Technology consulting **/** Digital services **/** IT engineering

Our approach

**BROCHURE BASED ON THE 2022/2023
NON-FINANCIAL PERFORMANCE STATEMENT**

S4-0689-04, December 2023

CSR
Corporate Social Responsability

Table of Contents

Message from the Chairman

"As part of its CSR approach, SII has chosen to focus its progress goals on sustainable development.

The SII Group's corporate culture is based on engagement, transparency, trust and professionalism. We are aware of the scope of our activities in the world and do our utmost to limit our impact.

SII is now in a position to promote its policy by working on a harmonised way forward involving the three areas of sustainable development: a fair economic policy, well thought-out environmental measures, and equity in the employee-related and social practices of our subsidiaries, branches and locations.

SII has developed its engagement in these various areas and has stepped up its dialogue with its shareholders, staff, customers and all stakeholders associated with its business.

Our goals are ambitious and have so far been achieved according to our expectations. But we do not intend to stop at this point and rest on our laurels.

For us, our social, environmental and economic advances are only the first part of our goals, the second part being to maintain these advances into the future. The advances we are making are not for the short term only; our action plans include monitoring our practices and their sustainability over time.

SII strives to be a responsible company that respects its employees, its customers and the environment, with a humble yet ambitious approach to governance. In short, this is our approach to sustainable development, with a few key points to quantify our approach on a day-to-day basis."
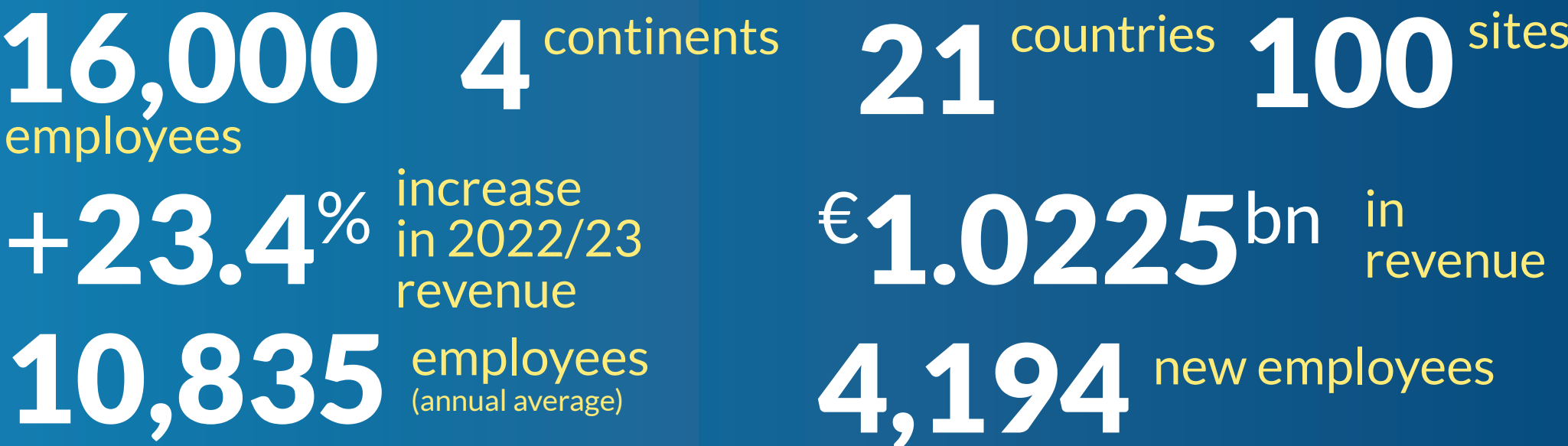
Eric Matteucci
Chairman of the SII Group
Management Board

Founded in 1979, the SII Group's mission is to support companies with the integration of new innovation management technologies, processes and methods, contribute to the development of their future products or services, and develop their information systems.

Our objective

Develop a digital and sustainable world together

Overview of the SII Group

Key figures

16,000 employees

4 continents

21 countries

100 sites

+23.4% increase in 2022/23 revenue

€1.0225bn in revenue

10,835 employees (annual average)

4,194 new employees

Strategic sectors

Aerospace Defence

Automotive

Energy

Telecoms and Media

Banking and Insurance

Target sectors

Commerce and Retailing

Industry

Tourism and Transport

Health

Our labels and certifications

PLATINUM Top 1% 2022 ecovadis Sustainability Rating

Gaïa RATING

THE GLOBAL COMPACT NOUS SOUTENONS LE PACTE MONDIAL

afaq ISO 14001 Environnement AFNOR CERTIFICATION

Best Workplaces™ Plus de 2 500 salariés Great Place To Work FRANCE 2023

Our CSR approach

At SII, we believe that digital technology offers opportunities and progress, and is a key lever for meeting the challenges of today and tomorrow. This is why we are committed to giving meaning to our businesses and expertise, in order to make our own contribution to sustainably transforming our ecosystems.

Our Corporate Social Responsibility objectives combined with our commitment to the United Nations Global Compact and its 17 Sustainable Development Goals continually challenge us to promote innovative practices that provide sustainable value.

Well-being at work, fair practices, information security, environmental impact, digital responsibility and philanthropic commitment are all areas in which we are involved through concrete, inclusive and responsible projects.

These initiatives are led in a humble and collective spirit: dialogue with our key stakeholders and their involvement in this sustainable transformation process are key to meeting the challenges of responsible digital innovation.

Our CSR strategy
3 pillars and challenges

1 **Continue growing**
Economic and financial challenges

2 **By cultivating our DNA**
Employee-related challenges

3 **Developing a digital and sustainable world**
Environmental and social challenges

21 non-financial challenges

covering 10 macro-risks guide the group's CSR approach and also enable it to contribute to the United Nations Sustainable Development Goals (SDGs).

1 Continue growing
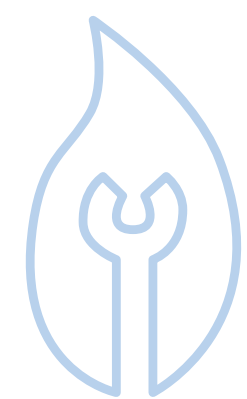## Economic and financial challenges

Our commitments

Customer satisfaction
97.1% customer satisfaction rate*

Transparency
1 publication
on our contribution to sustainable activities (Green Taxonomy) in the annual financial report

Research and Development
100% of SII RESEARCH employees trained in ecodesign

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE TOWNS AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our key initiatives

- Training and equipping teams to face the challenges of the Green Taxonomy

- Harmonisation of ISO 9001, 9100, 14001 and 27001 certifications through an integrated management system

- SII Research project in progress: modelling of SII activities, incorporating the associated environmental impacts

- Strong and regular presence of the SII Group in terms of CSR communication

Our results in 2022-23

- 97.1% customer satisfaction rate

- ISO 9001-9100-14001-27001 certificates

- Creation of an ecodesign training tool, available on an e-learning platform since June 2023 for SII employees

afaq ISO 9001 Qualité AFNOR CERTIFICATION

afaq ISO 14001 Environnement AFNOR CERTIFICATION

afaq EN/AS/JISQ 9100 Aéronautique AFNOR CERTIFICATION

afaq ISO/IEC 27001 Sécurité de l'information AFNOR CERTIFICATION

*For subsidiaries integrated into the Group Management System

ecodesign and R&D

Ecodesign & MyProjectImpact by SII calculator

The ecodesign of services and systems is central to SII's activities. That's why we've built the SII Ecopack, which includes:

- an initial SII best practice guideline based on the Web Ecodesign Guideline and the AFNOR 2201 specification

- training materials and summary sheets (see page 13)

- a dashboard for monitoring the Digital Responsibility maturity of projects

In partnership with **Digital4Better**, SII has also developed an environmental impact calculator for its activities and services. Called **MyProjectImpact** by SII, it takes into account a wide range of areas across the entire lifecycle.

This will enable us to **measure the progress of our approach and guide the strategic** and **technical** choices we make in our IT resources and services.

Ecodesign in R&D

Ecodesign is an integral part of our R&D projects (SII Research), to develop our expertise, innovate and continue being a source of ideas for our partners in the face of today's and tomorrow's challenges.

The goal of the exercise is for all SII Research employees to receive in-house training.

The assessment of innovation projects includes their impact in terms of possible benefits for the environment.
Examples include:

- **IT for Green**: flight plan optimisation algorithms to reduce fuel consumption, intelligent home automation for energy management in offices.

- **Ecodesign**: modelling activities and their environmental footprint, assessing the digital footprint in the design phase.

Marie-Laure Tall
R&D Project Manager, SII Research

What is your background?

After more than ten years of Java development experience, I joined SII Rhône-Alpes six years ago as Product Owner. In 2021, I had the opportunity to join SII Research. Today I divide my time between coordinating the Future City cluster and leading the AI4UTG (AI for unit test generation) and EcoDev (ecodesign and application development) R&D projects.

How did you get involved in ecodesign?

The EcoDev (Ecodesign and Application Development) subject was suggested to us by the SII community of experts.
At the time, I had no particular experience in the field, but I was able to build up my skills by working with Yoan Denis, Scrum Master at SII Sud-Ouest, who conducted a state-of-the-art study on the subject.

What is the EcoDev project about?

The aim of the project is to enable the software application teams to consider the digital footprint of the solutions they produce right from the development process, and thus assess an application's ecological impact right from the development phase.

How do the development teams perceive ecodesign?

Like many R&D projects, EcoDev regularly involves SII employees on an inter-contract basis. The developers we've had the opportunity to work with are sometimes slightly reticent about ecodesign, which can be seen as another constraint in their day-to-day work. It's an opportunity to make them aware of the challenges, the upskilling opportunities and the changes taking place in their profession.

Over the last few years, quality and then safety have had a similar impact on the development professions, and both are now integrated into all processes. The same will soon apply to ecodesign.

2 By cultivating our DNA
Employee-related challenges

Our commitments
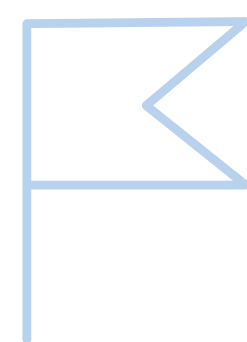
Commitment

2 Group-wide CSR events

Diversity / Inclusion / Equality

1 initiative
to combat stereotypes at each of the sites.

Great Place To Work® Certified NOV 2023 – NOV 2024 FRANCE ™

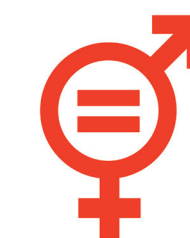**Development / Retention / Attractiveness**

100% GPTW renewal for Group subsidiaries already awarded the label.

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES
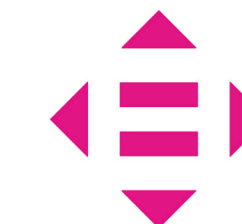
Our key initiatives

- Local Quality of Life at Work working groups involving employees (intrapreneurship)

- Partnership with Jhô, a Nantes-based company, to highlight the problems associated with endometriosis and set up self-service dispensers for sanitary supplies in the workplace.

- Regular participation in sporting events associated with causes (cancer, disability, etc.) and promotion of sport in businesses.

- Signing of the LGBT+ Charter of Commitment with the association *autre cercle*

Our results in 2022-23

- Organisation of two international CSR events (Digital Clean Up Day, European Mobility Week)

- 84% employee satisfaction (GPTW Trust Index)

- 75.5% of employees educated about CSR

Jho, Charte D'ENGAGEMENT LGBT+ autre cercle DIGITAL CLEANUP DAY

Diversity and inclusion

Danika Broustail

Head of Diversity and Inclusion,
SII Head Office

What is your role at SII?

I've been working at the SII Group head office since December 2018. My main responsibilities involve the Diversity and Inclusion Mission at a national level, in collaboration with the diversity and inclusion leads at each branch. They play a key role in maintaining an inclusive working environment, as they're the ones who assist our employees on a daily basis.

Which Diversity and Inclusion Mission project do feel particularly strongly about?

There are lots of projects, each of which is just as valuable as the next, but I have to admit that my meetings with inspiring people with disabilities, through live events open to all our employees, are the projects that are closest to my heart. With their varied backgrounds and interests, these guests reach a different audience each time as they raise awareness about disability. I always get feedback from employees who feel these meetings have made an impact on them. It's important to remember that disability is an integral part of life at work, which is a reflection of the society we live in.

Alongside these awareness-raising initiatives, what are SII's other goals?

At SII, we're committed to implementing awareness-raising initiatives to help our working environment become ever more inclusive and mutually respectful. As part of this drive, the Disability Mission has become the Diversity and Inclusion Mission in order to promote diversity, the prevention of discrimination and professional equality within the company in a broader and more all-encompassing way in the SII group, while continuing to take action to promote the inclusion of people with disabilities, of course. The SII Group is a company that welcomes people with disabilities, and since 2008 we have been actively recruiting, integrating and retaining people with disabilities.

As a company with strong human values, we have been a signatory of the Diversity Charter for several years, and due to this desire to maintain an inclusive working environment in a climate of respect and attentiveness we recently signed the LGBT+ Commitment Charter with the association *autre cercle*.

Raphaëlle Martin

Communications Officer,
SII Atlantique

What are your responsibilities at SII?

I'm the FeelGood Officer at the SII Atlantique branch (Nantes, Tours and Niort). My tasks range from onboarding new employees to organising technical, fun and CSR events. The other half of my work also involves the branch's internal and external communications.

What actions are you taking in line with our CSR strategy?

For the last two years, I've been organising "Olympiads" to unite employees around a common cause, so that it's fun and fosters team spirit in favour of a societal cause. Teams of employees take part in a variety of activities (sports, gaming, creativity, cooking, etc.) in support of a local charity that works in the public interest. The SII Group makes a donation to the charity supported by the team that wins the championship.

In 2022, we presented a cheque for €3,000 to the association *La Cale 2 l'île*, which works to conserve the maritime river heritage, while supporting people in difficulty and contributing to the development of social, educational and cultural programmes.

Lastly, I lead the collaborative continuous improvement workstreams, which we call "MySII" and which began in 2018. We are now in our sixth year, and this annual work, based on the results of the Great Place To Work questionnaire, has enabled us to implement a number of changes that are still in place today. Any employee can take part in a working group to study, develop and propose changes to the organisation or managerial practices that will then be rolled out.

GPTW in the branches

3 Developing a digital and sustainable world
Environmental and social challenges

Our commitments

Digital responsibility

90% of purchases eco-labelled for SII monitors and computers.
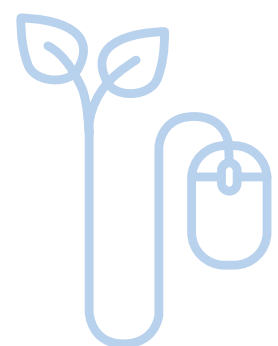
+20% of employees Educated about Digital Responsibility*.

Carbon footprint / Decarbonisation
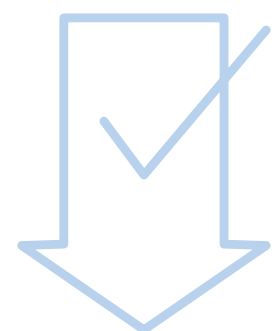
-10% energy consumption.

1 policy on business travel deployed at all sites

4 QUALITY EDUCATION
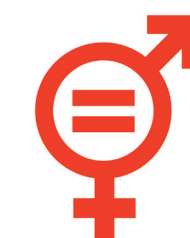
5 GENDER EQUALITY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE TOWNS AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

Our key initiatives

- Deployment of an energy efficiency plan
- Responsible Purchasing Charter
- Electrification of the vehicle fleet
- Selection of new energy-efficient buildings for the branches

Our results in 2022-23

- 93% of IT equipment purchases eco-labelled
- 62% of employees educated about digital responsibility
- 3.78 T of CO_2 eq. / FTE / year (France)

*Compared to the 2022-2023 financial year

Decarbonisation plan

During the 2022-2023 financial year, we revised our GHG (greenhouse gas) emissions inventory methodology by broadening our sources of emissions (particularly financial ratios). To this end, we took part in the first edition of the Climate Accelerator of the Global Compact France Network to integrate the GHG Protocol methodology and define decarbonisation targets in line with the Science-Based Targets (SBTi) requirements.

Our France 2022-2023 footprint breaks down as follows*:

**

- ◎ Scope 1
- ◎ Scope 2
- ◎ Scope 3

4.7% SII vehicle fleet

0.4% Electricity

51.2% Goods and services purchased

6.4% Property purchased (premises, IT equipment)

3% Business travel

34.1% Home-work commuting

100%

*Calculated in accordance with the GHG Protocol methodology
**Scope 1: direct greenhouse gas emissions produced by the company.
  Scope 2: indirect energy-related emissions that do not occur directly on the company's site.
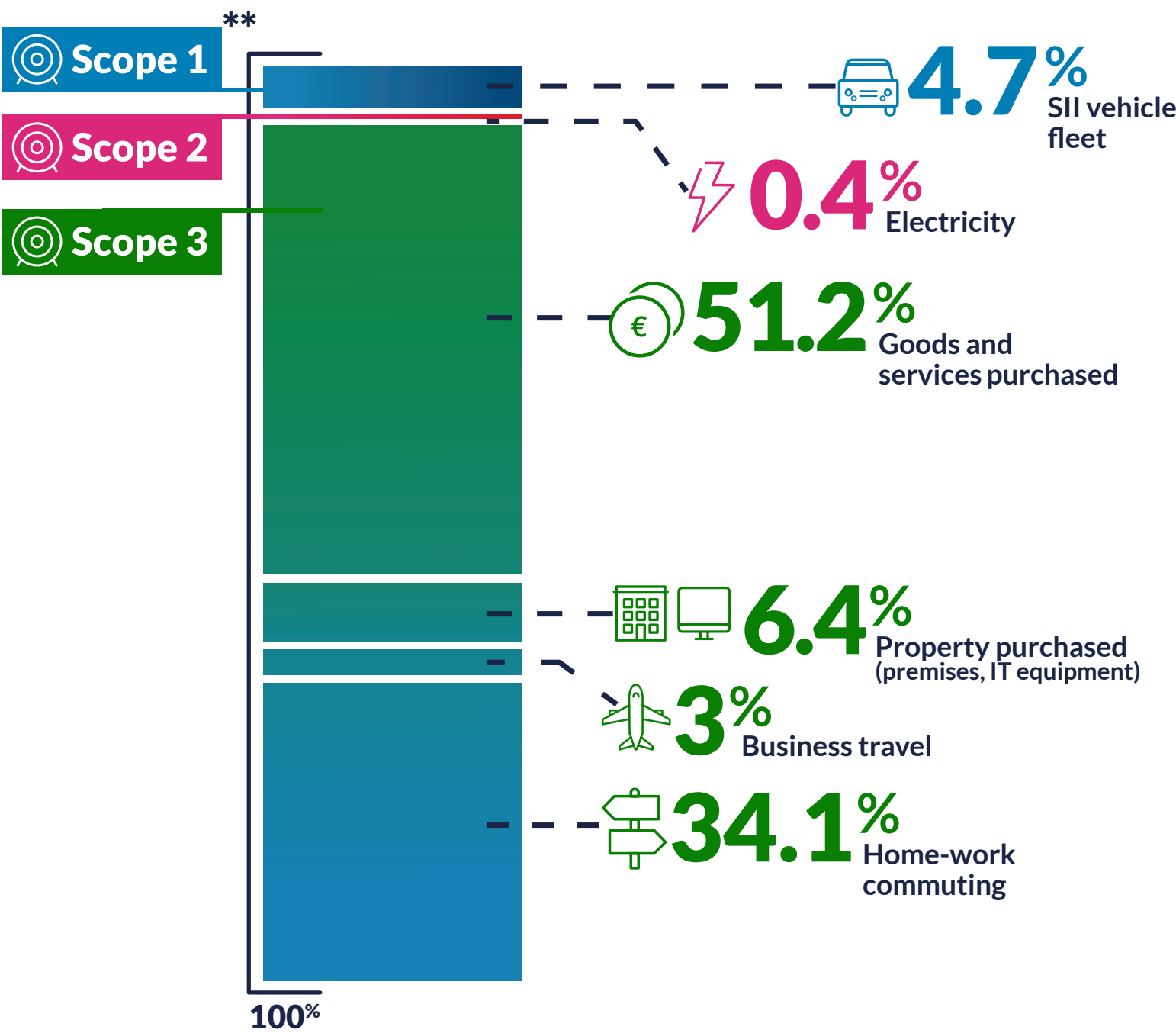 Scope 3: indirect emissions that are not under the company's control.
***Targets defined in accordance with the recommendations of the Science Based Targets initiative, based on the 2019-2020 reference year

Our reduction targets*** for 2030 are as follows, based on a series of structuring actions and integrating our value chain:

-45% in scopes **1**

> Optimise the movements of the fleet vehicles (eco-driving)

> Electrify the vehicle fleet (electric charging points + car policy)

and **2**

> Continue the initiatives of the Energy Efficiency Plan

> Source renewable energy (with a guarantee of origin)

-25% in scope **3**

> Implement a Business Travel Policy + an Employer Mobility Plan

> Encourage less carbon-intensive mobility between home and work

> Optimise work areas (occupancy) and IT equipment (lifespan)

> Purchase responsibly (Responsible Purchasing Charter, eco-labelled computers and monitors)

> Challenge our subcontractors on their footprint and their reduction commitments

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

UN GLOBAL COMPACT
CLIMATE AMBITION ACCELERATOR

Stephan Palmade

Director of the Telecom cluster, SII Île-de-France

"

Our Decarbonation Plan reasserts **the SII Group's CSR convictions**. It also helps **to achieve our goals** on a daily basis:

- By **building loyalty among our existing teams** and attracting **new talent** increasingly sensitive to environmental issues.

- By having **a positive impact** on **achieving our customers' and partners' CO$_2$** emissions reduction targets in Scope 3.

- By being **an important decision-making criterion** for our customers on structured files.

In addition to the decarbonisation plan, we are providing **a growing number of services to assist** our customers in **the ecodesign** of their networks and applications and the optimisation of emissions from their infrastructures.

"

Digital Responsibility

is an approach that aims to use information and communication technologies in a way that is ethical, sustainable and respectful of the environment.

Against this backdrop, our new CSR strategy now includes Digital Responsibility (DR) as one of the crucial issues on which the Group aims to progress and differentiate itself.

This commitment was announced in July 2022 with the signing of the INR's Digital Responsibility Charter

INR
Institut du
Numérique
Responsable
DIGITAL RESPONSIBILITY CHARTER

SII's Digital Responsibility approach is built around three main trajectories

1 Green by Use: education and training

On all these subjects and more, we have developed learning materials on our internal training platform:

- **Raising awareness of DR** (mandatory for everyone): context and challenges of digital technology, presentation of trajectories, day-to-day best practices
- **Education about digital accessibility** (definition, context, presentation and illustration of the RGAA 4)
- **Education about responsible communication** (form and content of messages, organisation of eco-events)
- **Ecodesign training course** in five modules:
    1. Fundamental concepts
    2. Ecodesign project management
    3. Architecture and development
    4. SII tools and implementation
    5. Assessment questionnaire

These materials are available to all SII employees and can be routinely deployed for specific projects (R&D projects, pilot projects, customer context, etc.)

2 Ecodesign

Presented on **page 6** of this document.

Green for IT: the environmental performance of our IT resources

Most of the **environmental impact of IT** is concentrated in **the manufacture of equipment**, particularly computers and monitors (due to the volume effect).

As a user and specifier of IT equipment, SII is not directly involved in manufacturing and transportation, **instead acting indirectly on the rest of the life cycle**.
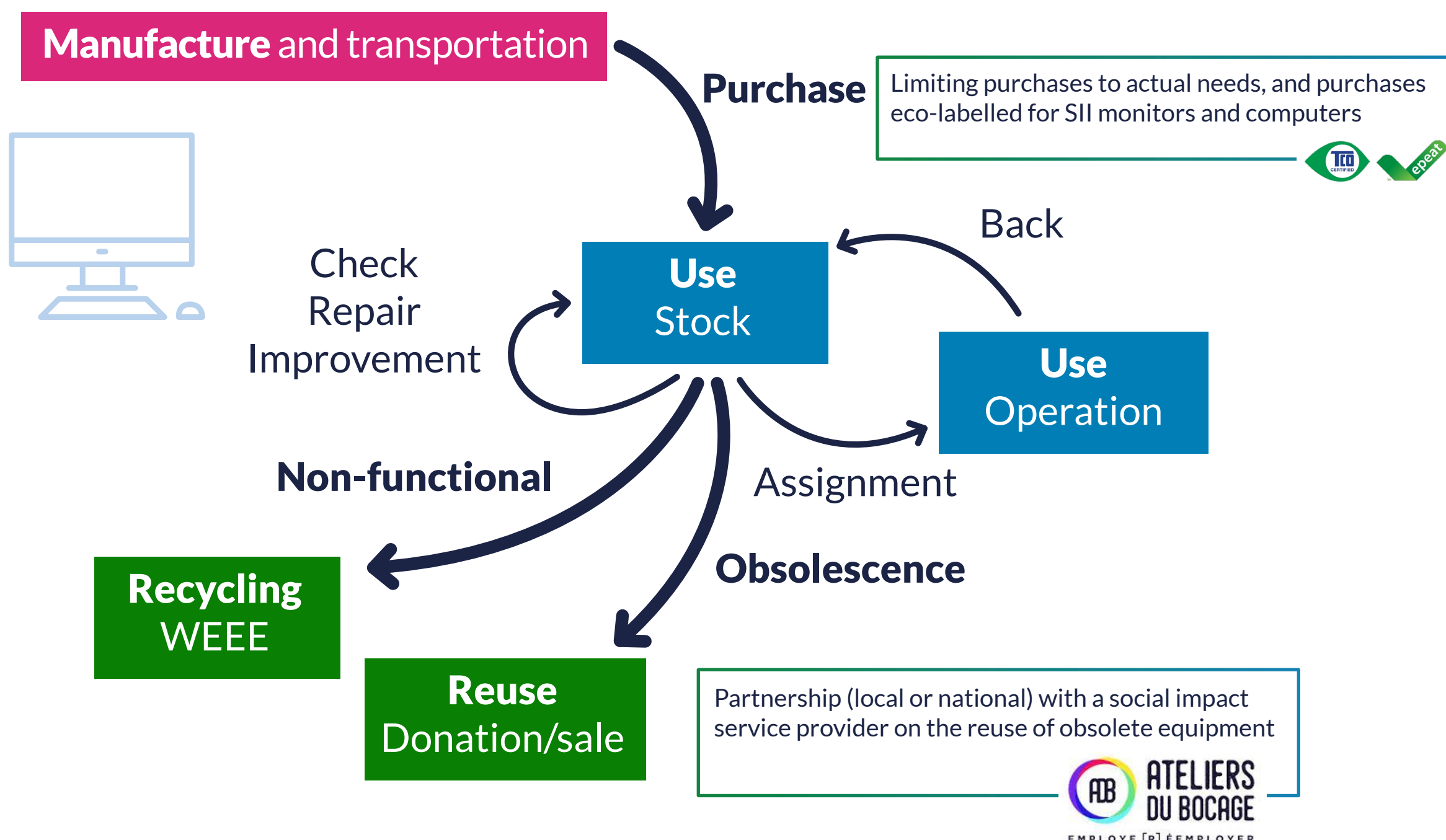
Olivier Marceaux
Performance Director,
SII Sud-Ouest

Fouad Khouya
Project Management Officer,
SII Sud-Ouest

Can you briefly introduce yourself?

OM - I'm Olivier Marceaux, Performance Director at SII Sud-Ouest, which covers a large part of the support functions (IT, security, purchasing, general resources, subcontracting, quality and CSR).

FK - I'm Fouad Khouya, Project Management Officer at SII Sud-Ouest and I assist Olivier at the branch's Performance Division. I'm also responsible for internal projects (including Flex-Office and the Stairway 2 building, SII Sud-Ouest's second main building).

Manufacture and transportation

Purchase

Limiting purchases to actual needs, and purchases eco-labelled for SII monitors and computers

Back

Check
Repair
Improvement

Use
Stock

Use
Operation

Non-functional

Assignment

Obsolescence

Recycling
WEEE

Reuse
Donation/sale

Partnership (local or national) with a social impact service provider on the reuse of obsolete equipment

ATELIERS DU BOCAGE
EMPLOYE [R] ÉEMPLOYER

What interaction do you see between Digital Responsibility (DR) and the other aspects of Performance at SII?

Performance benefits employees, the branch and projects. We include DR as part of an approach to continuously improve the working environment: comfort of premises and fittings, IT resources, security, etc. DR is a genuine part of performance, as this commitment is also one of employees' expectations and brings additional meaning to the work of the Performance teams. DR is also often aligned with the financial objectives of our departments, for example in terms of purchasing economy and extending the lifespan of equipment.

Can you give us a recent example?

For the orders to fit out the Stairway 2 building, we used feedback from the Stairway 1 building (SII Sud-Ouest's main building, occupied since 2019 – editor's note), which showed us that:

- The TV screens in the "tea rooms" (kitchenettes on each half-floor) didn't have a sufficient communication impact to justify their purchase and use, so we decided to not fit TV screens in the future tea rooms for Stairway 2, and to re-use the monitors from the Stairway 1 tea rooms in the Stairway 2 meeting rooms.

- The monitors and docking stations already in use in the building we're leaving will be transferred to our new building, reducing the IT equipment purchases initially planned for a new refit by around 40%.

The old monitors (22") will be offered to SII Sud-Ouest employees for working remotely, thereby extending their lifespan.

Corporate Fondation SII

The SII Corporate Foundation meets this desire to take action for public-interest causes in our territories. In practice, this structure allows us to organise sponsorship in line with our Corporate Social Responsibility approach.

We offer financial support and in-kind sponsorship, including making skills and technologies available. At the same time, we aim to support, promote, guide and highlight our philanthropic commitment.

The SII Group guides its customers in their digital transition. The SII Corporate Foundation is therefore naturally very mindful of projects related to this field. We thus aim to make this a factor of inclusion and solidarity. In particular, we prioritise projects led or supported by our employees.

The SII Corporate Foundation also supports employees who want to become involved in solidarity projects in a wide range of fields, such as:
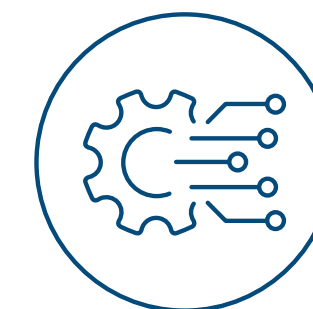
Education and pedagogy

Support and dissemination of culture and heritage

Protection of the environment and sustainable development

Technological development

Humanitarian, solidarity and social action

Health and medical research

Employment integration

Dissemination and development of the principles of citizenship, diversity, non-discrimination, inclusion, equality, empowerment, social responsibility and ethics.

We provide practical support by:

- Funding and guiding projects selected by employees, partners, and organisations;
- Making our employees' know-how available;
- Carrying out communication campaigns promoting the projects supported;
- Allocating donations in kind;
- Undertaking any other initiative to achieve the purpose of the Corporate Foundation.

We are proud of our support for four organisations in 2022:

La Guinée Verte

Creation of a structure capable of holding around 15m³ of water, to make it easily accessible to a large part of the village's population, supplied by an electric pump connected to solar panels.

Unimotion

Development and distribution of a motor kit that can be fitted to manual wheelchairs to add electric mobility.

Fans4all

Employment integration of people with disabilities, especially people with hearing or speech difficulties, in the aviation industry.
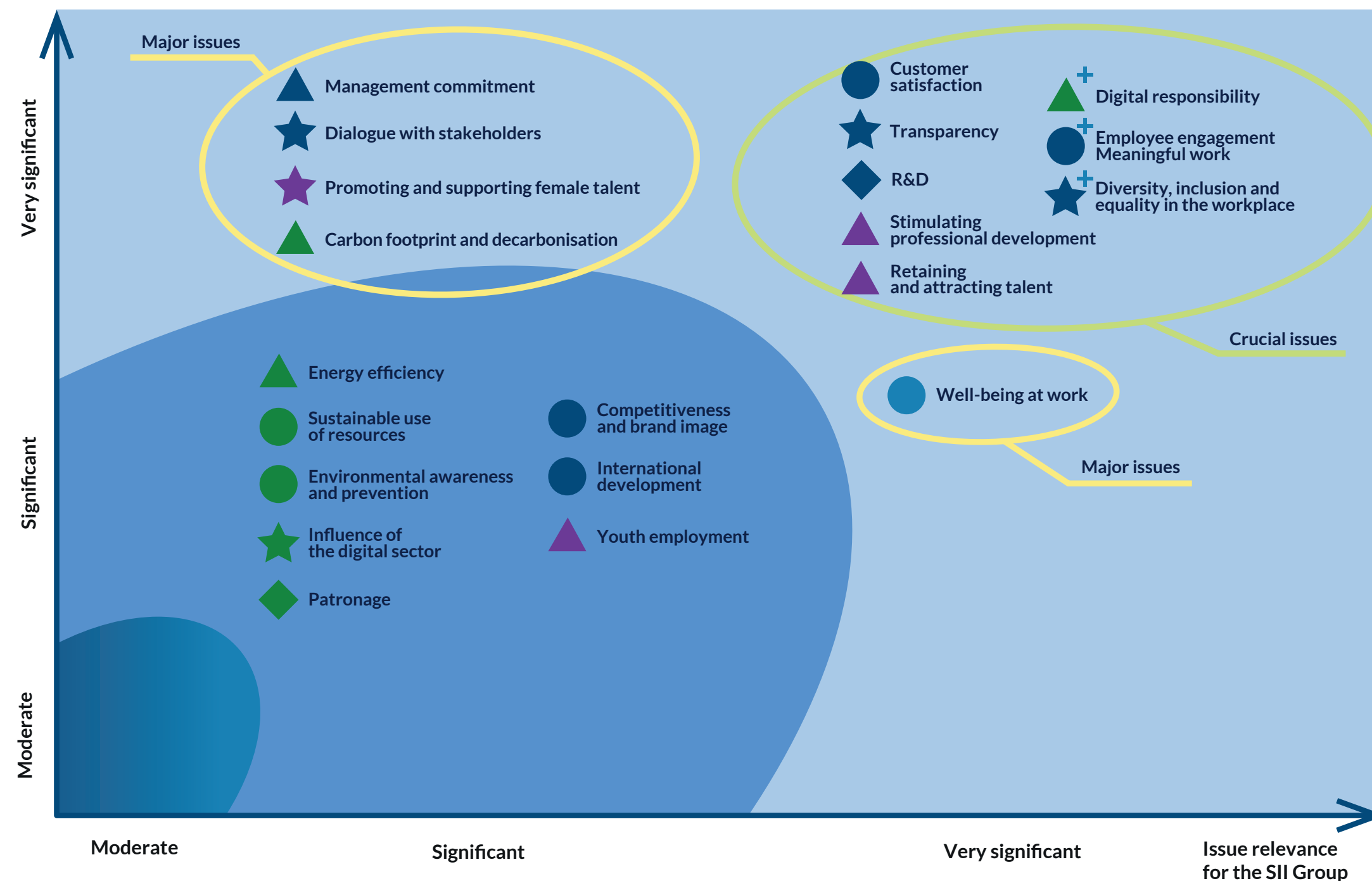
Association École Nouvelle

Setting up educational projects to promote Sustainable Development (landscaping a garden, energy reduction initiatives, internal waste reclamation).

Materiality matrix

Issue relevance for SII external stakeholders

Major issues
- Management commitment
- Dialogue with stakeholders
- Promoting and supporting female talent
- Carbon footprint and decarbonisation

Crucial issues
- Customer satisfaction
- Transparency
- R&D
- Stimulating professional development
- Retaining and attracting talent
- Digital responsibility
- Employee engagement Meaningful work
- Diversity, inclusion and equality in the workplace

- Energy efficiency
- Sustainable use of resources
- Environmental awareness and prevention
- Influence of the digital sector
- Patronage
- Competitiveness and brand image
- International development
- Youth employment

Major issues
- Well-being at work

Very significant · Significant · Moderate

Moderate · Significant · Very significant

Issue relevance for the SII Group

MACRO-RISK CATEGORIES

Continue growing
- ▲ Governance
- ● Responsible development
- ★ Fair practices and relations with stakeholders
- ◆ Innovation

By cultivating our DNA
- ▲ Talent management
- ● Working conditions
- ◆ Diversity and equal opportunities

Developing a digital and sustainable world
- ▲ Climate change
- ● Environmental policy and circular economy
- ★ Digital ecosystem
- ◆ Philanthropic commitment

Our stakeholders

Strategic stakeholders

Employees
- Valuing their activities
- Broadening their skills
- Well-being at work

Customers
- Optimal balance between quality, lead times and costs
- Appropriate response to their needs and requirements

Shareholders
- Increase in the SII share price
- Long-term dividend policy
- Transparency and risk management
- Respect for business ethics

Very important stakeholders

Job applicants
- Matching future employees' expectations and what SII can offer (tasks, benefits and quality of life at work)

Important stakeholders

Suppliers and subcontractors
- Sustainability of relationships
- Mutual trust
- Maintaining the chain of trust with respect to the SII Group's customers
- Mutual benefits

Government bodies
- Compliance with regulations
- Protection of technical and scientific assets
- Optimal, transparent and adequate communication
- Environmental protection

Local contacts
- Listening to and considering needs and expectations
- Contribution to local dynamics

Significant stakeholders

Competitors
- Respect for business ethics
- No unfair competition

Employee representative bodies (ERB)
- Compliance with the law
- Listening to demands
- Continuous, transparent and constructive social dialogue

Local organisations and professional associations
- Social participation
- Education on social issues (health, environment, etc.)
- Passing on knowledge and information
- Mutual publicity

Banks and insurance companies
- Good financial health
- Good prudential practices

Media
- Regular global communication
- Monitoring and taking into account influential publications related to the group's activities or ambitions

Our value creation model

KEY RESOURCES

HUMAN CAPITAL

- More than **16,000** staff (employees and free-lancers) across **4** continents, **18** countries and **100** sites
- A multicultural group with **89** nationalities
- Qualified, trained and supported staff
- A unique corporate culture based on strong values
- A capacity for employee action to take the company and its practices further

FINANCIAL CAPITAL

- A s**ound and robust** financial structure
- **€1.0225bn** in revenue, down **23.1%**, and **€80.5m** in net income group share)
- An ambitious development strategy

INTANGIBLE/INTELLECTUAL CAPITAL

- A portfolio of **multi-sector expertise**
- An R&D unit: **SII Research**
- An integrated **management system**

SOCIAL CAPITAL

- A **strong presence** in the areas where we operate
- A **sustainable approach** integrated into **our development strategy**
- Well-established **responsible, ethical** conduct

OUR BUSINESS

Support companies with the **integration of new innovation management technologies, processes and methods** to contribute to the development of their future products or services and **further develop their information systems.**

OUR VALUES

ACCOUNTABILITY · TRANSPARENCY · QUALITY · PROFESSIONALISM · TRUST · COMMITMENT

OUR OBJECTIVE

Develop a digital and sustainable world together

SII works to design processes and contribute to the responsible digitalisation of uses to make them sustainable and accessible to as many people as possible by generating added value for its customers.

OUR STRATEGY

Grow to satisfy our customers: remain independent and attractive, remain a strategic supplier with a wide range of solutions, and offer additional motivating opportunities to our employees;

Work together for the professional development of our employees: maintain our cultural diversity and continue to enjoy what we do;

A digital and sustainable world: make new digital uses accessible to all and give meaning to our actions by integrating environmental and social concerns.

OUR EXPERTISE AND BUSINESSES

ENGINEERING — Systems
APPLICATION — Products & Services
PEOPLE — Organisations & Skills
DATA/AI — Data Acquisition & Processing
INFRASTRUCTURE — Platforms & Connectivity
SECURITY — Cyber

DIGITAL TRANSFORMATION
Methodologies
Organisations
Technologies
Innovation

PARTENAIRE
transformer & value worker

OUR KEY BUSINESS AREAS

- Aeronautics & Space
- Defence
- Telecom & Media
- Banking & Insurance
- Energy
- Commerce & Retailing
- Transport
- Health

VALUE SHARED WITH OUR STAKEHOLDERS

OUR EMPLOYEES

- A Group-wide initiative to improve well-being in the workplace: **Great Place To Work – Germany, Belgium, Canada, Chile, Colombia, Czech Republic, France, India, Morocco, Netherlands, Poland, Spain, the UK and Romania / Best Employer 2023 by Capital Magazine**
- Stimulating professional development: **125,000 hours of training**
- A unifying employer brand: **#fungenieur**

OUR CUSTOMERS AND PARTNERS

- Longevity of customer relationships: **97.1% customer satisfaction in line with and beyond expectations**
- Recognised service quality: **100% of SII entities are ISO 9001-certified**
- Qualiopi-certified training body: **SII Learning**
- Valued CSR performance: **top 1% of the highest-rated IT sector companies according to the EcoVadis methodology (score of 76/100)**

OUR SHAREHOLDERS

- Value creation
- Stability and longevity of the company's majority shareholders
- Transparency and risk management
- Fair practices
- Overall Environmental, Social and Governance (ESG) score of **63/100 in the 2022 Gaïa Rating campaign**

THE COMPANY

- Commitment to the UN Global Compact: **GC Advanced level**
- Contribution to the Sustainable Development Goals (SDGs): **11 SDGs to which the Group makes a significant contribution*.**
- Managing the environmental impact of our activities: **33% of SII entities ISO 14001-certified / commitment to Planet Tech Care for a more responsible digital world**
- Mobilisation for the public interest and for others: **SII Corporate Foundation – five projects supported in 2021 (€39.5m)**

*THE SDGS TO WHICH THE GROUP MAKES A SIGNIFICANT CONTRIBUTION

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE TOWNS AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

![SII logo] Develop a **digital** and **sustainable** world **together**