Innovative Company", "Innovative Company of the Competitiveness clusters", "PM'up Ile-de-France", "ISO 9001 of Bureau Veritas Certification", "HappyIndex AtWork 2022 of ChooseMyCompany", "Business Development Award of the 2022 Open Source Software Actors Competition", "Champion 2022 of the Systematic hub Paris-Region", and many more!

AXELOR MILESTONES



2005

Year of the creation of Axelor



2014

Software publisher since 2014



7

Years of R&D



30%

YOY Growth



145

Employees



35 000

Users on enterprise licences



59

Partners

AXELOR VALUES



CUSTOMER SATISFACTION

“The satisfaction of its customers is the number one priority for Axelor. Our experts are proactive and demonstrate the highest level of responsiveness in their advisory role”



INNOVATION

“Innovation is Axelor's daily mission. In order to develop stable and high-quality solutions, Axelor has implemented a policy aimed at regularly enriching its solutions in a perfectly secure manner.”



WELL-BEING AT WORK

“Workplace well-being is at the heart of Axelor's concerns because employees who are fulfilled in their mission and supported by a solid and transparent organization are able to give their best performance. Our practices create a culture that celebrates differences in age, race, gender, and religion to foster a sense of belonging for all employees “



TEAM SPIRIT

“Team spirit and open-mindedness, allowing everyone to work together in harmony and immerse themselves serenely in their mission, supported by a flexible yet tangible framework. Diversity and inclusion are key components of team spirit at Axelor where employees are encouraged to bring their unique perspectives and experiences to work together towards a common goal.”

AXELOR VISION

Digital Innovation at the Service of Businesses

Providing Clients with unique and incomparable solutions in the market is the challenge that Axelor chooses to meet every day, without fear of losing momentum.

Axelor aims to offer each of its Clients a solution perfectly adapted to their needs, and capable of adapting in real-time to the evolution of their business processes.

Choosing Axelor means betting on using tomorrow's technologies today.

The Challenges to Overcome

In order to meet the demands of its clients, Axelor focuses on optimizing its organization and workforce. A young and dynamic team with a multitude of skills and expertise allows it to be a leader in technological innovation in the software management market.

Every day, Axelor works to modernize its solution, making the heart of companies' information systems a factor of stability and growth for its Clients. Evolvability, Generality, Flexibility, and Modularity are the watchwords of our Research and Development. It is thanks to expert teams that Axelor can imagine and conceptualize each development to fit as closely as possible to companies needs.

Improvement Approach

Axelor ensures that these values are disseminated and known by all its employees for better team cohesion, thus guaranteeing quality services to its Clients.

To ensure the implementation of relevant and flexible rules, Axelor has initiated an "Agile" Quality approach, in the tradition of the most recognized project methodologies.

Our continuous improvement approach is guaranteed by the entire team of Axelor Managers.

GLOBAL UNDERSTANDING OF WORKFORCE DIVERSITY

Globally, the understanding of identity is constantly evolving.

Workforce diversity refers to the differences among employees in terms of their backgrounds, experiences, and identities. These differences can include but are not limited to race, ethnicity, gender, age, sexual orientation, religion, nationality, education, and socio-economic status.

Having a diverse workforce can bring many benefits to an organization. For example:

1. Increased creativity and innovation: A diverse team can bring different perspectives and ideas to the table, leading to more creative and innovative solutions.
2. Better decision-making: With a diverse team, different viewpoints can be considered, leading to more informed and well-rounded decisions.
3. Improved problem-solving: Diverse teams can bring a range of experiences and skills to the table, leading to more effective problem-solving.
4. Enhanced customer service: Having employees who come from different backgrounds and have different experiences can help organizations better understand and serve a diverse customer base.
5. Increased employee satisfaction and retention: When employees feel that their unique perspectives and experiences are valued, they are more likely to be engaged and committed to their work.

However, it is important to note that simply having a diverse workforce is not enough. Organizations also need to create an inclusive culture where all employees feel valued, respected, and supported. This can include providing training on unconscious bias, ensuring equitable access to opportunities and resources, and actively promoting diversity and inclusion initiatives. And to understand the problems of all our Axeloro offices around the world we have a dedicated staff on site that is available to help and support our employees.

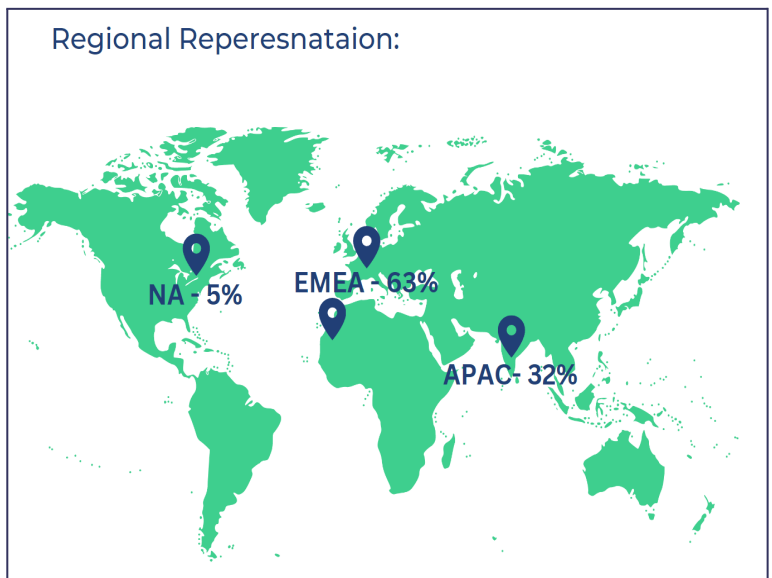
DIVERSITY & INCLUSION: BE WHO YOU ARE, COME AS YOU ARE

At Axelor, we recognize that diverse perspectives, backgrounds, and experiences bring a wealth of creativity, innovation, and unique insights to the table. This is why we consistently strive to create a workplace without barriers. We're inspired to foster flexibility, collaboration, trust, and continuous development to enable everyone to achieve their full potential.

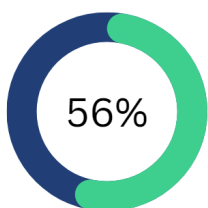
Workforce Diversity at Axelor

At Axelor, we are committed to building a diverse workforce that reflects the communities we serve. This includes actively seeking out candidates from underrepresented groups, fostering an inclusive culture, and providing equal opportunities for growth and development for all employees.

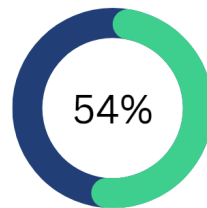
Axelor is proud to have a global team of employees from various countries and backgrounds. Our workforce is highly diverse, with individuals bringing unique perspectives, experiences, and skills to the table. We believe that this diversity is a key strength of our company and helps us to better understand and serve our diverse customer base. At Axelor, we value and embrace diversity in gender, race, ethnicity, religion, and strive to create an inclusive and welcoming workplace for all.



Women in Tech: Recruitment of Women at Axelor in 2022



56% of the employees hired during the last six months were women.



54% of employees hired during the last one year were women.

OUR GLOBAL OFFICES

Having global offices in France, India, Canada, and Morocco helps Axelor build a global identity by providing the company with a diverse cultural and linguistic perspective. With a presence in multiple countries, Axelor can better understand the specific needs and preferences of customers in different regions of the world. The company can also build relationships with local partners, which can be beneficial in terms of establishing trust and credibility in each region. Additionally, having a global presence helps Axelor demonstrate its commitment to providing high-quality products and services on a global scale, which can contribute to the company's reputation as a reliable and trustworthy brand. Overall, having offices in different countries can help Axelor develop an identity based on a unique blend of various cultural influences and strengthen its position in the international marketplace.



"Diversity and inclusion make up the richness of a company's workforce. This is why at Axelor we try to recruit employees from all walks of life, regardless of their gender, ethnicity, age, sexual orientation or disability, in order to have a true social mix. It is in the true respect of the differences within the same group that we can have a real inclusion where everyone can feel comfortable in being themselves."

- **Fanny Rohart, HR Manager, France**

OUR COMMITMENT

Inclusivity Matters: Valuing Gender Identity at the Workplace

Axelor is committed to supporting gender identity and promoting inclusivity in the workplace. The company recognizes that gender identity is an important aspect of individual identity and is committed to creating a safe and welcoming environment for all employees. As a result, Axelor's policy on personal pronouns is inclusive and recognizes the importance of respecting individual identities and preferences. By acknowledging and valuing employees' individuality, we strive to foster a sense of belonging and empower employees to be their authentic selves at work.

Celebrating Ethnicity: Fostering Multiculturalism

At Axelor, we recognize that diversity is a key strength and promote an inclusive workplace culture that values and respects individuals from all walks of life. Axelor actively seeks out and encourages the hiring and promotion of individuals of diverse ethnicities, as well as providing equal opportunities for career growth and development. With offices located in France, India, Morocco, and Canada we take pride in our diverse workforce representing a plethora of cultures.

Embracing Diversity: Respecting Sexual Orientation at Work

At Axelor, we recognize and value the diversity of sexual orientations and are committed to creating an inclusive environment where everyone feels respected and valued. We believe that promoting diversity and inclusion in the workplace benefits our employees and contributes to our company's success. We strive to ensure that all employees feel comfortable being themselves at work and have access to the necessary resources and support.

Take Time for Faith: Our Religious Leave Policy

Religious Leave

In recognition of the importance of religious diversity in our workforce, Axelor provides a day off to employees in our India office for religious observance. This policy grants employees the freedom to observe their religious holidays and practice their faith, without any encumbrance from work-related obligations

Ramadan: Modified Work Hours

Axelor recognizes and respects the religious practices of its employees in Morocco, particularly during the period of Ramadan. To promote inclusivity and respect, Axelor offers staggered and continuous work hours to all employees observing the month of Ramadan to ensure they can perform their duties while honoring their faith. In addition, the company provides a dedicated prayer room within the office building for those who wish to use it. These accommodations demonstrate Axelor's commitment to fostering an inclusive and supportive work environment for all employees.

We believe that by providing this accommodation, we are demonstrating our commitment to creating a workplace culture that is inclusive, diverse, and respectful of all employees' beliefs and backgrounds.

"At Axelor, we're dedicated to cultivating a strong team spirit and emphasizing family values, while cherishing the connections and moments of togetherness we share. We take pride in being part of a company that prioritizes religious and belief tolerance, fostering a diverse and inclusive environment where everyone, regardless of faith or background, is respected and celebrated. Our foundation is built on these treasured values and a shared sense of unity. We proudly consider ourselves a family that supports each other's professional and personal growth. United, we're committed to creating a brighter, more compassionate future for all."



- Hakim Kamar-Eddine, Director, Morocco

Special Needs: Accommodating the Unique Challenges

Axelor is committed to supporting and accommodating employees with special needs. To achieve this, we offer a range of health benefits to support our employees, such as medical and rehabilitation services. Additionally, we provide accommodations such as standing desks and ergonomic chairs to ensure that employees with disabilities can work comfortably and effectively. We believe that by providing these accommodations and benefits, we are not only supporting the well-being of our employees but also promoting a culture of inclusivity and diversity in our workplace.

Our Open Source Community: Access to Technology

Axelor's open-source community is a diverse and collaborative network that includes non-profit organizations, developers, and businesses from around the world. Our community is built on the principles of openness, transparency, and innovation, and we believe that by working together, we can create better solutions for everyone. Non-profit organizations are an integral part of our community, and we are committed to supporting their missions by providing access to our software solutions at no cost. We also work closely with developers and other contributors to improve our software and develop new features, ensuring that our solutions meet the needs of our users. By offering Open Source software, Axelor allows everyone to use its software, regardless of their geographic location or financial situation. This helps reduce inequalities in access to technology.

CAREER ACCESS

Axelor's hiring process is based solely on an individual's qualifications, skills, and experiences. We provide career access to all candidates who meet the required qualifications, regardless of their background or educational institution. This approach ensures that all individuals have an equal opportunity to pursue a career with the company, regardless of any external factors beyond their control.

At Axelor, we strongly believe in providing access to career development for all our employees. We maintain an inclusive work culture, where there is no gender inequality or pay gap. We offer internship opportunities that can lead to full-time contracts, ensuring that our employees have the chance to gain valuable experience while working with us. Additionally, we provide internal training programs that offer numerous opportunities for career growth and advancement within the company.

At Axelor, we are committed to supporting the career aspirations of our employees and providing them with the resources they need to succeed. By fostering a fair and inclusive hiring process, Axelor promotes diversity and equity within the workplace and cultivates a talented and diverse workforce.



"Having worked at Axelor for 8 years now, I have had the opportunity to observe all the changes in the company over time and during its development. Thanks to the relationships I have built with many colleagues, I have noticed their real desire to contribute to the advancement of Axelor. These efforts have been rewarded with multiple opportunities for growth, as demonstrated by my own progression within the company over the years."

- Laurane Croguennec, CFO, France

EMPLOYEES EXPERIENCES

Hortense Fanouillaire, Director Global Business Development, and Operations, Canada

In 2020, Hortense arrived at Axelor as an International Business Manager and was sent to India to create a new branch in Bangalore. Simultaneously, she developed Axelor by implementing new sales and business strategies internationally. After two years, she became Director Global Business Operations and prepared step by step for Axelor's arrival in new markets. Since April 2022, she is operating as a Director Global Business Development and Operations and created a new branch of Axelor located in Toronto, Canada, in November 2022 in order to develop the company in the North-American market. She is currently managing from Toronto two subsidiaries both in India and Canada.



Jonathan Michelin, Sr. Software Engineer, Canada

Jonathan has been an integral part of our team for the past eight years. He started his journey as an intern, and with his dedication, perseverance, and hard work, he has grown into a Senior Software Engineer. Jonathan's technical skills, coupled with his exceptional project management abilities, have allowed him to take on a leadership role in managing projects and clients for our company.



Geoffrey Dubaux, Associate Director, France

Geoffrey joined Axelor in 2012 as a Technical Functional Consultant Engineer. Within a year, he was promoted to the position of Project Manager in 2013. In 2016, he added the responsibilities of Research and Development Manager to his role, before being promoted to Manager of Projects and Products within three years. Since 2021, he has held the position of Associate Director at Axelor, where he plays a crucial role in leading the company's strategic direction and growth.





Laurane Croguennec, Chief Financial Officer, France

In 2015, Laurane joined Axelor as an Executive Assistant. In less than two years, she was promoted to the position of Sales Manager, then to Administrative and HR Manager in 2018. In 2019, she was appointed Office Manager and gradually took over the functions of Chief Financial Officer, until being officially appointed to this position. Among her many responsibilities, she actively participates in the Project Management activity and is in charge of resource planning.

Sohan Solanki, Director, India

Starting as a Project Trainee in 2009, Sohan progressed to become a Junior Application Engineer in 2010 and then a Senior Application Engineer in 2012. In 2016, he was promoted to Project Manager, where he oversaw numerous successful projects. In 2020, he took on the role of Director, where he continues to lead and drive growth for the company.



Guillaume Garin, Product Manager, France



Axelor started in an innovative company incubator where I joined in its early years the small team in 2008 as project manager. From project manager as title, I have diversified my competencies in different business positions to help the company grow and gained experience in ERP Software which was not my initial major. After leaving the company for a few years due to personal reasons, I reintegrated the company 2 years ago as a product manager with the flexibility of working remotely and having the opportunity to collaborate with our international teams, from Asia to America, and with the company partners located in all the continents. Each day we are facing new business practices and challenges which allows us to gather all together around the table to design new features to make our product a world well-known software.

SUSTAINABILITY & SOCIETY

Carbone 4: Making the world Greener with Axelor

Company Name: Carbone 4

Location: France

Industry: Sustainable Consulting

Why we are proud to work with Carbone 4:

Carbone 4's commitment to transparency and honesty in all aspects of their business aligns with our own values, and we value their diverse team and dedication to creating a welcoming and inclusive workplace. Furthermore, Carbone 4's focus on customer satisfaction through innovative solutions within the challenging frontier of sustainability consulting made them an ideal partner for Axelor. By working with Carbone 4, we believe we can provide even better service to the end customers and create a more sustainable future together.

About Carbone 4:

Carbone 4 is a sustainability consulting firm that helps organizations reduce their carbon footprint and achieve sustainable development. With offices in several countries and a team of experts from diverse backgrounds, Carbone 4 works with clients from a variety of industries, including energy, transportation, agriculture, construction, and finance. The company offers a range of services, including carbon accounting, climate strategy, renewable energy, and sustainable finance. As the company grew, it experienced limitations in its current business process management system and began looking for customizable and modular ERP solutions that would evolve with the company's needs and be suitable for unlimited load increases. Carbone 4 turned to Axelor to manage its timesheets, leave requests, customer invoicing, and schedule management.

Working with Axelor:

Axelor has enabled Carbone 4 to continue its growth in providing sustainable solutions by offering a customizable Low-code software solution that is tailored to meet the business' specific needs. After 3 years of implementation, around 170 employees at Carbone 4 use the Axelor ERP and the functionality of the solution continues to evolve to meet the needs of the user. Carbone 4 plans to continue to optimize the Axelor solution to manage the margins of its missions.

Enercoop: Making the world Greener with Axelor

Company Name: Enercoop

Location: France

Industry: Renewable Energy Industry

Why we are proud to work with Enercoop:

Axelor's commitment to innovative solutions and customer-centric values led them to collaborate with Enercoop, a French cooperative that specializes in renewable energy production and distribution. Enercoop's commitment to adapting to a changing environment by offering electricity through 100% renewable sources aligns with Axelor's value of innovation, agility, and customer satisfaction. By working with Enercoop, Axelor is able to support and promote sustainability in their operations and contribute to a more environmentally friendly and sustainable future.

About Enercoop:

Enercoop is a French supplier of electricity who stands out from other suppliers due to its unique offering of electricity that is 100% renewable with 0% nuclear origin. As part of its activity as a producer and distributor of green energy, Enercoop quickly found itself confronted with the limits of its business management software, mainly in terms of flexibility, and more specifically for the invoicing and business management aspects. The chosen solution also had to allow the creation of a powerful and easy-to-use integrated energy management software (GIE) that would perfectly match Enercoop's needs and business specificities while possessing the capacity to evolve in the future.

Working with Axelor:

Axelor has enabled Enercoop to continue producing 100% renewable energy and manage its business process with ease through developing a GIE software with a specific business layer focusing on the main specificity of Enercoop: its specialization in green energies. Once the newly created software was put into production, the integration was quick and Enercoop switched all its electricity customers to the software's "billing" module. 100,000 active customers now receive an average monthly invoice from the solution developed by Axelor.

"After a few adaptations to Enercoop's specific context, Axelor's solution allows us to bill and manage our 100,000 customers on a daily basis. Thanks to its open source approach, the software is a foundation on which we continue to invest to improve our business processes and keep up with developments in the energy world." — **Florent Le Veil, CIO of Enercoop**

QUALITY OF WORK:



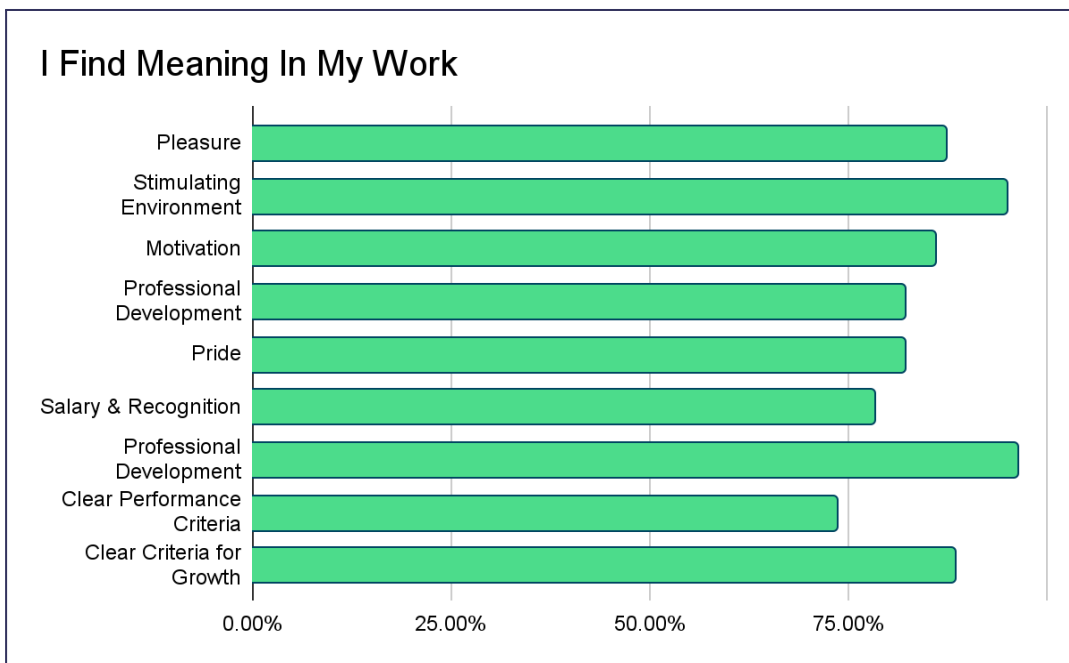
After a sixth place in the HappyIndex®AtWork ranking in 2022, we are delighted to share with you that Axelor is ranked seventh in the top 25 companies where employees find the most meaning in their work.¹

This ranking is based on a survey conducted by ChooseMyCompany on 57,456 respondents in 1,675 companies who answered the question “I find meaning in my work.”

This recognition is important for Axelor, because it demonstrates our commitment to offering a fulfilling salary experience as well as a pleasant and respectful work environment for all our employees.

Additionally, at Axelor we offer our employees a work-from-home option which facilitates better work/life balance by reducing commute time and providing flexibility in their daily schedules.

Please find below the survey responses to assess Axelor’s ranking.



¹Classements HappyIndex®ATWORK2022 - choosemycompany - avis certifiés: ESG. ChooseMyCompany. (n.d.). Retrieved April 19, 2023, from <https://choosemycompany.com/fr/classesments/2022/at-work?regionCode=FR&size=50-%2A&companyGroup=149>

CERTIFICATION:

HappyIndex®AtWork certification awarded by ChooseMyCompany.



"Axelor has a positive and collaborative work environment. Their commitment to employee satisfaction and well-being is evident in every aspect of their office environment. As a result of their focus on creating a positive work culture, employees at Axelor are not just happy but also motivated and inspired to do their best work."



- Charu Rajput, HR Manager, India



"At Axelor, I enjoy the fair autonomy over my work and the responsibility that comes with it. The shared vision and the collaboration of different teams across Axelor's global offices have been remarkable. The work-life balance and the diverse professional opportunities that Axelor gives to advance your career growth are what make it a great place to work."

- Yash Inaniya, Business Analyst, India

EMPLOYEE TESTIMONIALS



"The richness of the position I hold lies in the variety of exchanges I have with my colleagues within the different subsidiaries of Axelor. Managing international teams is a real challenge and has allowed me to discover rich cultures and to ensure that they work together in harmony. The issues are very different depending on the countries, and my goal is to ensure that each collaborator can work with respect for their culture, personal beliefs, and above all, feel perfectly comfortable and integrated within Axelor."

- Hortense Fanouillaire, Director Global Business Development and Operations, Canada

"I am thrilled to be a part of Axelor and grateful for the opportunity to start my career here. The company's supportive and collaborative work culture has made it an enjoyable experience for me to learn and grow as a professional. From day one, I have been exposed to various aspects of the business, which has helped me gain a deeper understanding of the industry. With a team of knowledgeable and experienced mentors, I am constantly challenged to push myself and learn new skills."



- Eeti Mehta, Marketing Project Manager, Canada



"I have been working at Axelor for 7 years now, where there is a really pleasant atmosphere. Everyone is very open-minded and respectful of each other's differences, whether it's in terms of gender, age, culture, or sexual orientation. What I particularly appreciate is that there is a real culture of collaboration and mutual support. People don't hesitate to volunteer to help their colleagues when they need it, whether it's for a professional or personal project. The company regularly organizes events to strengthen team cohesion thanks to the "Feel Good" team. I am really happy to work for Axelor where the atmosphere is so supportive, inclusive, and friendly."

- Anthony Ferrari, Marketing Product Manager, France



"Being a part of a growing company at the forefront of innovation contributes to the feeling of being involved in something bigger than yourself."

- Alexis, ERP Project Manager, France

"What I like most about Axelor is the general spirit of the company. The values of benevolence and mutual aid are important to me. It's great to work at Axelor."

- Gauthier Laurent, Sales Development Representative, France



"I particularly appreciate the autonomy and trust I am given, and the variety of projects I work on."

- Charlotte Ferre, Talent Acquisition Specialist, France