



Technology consulting / Digital services / IT engineering

Our approach



BROCHURE BASED ON THE 2023/2024
NON-FINANCIAL PERFORMANCE STATEMENT

S4-0689-05, November 2024

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Eric Matteucci
Chairman of the SII Group
Management Board

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.”

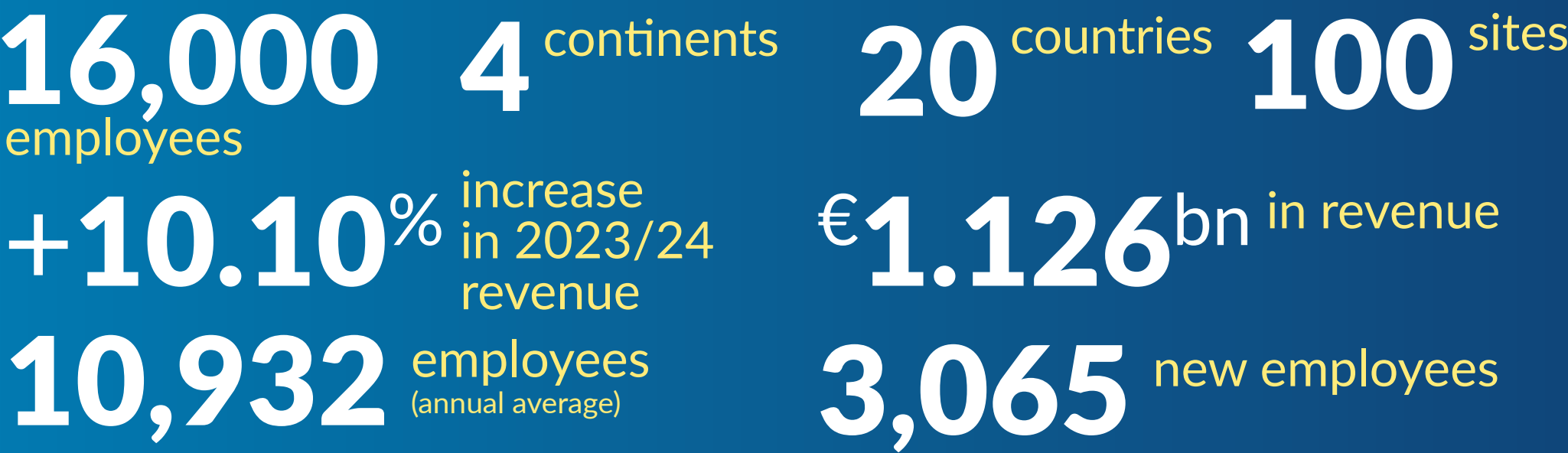
Founded in 1979, the SII Group’s mission is to support companies with the integration of new innovation management technologies, processes and methods, contribute to the development of their future products or services, and develop their information systems.

Our objective

*Develop a digital
and sustainable
world together*

Overview of SII Group

Key figures



Strategic sectors



Target sectors



Our labels and certifications



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 sustainable IT 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

13 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



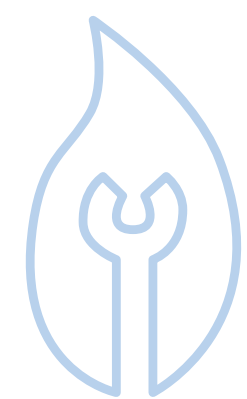
Customer satisfaction

95.54% customer satisfaction rate*



Transparency

1 publication on our contribution to sustainable activities (Extra Financial Performance Declaration) in the annual financial report



Research and Development

100% of SII RESEARCH employees trained in ecodesign



Our key initiatives

- Harmonisation of ISO 9001, 9100, 14001 and 27001 certifications through an integrated management system
- SII Research works on innovative and environmental projects with 2 divisions:
 - Future City, to build more sustainable, intelligent and inclusive cities ;
 - Transport of the Future : to develop eco-responsible, accessible and autonomous transport solutions.
- 67,14% of the employees exposed to corruption risks are trained in business ethics and anti-corruption practices

Our results in 2023-24

- 95.54% customer satisfaction rate
- ISO 9001-9100-14001-27001 certificates
- Creation of an ecodesign training, available on an e-learning platform since June 2023 for SII employees



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
- A dashboard for monitoring the Sustainability IT maturity of projects



SII has set up an environmental impact calculator for its activities and services, called MyProjectImpact by SII.

MyProjectImpact is fully in line with our CSR approach and addresses key issues for our stakeholders: transparency and innovation for our partners and customers, commitment and awareness-raising for our employees, and continuous improvement of our environmental impact.

For the first version, we were supported by Digital4Better, a recognized player in the field of sustainable information technologies. We are currently developing a new version of the tool to meet the growing challenges and

Ecodesign in R&D

Ecodesign is an integral part of our R&D projects (SII Research), in order to develop our know-how, innovate and remain a source of ideas with our partners to meet the challenges of today and tomorrow.

Objective for the year: 100% of SII Research employees trained in-house.

The evaluation of innovation projects includes their impact in terms of environmental benefits.

SII Chile has launched several initiatives to raise awareness of sustainable IT practices:

- **Green IT:** production of 3 editions of an in-house magazine to encourage collaboration and share Green Tech practices. SII Chile has also created a LinkedIn group @Greenginer to promote sustainable IT practices in Chile.
- **Ecodesign:** SII Chile has translated SII Group's ecodesign documents into Spanish to align their training plan with that of the Group. They also organized sessions of Climate Mural, a collaborative game to educate about climate change



Nancy Prioux

R&D Project Manager,
SII Research

What is your background?

In 2016, I earned my engineering degree in Process Engineering. In 2023, after completing a PhD focused on environmental analysis and artificial intelligence, I joined SII. I currently work within SII Research Transport of the Future division on various R&D projects, including Model4EcoCo (Modeling for Eco-design).

How did you start getting involved in ecodesign?

Right after completing my engineering studies, I specialized in renewable energy, environmental analysis, and eco-design in a broad sense.

What is the EcoDev project about?

The objective of this project is to develop a method combining MBSE (Model-Based System Engineering) and LCA (Life Cycle Assessment) to enable decision-makers to incorporate environmental criteria into their decisions, whether at the project, system, or architecture level.

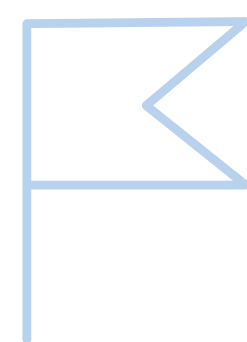
How do the development teams perceive ecodesign?

Developers are often somewhat resistant to eco-design, and are often influenced by widespread misconceptions. This is an opportunity for us to simplify concepts, draw attention to the growing importance of ecodesign in regulation, and highlight opportunities for transformation in different fields. Scientists have been sounding the alarm on these issues since the 1970s, and it's time for everyone to understand and contribute to the effort.

2 By cultivating our DNA

Employee-related challenges

Our commitments



Commitment

1 Group-wide CSR events
Digital clean up day



Diversity / Inclusion / Equality

1 initiative
to combat stereotypes
at each of the sites.



Development / Retention / Attractiveness

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



3 BONNE SANTÉ
ET BIEN-ÊTRE



4 ÉDUCATION
DE QUALITÉ



5 ÉGALITÉ ENTRE
LES SEXES



8 TRAVAIL DÉCENT
ET CROISSANCE
ÉCONOMIQUE



10 INÉGALITÉS
RÉDUITES



Our key initiatives

- SII Poland is a signatory to the Diversity and Inclusion Declaration of the Association of Business Service Leaders.
- Partnership with Jhō, 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 L'Autre Cercle

Our results in 2023-24

- Participation of SII of the world day for cultural diversity
- 87.44% employee satisfaction (GPTW Trust Index)
- 77.3% of employees educated about CSR



Diversity and inclusion

Aleksandra Kuna



CSR Manager, SII Poland

What is your role at SII?

I am responsible for CSR at SII Poland. My responsibilities include managing and promoting the Passion Sponsorship and SII Power Volunteers programs, ensuring CSR compliance with local and international regulations, overseeing diversity and inclusion (D&I). Diversity and inclusion are an integral part of our strategic goal of employee satisfaction. We ensure that employees feel safe, valued and treated fairly, which fosters their development and aligns with SII Poland's mission to promote the best workers.

What activities demonstrate SII Poland's commitment to the D&I?

Our focus is on supporting women, children and LGBTQ+ people. Although 76% of our employees are men, half of our management positions is held by women, whom we support through skills development and the Power Mum program. We also involve our employees' children by organizing workshops and family events such as the Family Picnic and Santa Claus Day. We promote the interests of LGBTQ+ people by taking part in equality parades, organizing webinars, etc. and maintaining a discrimination-free hiring process. Non-binary and transgender people can use the name of their choice at work, a practice unique in Poland. The Great Place to Work institute awarded us the

Legend title and the title of best workplace for women, with 96% of workers feeling treated equally regardless of their gender and 97% regardless of their sexual orientation.

Can you tell us about some of SII's other initiatives?

We support the relocation of foreign employees, recruit people with disabilities and those with neurodevelopmental disorders. We also offer flexible working conditions, adapt our offices to make them accessible, and work with diverse suppliers. In addition, we have signed the Diversity Charter and the Diversity and Inclusion Statement of the Association of Business Service Leaders.

Ofelia Teodorescu

International CSR and Performance Coordinator, SII Romania



What are your responsibilities at SII Romania?

I am the International CSR and Performance Coordinator at SII. My responsibilities include managing information gathering, community engagement and CSR in the countries I cover, managing our management systems and overseeing SII Romania's legal and compliance activities. I ensure compliance with applicable laws and CSR standards. Our team sets annual social responsibility targets to maintain a safe and healthy workplace. We conduct internal audits to ensure compliance with our CSR policy, and we regularly review and communicate this policy to all stakeholders.

What actions are you tacking in line with our CSR and what is your objectives within the Group?



CSR is a key element for our Group, guiding our efforts to support communities, engage in philanthropy and create social value.

Our programs aim to have a positive impact on society and the environment, uphold ethical standards and improve the well-being of local and global communities.

My role embodies our commitment to achieving our objectives, pushing us with determination into a more sustainable and inclusive future.

CSR in the subsidiaries

3 Developing a digital and sustainable world

Environmental and social challenges

Our commitments

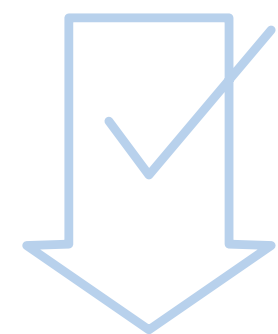
Digital responsibility



63.07% of purchases eco-labelled for SII monitors and computers

76.12% of employees Educated about Digital Responsibility*

Carbon footprint / Decarbonisation



-10.4% energy consumption.



A sustainable digital approach structured into 3 themes :

- Green by use
- Green for IT
- Eco-design



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 2023-24

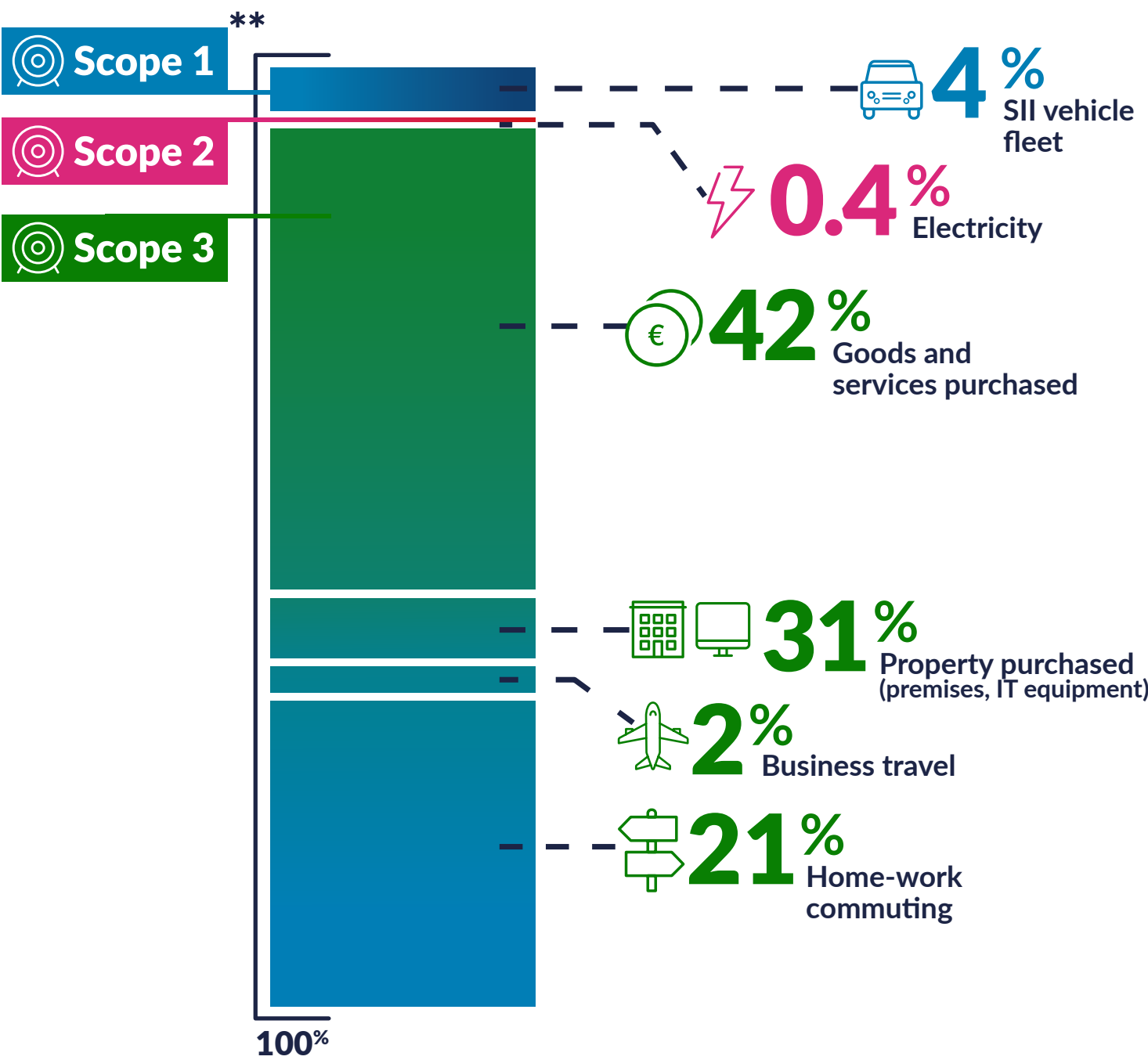
- 63.07% of IT equipment purchases eco-labelled
- 72.12% of employees educated about digital responsibility
- 4.79 T of CO2 eq. / FTE / year (France)

*And 99% in France

Decarbonisation plan

During the 2023-2024 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.

France 2023-2024 footprint breaks down as follows*:



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

Elsa Bautista

CSR and Performance Coordinator, SII Spain



The objective of SII Spain decarbonization plan is aligned with the Group:

- Offset our CO2 emission from business travel and commuting. We plan to offset the rest later on;
- Promote a more sustainable world through strategic policies;
- We have started using a tool to automatically measure and calculate our CO2 emissions (excluding travel);
- We encourage energy efficiency, prioritize eco-labeled equipment and use less polluting fuels. We also favor renewable energy sources to reduce our environmental footprint;
- We favor rail travel to promote sustainable transportation, and have established a travel policy in line with our sustainability objectives;
- We strive to avoid food waste and responsibly manage the consumption of resources, including IT equipment, to minimize waste and its environmental impact;
- We promote the concept of “products as services”, such as printer rentals and coffee services, to reduce emissions.

*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



Sustainable IT



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 Sustainable IT (SI) 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 Sustainable IT Charter](#)

SII's Sustainable IT 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 SI** (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

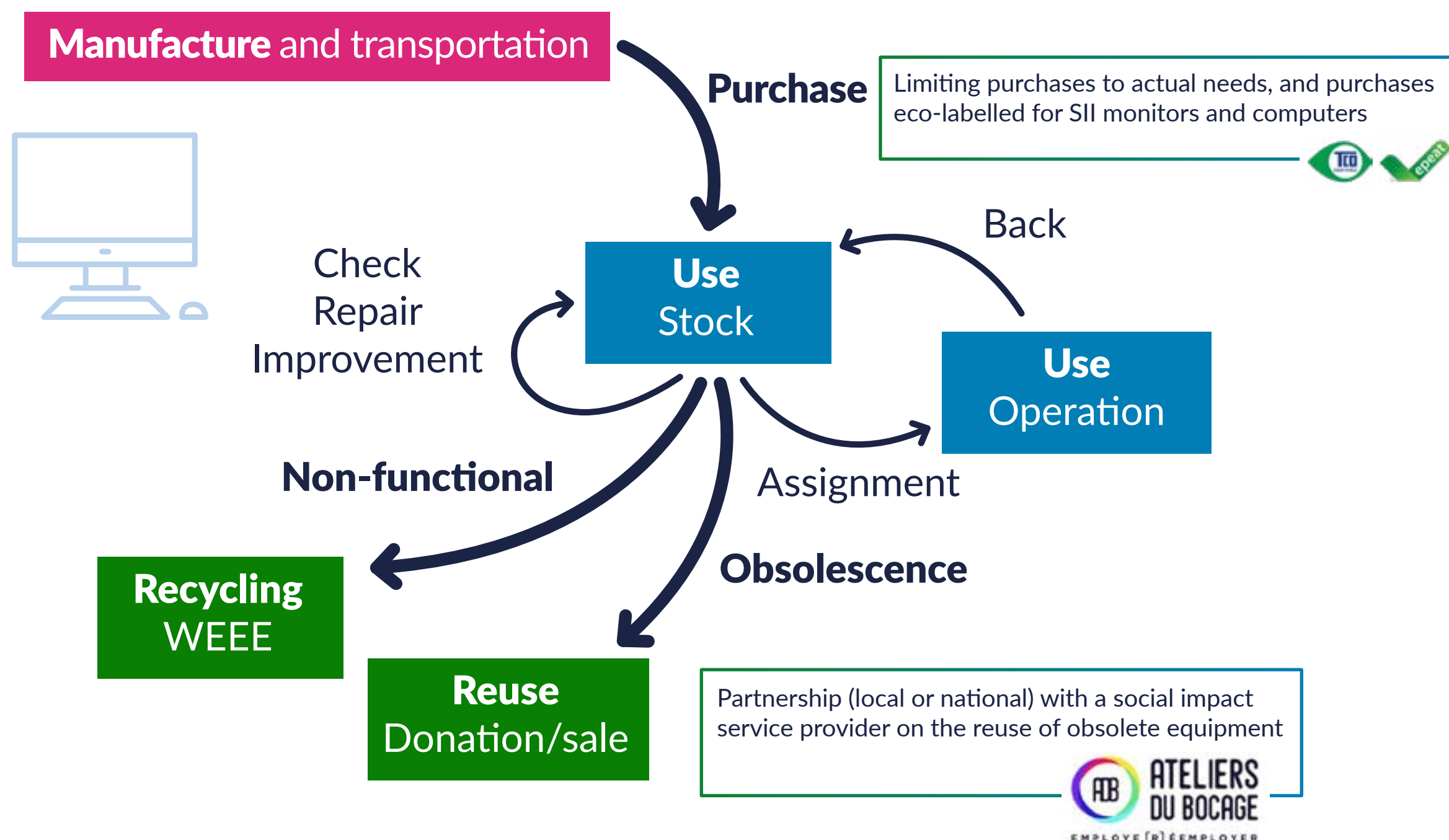
Presented on [page 6](#) of this document.

3

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**.



Javier Serrano

Pre-Sales, Innovation and Offer Manager,
SII Chile

Romaric L'hernault

Sustainable Digital Engineer,
SII France

Can you briefly introduce yourself?

JS - I'm Javier Serrano, head of pre-sales, innovation and offering at SII Chile, which covers a large part of the IT offering, quality and CSR functions.

RL - I'm Romaric L'hernault, Sustainable IT Engineer with the SII Group. Reporting to the Performance Department, I propose, support and lead the Digital Sustainability approach.

What interaction do you see between Sustainable IT (SI) and the other aspects of Performance at SII?

From the point of view of our professional and personal performance, sustainable IT must be one of our core values, since we are an agent of evolutionary change in business.

Technology is part of the life cycle of any product, and eco-design is a global concern in this respect.

Our professionals must have this commitment and generate the fertilization of this responsibility as a focal competency for SII in order to generate green mindset differentiation.

Can you give us a recent example?

We generated the Spanish translation of [115 web ecodesign best practices](https://www.greenit.fr/) by Frédéric Bordage (<https://www.greenit.fr/>) with a local team in Chile spending time translating the material to generate a Latin American spread.

Other examples :

- Greengineer Group LinkedIn : <https://www.linkedin.com/groups/12962049/>
- Climate mural: <https://climatefresk.org/world/>

Corporate Fondation SII

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



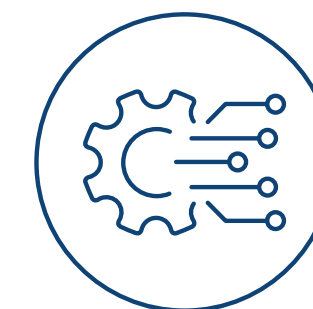
Education and pedagogy



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.

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.

We are proud of our support for four organisations in 2023:

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.



Animal Shelter

SII Poland also supports an animal shelter in Sopot (Gdask). The subsidiary has also adopted a dog named Bounty, who can't be adopted through traditional means due to health problems.



Fans4all

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



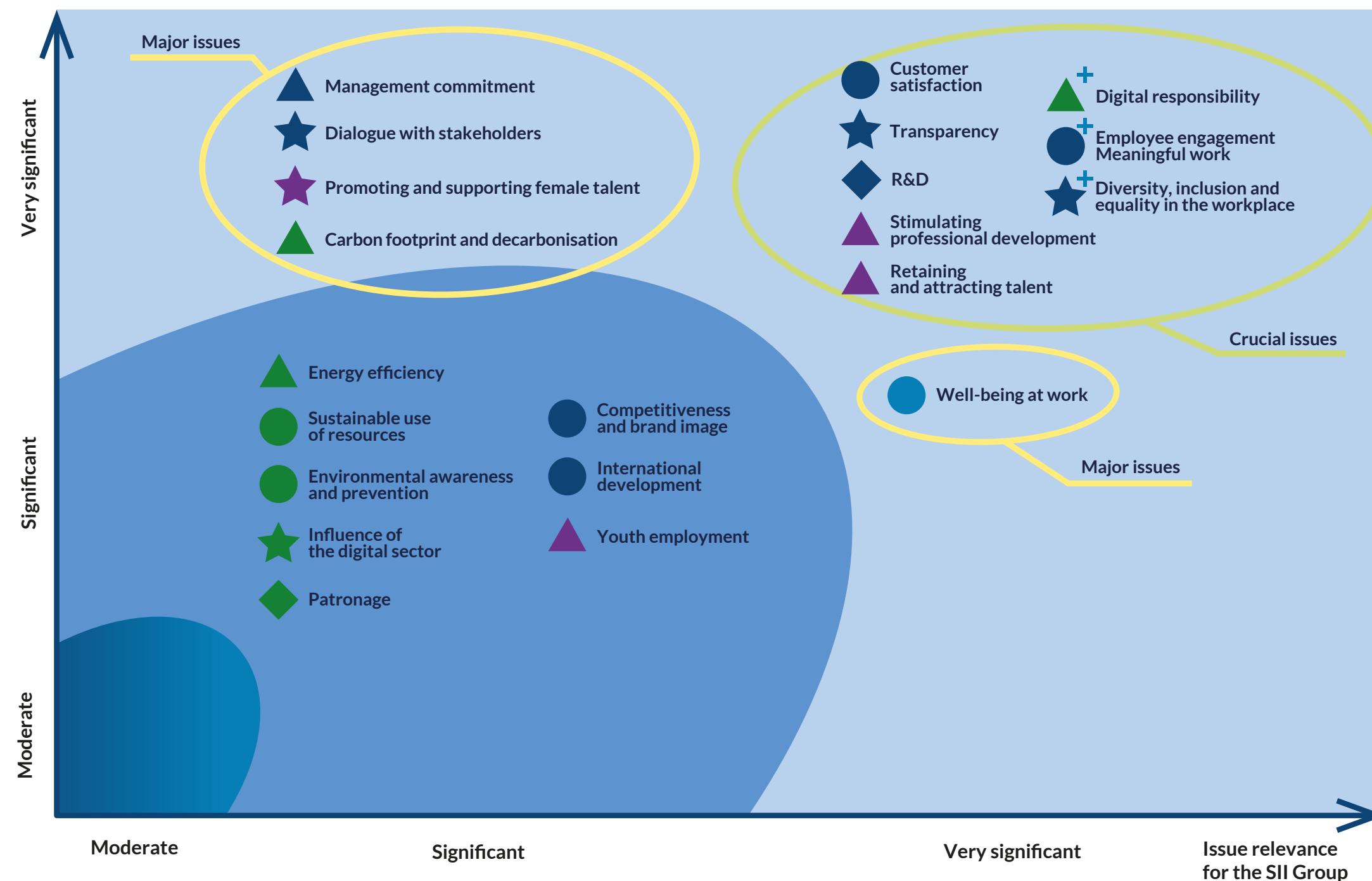
AlterGo

SII Canada organized a national sports competition for disabled athletes and children with AlterGo, a specialized NGO.



Materiality matrix

Issue relevance
for SII external stakeholders



MACRO-RISK CATEGORIES



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 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

KEY RESOURCES

HUMAN CAPITAL

- More than **16,000** staff (employees and free-lancers) across **4** continents, **20** countries and **100** locations
- A multicultural group rich in **89** nationalities
- Qualified, trained and supported staff
- A unique corporate culture based on strong values
- Employees' capacity for action to develop the company and its practices.

FINANCIAL CAPITAL

- A **healthy and robust** financial structure
- **Consolidated revenue of €1125,6m**, **10%** rising, and generated net income of **€91.2m**
- An ambitious development strategy

INTANGIBLE/INTELLECTUAL CAPITAL

- A portfolio of **multi-sector expertise**
- An R&D unit: **SII Research**
- An Integrated **Management System** certified

SOCIETAL CAPITAL

- A **strong foothold** in the areas in which we operate
- A **sustainable approach** integrated into **our development strategy**
- **Responsible and ethical** conduct affirmed

*THE SDGS TO WHICH THE GROUP MAKES A SIGNIFICANT CONTRIBUTION



OUR MISSION

Supporting companies with the **integration of new technologies, processes and innovation management methods**, contributing to the development of their future products or services and **developing their information systems**.

OUR VALUES



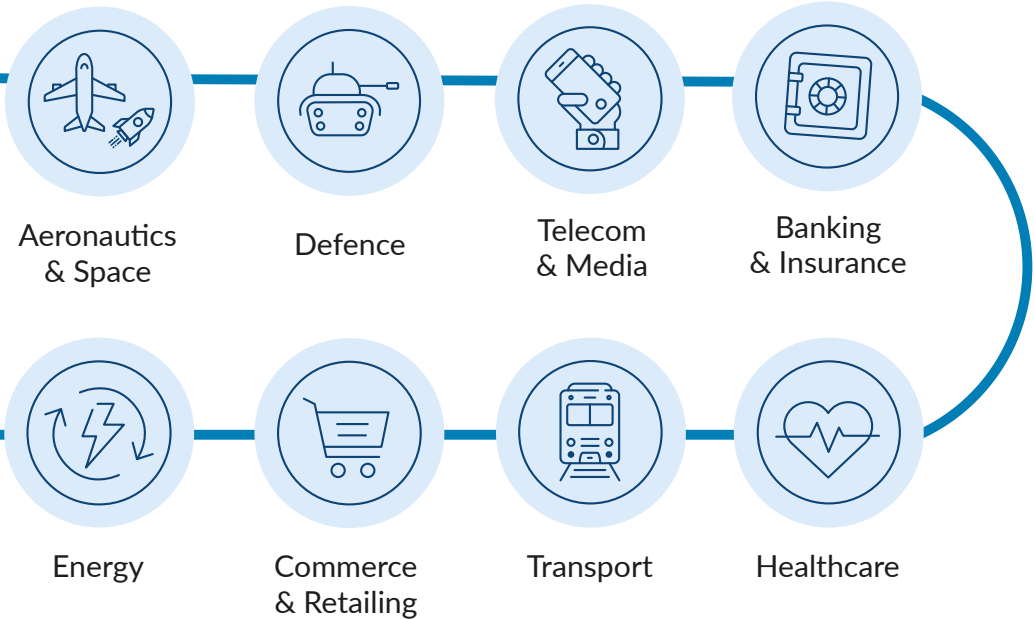
OUR STRATEGY

Develop to satisfy our customers: remain independent and attractive player, remain a strategic supplier with a wider range of solutions, and more motivating opportunities to our employees; to our employees;

Together for the professional development of our employees: keep our cultural specificities, continue to have fun;

A digital and sustainable world in building a digital and sustainable world: making new digital uses accessible for everyone, and add feeling to our actions by integrating social and environmental concerns.

OUR KEY BUSINESS AREAS



A VALUE SHARED WITH OUR STAKEHOLDERS

OUR EMPLOYEES

- A group-wide approach to improving well-being at work: **Great Place To Work** - Germany, Belgium, Canada, Chile, Colombia, Spain, France, India, Morocco, Netherlands, Poland, Czech Republic, Romania, United Kingdom and Switzerland

- Stimulating professional development: **168,000 hours of training**

- A unifying employer brand: **Let's Tech Together**

OUR CLIENTS AND PARTNERS

- Sustainability of customer relationships: **95.54% of satisfaction in line with expectations and beyond**
- Recognised service quality: **74% of SII entities are ISO 9001-certified**
- Recognised CSR performance: SII is among the **top 1% of the best-rated companies in the #IT sector according to the EcoVadis methodology (score of 74/100)**

OUR SHAREHOLDERS

- Value creation
- Stability and sustainability of the company's main shareholders
- Transparency and risk management
- Fair practices

THE COMPANY

- A commitment to the UN Global Compact: **GC Advanced level**
- Contribution to Sustainable Development Goals (SDGs): **12 SDGs to which the Group makes a significant contribution***.
- Controlling the environmental impact of our activities: **26.3% SII entities ISO 14001 certified / Commitment for Planet Tech Care for a more responsible digital world**
- Mobilization for the general interest and for others: **SII corporate foundation, 6 projects supported in 2023, up to €48.000**



Develop a **digital**
and **sustainable** world
together