

The convergence between engineering and digital technology is accelerating, making digital an essential lever for performance and openness for companies.

Despite a competitive economic environment, the SII group maintains its profitability, demonstrating its resilience while actively preparing for the future.

Our strong employer brand, « **Let's Tech Together** », illustrates the acceleration of our transformation to become a key player in the digital sector.

To support this ambition, we rely on three structuring pillars:

DEVELOP

Grow to satisfy our clients

In an increasingly competitive market, our clients' demands continue to grow.

To remain an independent, attractive, and strategic partner, we must continue to adapt, innovate, and develop.

Growth is not an end in itself but a lever to enrich our offer, strengthen our positioning with major clients, and provide more opportunities for our teams.

The intensification of synergies and the deployment of common practices through our **cross-functional teams** are based on:

- Our « **One Direction** » approach driven by common objectives,
- A unified project methodology, **eXtended Delivery**,
- Accelerated **IT transformation**, with integrated and efficient tools.

Mastering commitments remains at the heart of our priorities. At the same time, developing **new partnerships** will expand the Group's service offering to meet our clients' expectations.



TOGETHER

Cultivate our DNA for the fulfillment of our employees

We want to remain true to our corporate culture while continuing our development. This involves valuing our historical markers, an environment conducive to fulfillment, experimentation, and collective intelligence.

Our commitments

- Offer **meaningful career paths** and **skill development**,
- Ensure a **fulfilling work environment** where **everyone can act** through experimentation and collective intelligence.

The **Great Place to Work** label is a recognition of our commitment to our employees.

DIGITAL & SUSTAINABLE

Act for Green IT

We are proud to contribute to building a sustainable digital world.

This involves developing concrete and accessible uses, taking into account social, societal, and environmental dimensions.



Our commitments:

- Significantly reduce our **carbon footprint** through an ambitious decarbonization plan,
- Integrate **sustainable practices** into all our activities,
- Develop and deploy innovative tools like **My Project Impact**,
- Obtain and value labels such as **Ecovadis** or **CDP**, expected by our clients

We actively contribute to the **fight against climate change** to build a greener, more responsible future.

To support these three pillars, our management system continues to evolve towards a more integrated model at the Group level.

This dynamic is based on:

- **Better coordination** between entities,
- Deployment of efficient **common tools**,
- Constant attention to **information security**, whether it is availability, integrity, confidentiality, or traceability.

By **collectively** mobilizing our strengths – through awareness, continuous improvement, innovation in working methods, and rigorous management of our Integrated Management System – we will achieve our goals.

I put all my energy into supporting the teams and providing them with the necessary means for this transformation.

I know I can count on your already strong commitment to meet these challenges together.

Let's move forward together.

Eric Matteucci

Chairman of the Board of Directors

13.05.2025

