



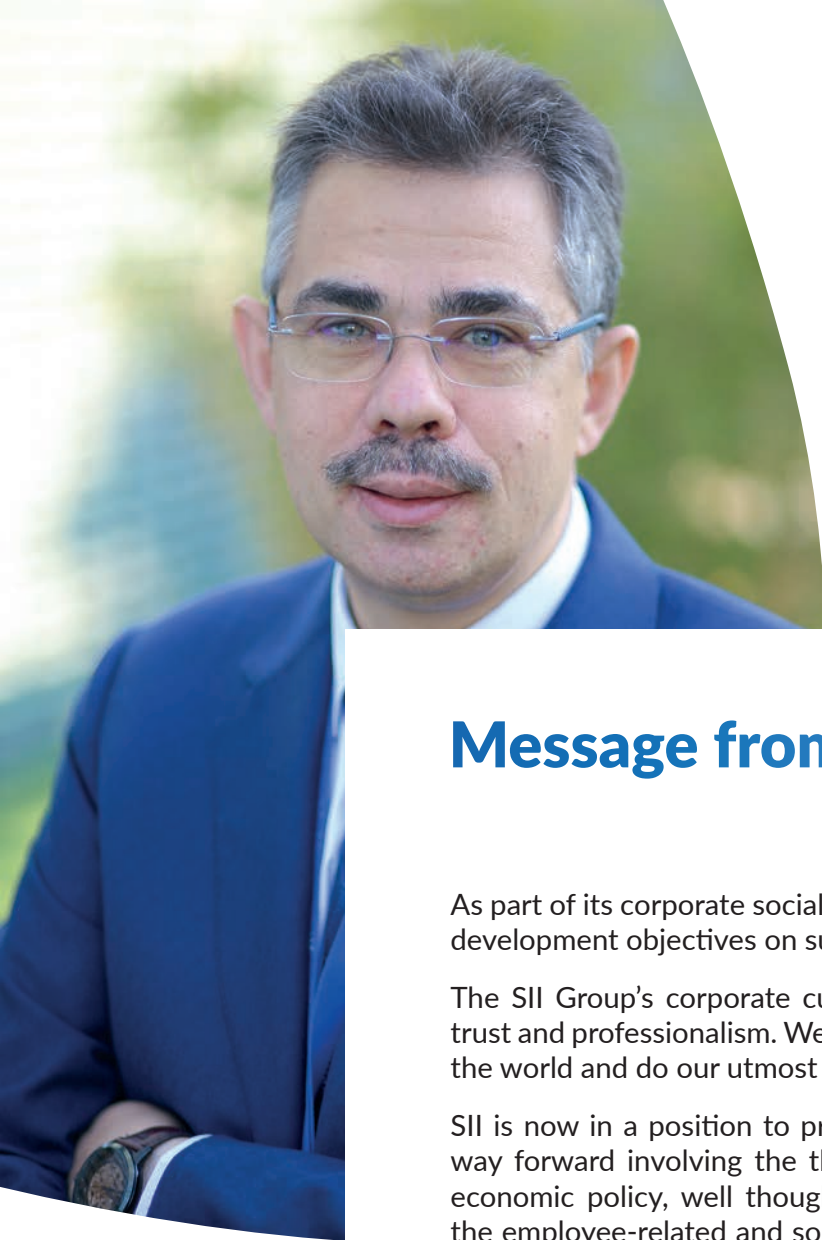
Corporate Social Responsibility approach

From Non-Financial statement 2019-2020



Contents

1. Message from the Chairman	3
2. SII Group in brief	4
3. Our stakeholders	5
4. Our value creation process	8
5. Our CSR approach	10
Recognition of the CSR approach	12
A CSR approach committed to the Sustainable Development Goals (SDGs)	13
6. CSR Data-Visualisation	24



Message from the Chairman

As part of its corporate social responsibility (CSR), SII has chosen to focus its development objectives on sustainable development.

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

SII is now in a position to promote its policy by working on a harmonized 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 commitment in these different areas and has intensified dialogue with its shareholders, employees, 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 wants to be a responsible company that respects its employees, its customers, and the environment, with a humble but ambitious style of governance; in short, we have organized sustainable development into a number of areas, implemented on a daily basis, to quantify our approach

Eric Matteucci
Chairman of the Management Board

2

SII Group in brief

Created in 1979, the SII Group aims to support companies in the integration of new technologies and innovation management methods, to develop their information systems and contribute to the development of their future products or services.

Thanks to our decentralised organisation based on empowerment and the ability to undertake business, the SII Group has deployed on more than 80 sites spread over 4 continents. By relying on our teams of nearly 10,000 engineers worldwide, we offer skills in both Digital Service and Engineering to drive the transformation of many sectors of the economy.

In this market dominated by changing uses, SII is a benchmark player to support these digital developments. Our constant growth shows our commitment to the satisfaction of all our customers, with a sustainable approach.

In 2019-2020



Revenue
increased

7,1%



Revenue

676,3



Employees
(annual average)

8 356



Persons
hired

2 906

8 600
EMPLOYEES

4 CONTINENTS
18 COUNTRIES
76 LOCATIONS



OUR BUSINESS LINES

ICT
EMBEDDED SOFTWARE
INFORMATION SYSTEMS
SYSTEM ENGINEERING
INFRASTRUCTURES
CONSULTING & TRAINING

OUR SECTORS



Aerospace



Defence



Telecom
& Media



Banking
& Insurance



Retail



Digital
Security



Electronics



Energy



Tourism
& Transport



Automotive



Healthcare



Services



Construction



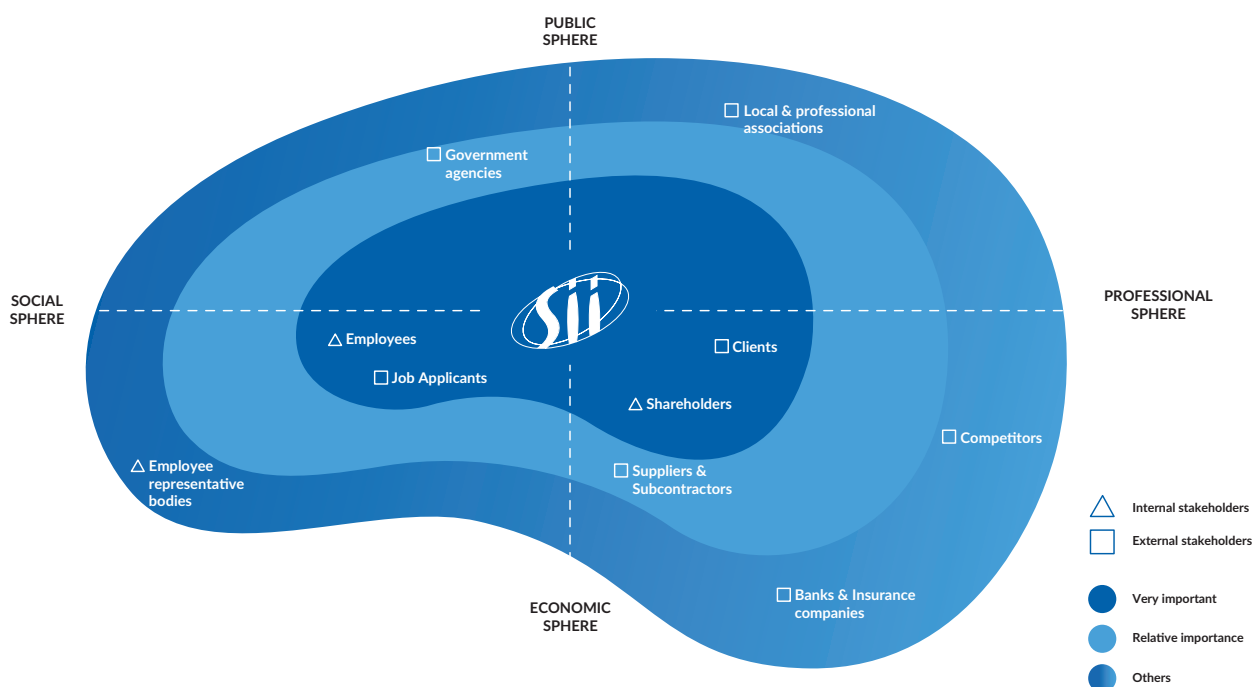
Food
& Beverage

3

Our stakeholders

Stakeholders mapping

SII strives to take into consideration the social and environmental ecosystem in which the Group operates. Therefore, SII is committed to all its stakeholders in its ecosystem in order to best meet their needs, expectations and requirements.



Strategic stakeholders

Employees

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

Customers

- Optimal balance between quality, deadlines and costs
- Appropriate response to their needs and requirements

Shareholders

- Increase in the SII share price
- Long-term dividend policy
- Transparency and risk management
- Compliance with business ethics

Very important stakeholders

Job applicants

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

Important stakeholders

Suppliers and subcontractors

- Sustainability of relationships
- Mutual trust
- Maintaining the chain of trust regarding 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

Significant stakeholders

Competitors

- Compliance with business ethics
- No unfair competition

Employee Representative Bodies (ERB)

- Compliance with the law
- Listening to demands
- Continuous, transparent and constructive social dialogue

Local and professional associations

- Social participation
- Education on social issues (health, environment, etc.)
- Passing on knowledge and information
- Mutual advertising

Banking and Insurance

- Good financial health
- Good prudential practices

OUR VALUE CREATION PROCESS

KEY RESOURCES

HUMAN CAPITAL

- More than **8 600** employees spread over **4** continents, **18** countries and **78** locations
- A multicultural group rich in **86** nationalities
- Qualified, trained and supported staff
- A unique corporate culture based on strong values

FINANCIAL CAPITAL

- A **healthy and robust** financial structure
- Consolidated revenue of **€676.3m**, **7.1%** increase, and generated net income of **€27.2m**
- An ambitious development strategy

IMMATERIAL / INTELLECTUAL CAPITAL

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

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

OUR MISSION

At the heart of the **digital transformation**, the SII group accompanies its customers in the integration of new technologies and innovation management methods to develop their future products or services and contribute to the development of their information systems.

OUR VALUES



OUR VISION

Placing people at the heart of the SII system and ensuring the balanced satisfaction of our customers, employees and shareholders.

OUR STRATEGY

- COMMITTED** to our clients in their technological, business and organisational transformations,
- INVESTING** in technology, methodology and innovation to increase our added value,
- TO SUSTAINABLY INVOLVE** SII in environmental and societal issues through concrete and responsible projects,
- TO OFFER** everyone an environment that favours their professional development and capacity for initiative.

*10 SDGS TO WHICH THE GROUP MAKES A SIGNIFICANT CONTRIBUTION

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY

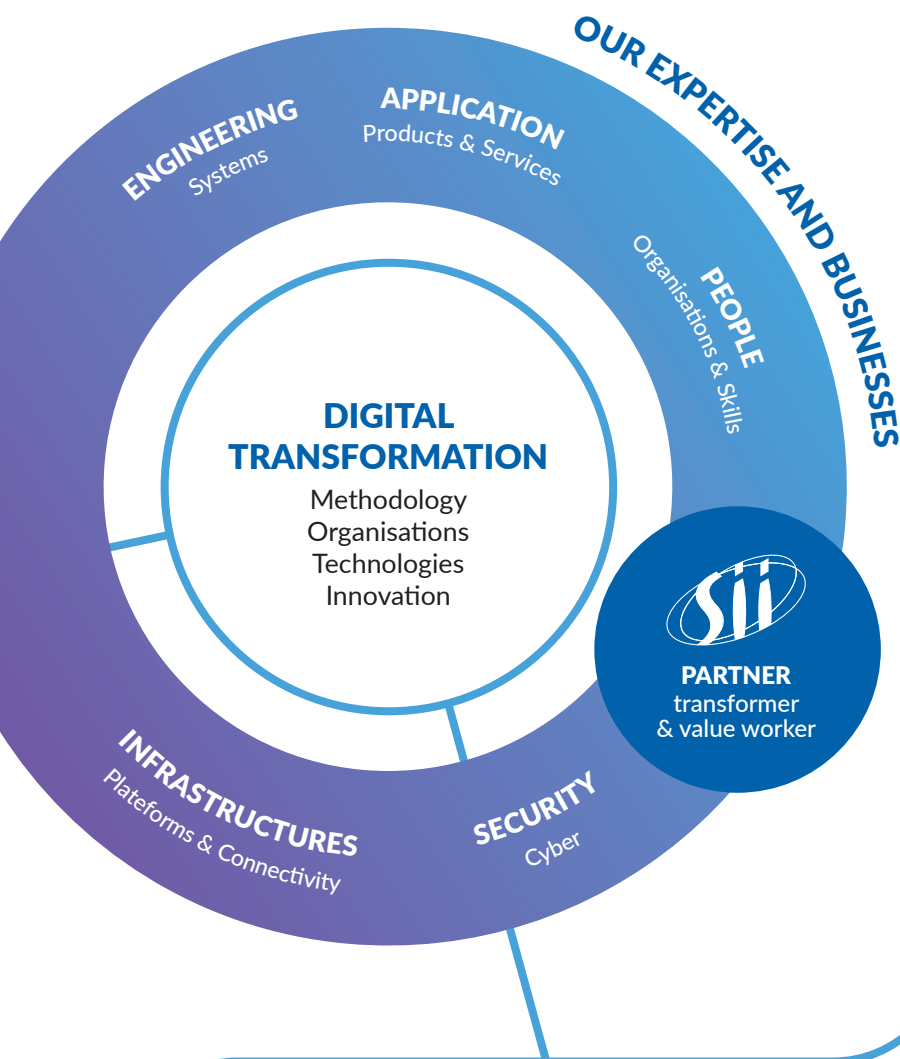


8 DECENT WORK AND ECONOMIC GROWTH

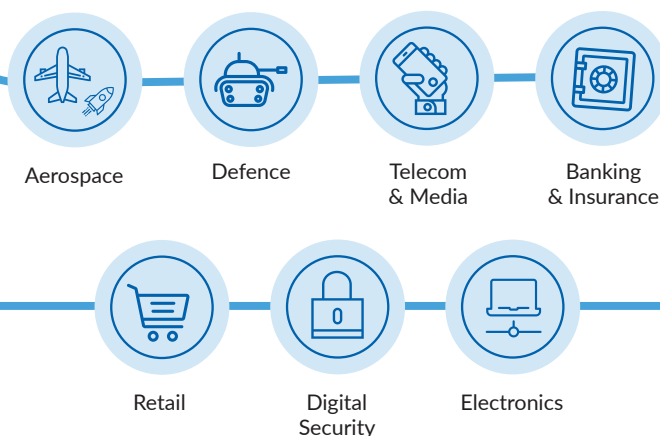


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE





OUR KEY BUSINESS SECTORS



A VALUE SHARED WITH OUR STAKEHOLDERS

OUR EMPLOYEES

- Well-being at work recognised: **Best Workplaces Label France and Poland – Great Place To Work**
- Stimulating professional development: **95,166 hours of training**
- A unifying employer brand: **#fungénieur**

OUR CLIENTS & PARTNERS

- Long-lasting relationships based on mutual trust: **92.1% customer satisfaction in line with expectations and beyond**
- Recognised service quality: **79% of SII entities are ISO 9001 certified**
- A permanent innovation: **Transformer Day**

OUR SHAREHOLDERS

- Value creation
- Transparency and risk management
- Fairness of practice

THE SOCIETY

- A commitment to the UN Global Compact: **GC Advanced level**
- A contribution to Sustainable Development Goals (SDGs): **10 SDGs to which the group makes a significant contribution ***
- Controlling the environmental impact of our activities: **8 SII entities certified ISO 14001.**



5

Our CSR approach

A player in digital transformation and much more!

At SII, we are convinced that digital technology is a source of opportunities and progress, but also that it 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 contribute at our level to the sustainable transformation of our ecosystems.

The ambitions of our Corporate Social Responsibility, combined with our commitment to the United Nations Global Compact and its 17 Sustainable Development Objectives, constantly challenge us to drive innovative practices that are a source of sustainable value.

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

Our contribution is humble and collective: dialogue with our key stakeholders and their involvement in this process of sustainable transformation are essential to meet the challenges of responsible digital innovation.

SII materiality matrix



Categories of macro-risks

- | | | |
|-----------------------------------|--------------------------------------|----------------------------|
| ▲ Talent Management | ▲ Responsible development | ▲ Digital ecosystem |
| ● Working conditions | ● Fair practice | ● Innovation |
| ★ Diversity & equal opportunities | ★ Asset protection & confidentiality | ★ Philanthropic commitment |
| | | ◆ Environmental impact |

CSR ambitions

- | |
|---|
| ● A committed and responsible employer |
| ● A partner for customers |
| ● An expert integrated into its ecosystem |

3 ambitions

- **A committed and responsible employer** - employee-related issues
- **A partner for customers** - economic and financial issues
- **An expert integrated into its ecosystem** - social and environmental issues

16 issues covering 10 non-financial macro risks that guide the group's CSR approach which, in addition, enable it to contribute to the United Nations' Sustainable Development Goals (SDGs).

Recognition of the CSR approach



EcoVadis Label

For the 4th consecutive year SII obtains the GOLD EcoVadis medal for its CSR performance and maintains its position in the top 1% of the top rated companies in the #IT sector.



"e-Engagé RSE" label

SII France has been recognised by AFNOR for its performance in terms of Corporate Social Responsibility.



Gaïa Rating Index

In October 2019, the SII Group was included in the 2019 Gaïa Index. SII joined the list of 70 French companies committed to environmental, social and governance performance.



Great Place to Work Label

SII France and SII Poland are classified in the "Best Workplaces" ranking rewarding companies where it is good to work.



Signatory of the United Nations Global Compact

Since 2017, SII has been supporting the Global Compact and is committed to promoting the 10 principles relating to respect for human rights, international labor standards, the environment and the fight against the corruption.



Sustainable Development Goals (SDGs)

SII has reached the "GC Advanced" level, the highest level of differentiation of the Global Compact for its CSR commitment and its contribution to the Sustainable Development Goals.

A CSR approach committed to the Sustainable Development Goals (SDGs)

“Transforming our world” is the aim of the 2030 Agenda adopted by the United Nations in September 2015. This program comprises 17 universal, cross-cutting and interdependent Sustainable Development Goals (SDGs). It marks the urgent need to accelerate and intensify the transitions of our societies.



To make its contribution and actively participate in this program, the SII Group has looked at its non-financial issues in the light of these major goals. This analysis identified 10 Sustainable Development Goals to which the Group makes a significant contribution.

A committed and responsible employer

3 GOOD HEALTH AND WELL-BEING



ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Health and Safety:

- Company collective agreements on psychosocial risk prevention and quality of work life,
- Signatory of the PACTE (All Employer Cancer Action program) with the “Ligue Contre le Cancer” (League Against Cancer),
- Remote consultation service offering the possibility of consulting a doctor 24/7,
- Confidential space for listening and professional and/or personal support,
- Regular health and well-being activities,
- MASE certification (Corporate Safety Improvement Manual) and OHSAS 18001 certification (Spain and Romania).

73% of the SII entities have implemented preventive measures against stress

0 cases of occupational disease

work-life-balance:

- Working at home,
- Right to disconnect,
- Flexible working hours,
- Parenting support: childcare solutions, tutoring helpline, adjustment of working hours on the first day of the school year,
- Supports and enhances the professional and/or personal initiatives and achievements of employees.

73% of SII entities offer a flexible work organisation available to their employees

699 employees benefit from regular teleworking (307 employees in France)



Sports sessions offered in the SII premises



Passion Sponsorship - SII Poland



Champion's Academy - SII France



Work environment:

- Work environment conducive to well-being and productivity,
- Handicap-friendly and adapted premises for sports employees,
- Great Place To Work Label (France et Poland)

3rd place GPTW 2020 France (category > 2 500 employees),

2nd place GPTW 2020 Poland (category > 500 employees)



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL.

Integration of young people:

- Partnership with schools and universities,
- Integration of a large number of trainees and apprentices,
- Supports the Berger Capelle Chair for disability and diversity with INSA (National Institute of Applied Sciences) Toulouse,
- Transmission of SII knowledge and expertise through unique programmes : « Boost Your Skills », « SII's Summer Talent Academy », « SII Academy Programs », or « Invest in Digital People » which aims to help young job seekers retrain for digital jobs,
- Strong mobilisation for the integration of young people with disabilities: sponsors teams following the “Handimangement Training”, partner of the association @talentEgal, involved in the HUGo (Handi yoU Go) project.

52% of the trainees have signed a contract at the end of their internship.

67% of SII entities have school partnerships.



*SII France supports
the Berger Capelle Chair
with INSA Toulouse*



Handimangement Training (France)



SII Romania Academy

Training:

- A training policy that aims to adapt people to jobs, to ensure that people evolve and remain in employment, and to develop technical and cross-disciplinary skills,
- Self-training tools: MOOCs (Massive Online Open Course), E-learning, partnership with « OpenClassRoom »,
- Specific training activities as Validation of Acquired Experience (VAE), skills assessments, support for employees' training requests as part of their CPF (Personal Training Account).

57,6% of staff trained (France)

Skills and Career management:

- Evaluation of individual performance,
- Career interviews,
- « Job Changer »: tool that lets employees make a 180-degree turn in their career without changing employers (SII Poland).

100% of employees evaluated in terms of individual performance at least once a year.

5 GENDER
EQUALITY



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.

Gender equality:

- Agreement on gender equality in the workplace which is accompanied by many significant measures in terms of hiring, professional promotion, remuneration, work/life balance and the exercise of parenthood.

20,14% of women in the executive population.

60% of SII entities have measures to promote gender equality.

Promotion of diversity in the industrial and technological sectors:

- Partner of the association "Elles bougent", which promotes and support young women considering scientific training and engineering jobs. This initiative is boosted by a community of SII female sponsors.

20,6% recruitment rate of women in the technical sector.

10 REDUCED INEQUALITIES



REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES.

Diversity and Inclusion:

- SII group is committed to making the most of all its talent,
- Signatory of the Diversity Charter since 2014: the group has undertaken to condemn discrimination in the workplace and strives to promote diversity,
- A proactive policy of non-discrimination and equality in the workplace.



100% of SII entities have implemented policies regarding Human Rights.
61 different nationalities.

Employment and integration of disabled people :

- SII is a company that welcomes people with disabilities,
- Agreement in favour of the employment of disabled workers,
- A policy piloted by « Mission Handicap SII »,
- Partnership with the GESAT network to promote the sheltered and supported employment sector,
- Partnership agreement with APF France handicap and Airbus to increase training and support of disabled workers in the aviation sector.

60% of SII entities provide favourable working conditions for disabled employees.
1,58% employees with disabilities.



Signature of the SII/APF France handicap/Airbus partnership to accelerate the training and support of disabled workers in the aeronautics sector.

A partner for customers

8 DECENT WORK AND ECONOMIC GROWTH



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

Responsible development:

- Business development and conduct within SII are based on principles of integrity, exemplary behavior and transparency,
- The Group strives to ensure exemplary governance, promote a responsible business model, ensure regulatory compliance and fiscal responsibility, promote transparency, and comply with competition law and human rights,
- In October 2019, the SII Group was included in the 2019 Gaïa Index. SII joined the list of 70 French companies committed to environmental, social and governance performance,
- A recruitment policy based primarily on open-ended contracts in order to provide concrete solutions at our level to problems related to employment, to maintain our growth and to respond to new challenges.



676,3M€ Revenue 2019-2020

37/230 Gaïa Index 2019 Ranking

81,76% of new hires are on permanent contracts

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.

Research & Development:

- SII has been an approved “Research body” for many years,
- Research & Development through SII Research is a key issue for the group, enabling it to develop innovative projects and strengthen SII's expertise,
- To promote and cultivate innovation many initiatives are encouraged such as the innovation challenges issued to engineers,
- SII is also a loyal partner of the “HandiTech Trophy”, which each year rewards French start-ups, schools and research labs developing inclusive technologies for disabled people or people with loss of autonomy, or for general use.



SII Research has **3 goals** :

- **Anticipate** tomorrow's technologies
- **Coordinate** the implementation of exploration projects
- **Propose** ways to exploit our value offers



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.

Sustainable procurement:

- SII is a signatory of the "Responsible Supplier Relations Charter" committing the group to exercise its responsibility within a framework of reciprocal trust with its suppliers,
- Subcontractors and suppliers commit by signing the Responsible Purchasing Charter in their relations with SII, their customers, and their own suppliers, to fair and ethical behavior that complies with the basic principles of sustainable development,
- SII favours the selection of suppliers and subcontractors committed to a responsible approach.



70/100 Ecovadis score « Sustainable procurement »

Digital responsibility:

As a player in the digital sector, the SII Group is aware of the sustainable development issues related to its business sector. Digital technology has brought about profound social transformation, introducing both new opportunities to better manage social and environmental issues, and new associated problems such as data protection, privacy, the multiplication of equipment and digital pollution.

75% of SII entities favour the purchase of energy-efficient equipment.



PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS.

Fair practices:

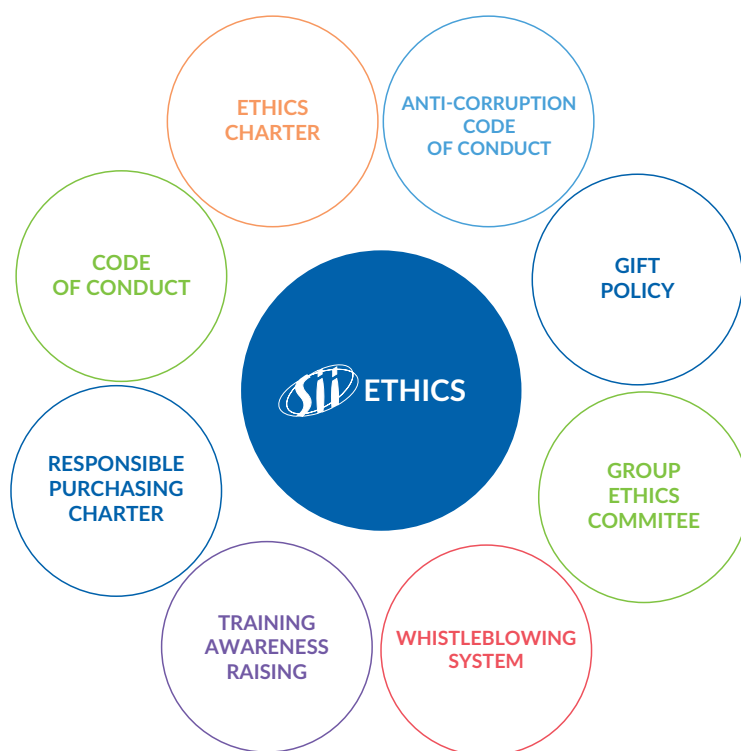
- The SII Group is uncompromising on bribery and corruption: no form of it is tolerated,
- In accordance with law no. 2016-1691 of 9 December 2016 on transparency and the fight against corruption, known as the "Sapin II Law", the Group has undertaken to strengthen its internal procedures and to implement measures to prevent and detect corruption in a desire to be transparent and exemplary in this area,
- The tax practices adopted by SII comply with local laws and regulations in the countries where the Group operates.

A group ethics policy based on the **8 measures** prescribed by the **Sapin II law**

100% of SII entities have a policy on business ethics

334 employees trained in business ethics and anti-corruption practices

80/100 Ecovadis score "Fair Business practices"



An expert integrated in its ecosystem

13 CLIMATE ACTION



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.

Environmental policy:

- An Environmental Management System based on the ISO 14001 standard,
- A certified approach (ISO 14001 and MASE)

Concrete measures and actions:

- Waste management and recovery,
- Reimbursement of public transportation costs up to 100%,
- The deployment of teleworking,
- Payment of bicycle mileage allowances,
- The choice of high-performance, intelligent, more environmentally friendly buildings,
- Establishment of infrastructure: facilities for cyclists as well as provision of recharging stations for employees' vehicles,
- Promotion of carpooling,
- Acquisition of electric/hybrid vehicles,
- Employee awareness-raising and involvement (workshops, challenges, clean-up actions)

8 entities certified ISO 14001

70/100 Ecovadis Score "Environment"



Mobilization of Sii employees for World Clean Up Day, the largest clean-up operation in the world



Let's cycle initiative (Sii Sud-Ouest)



STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT.

Adherence to the Global Compact:

- SII France, SII Concatel and SII Colombia are committed to the Global Compact network in their respective territories,
- SII France is a member of the Global Compact Advanced Club: a space for dialogue, reflection and collective learning to move forward and contribute together to the Sustainable Development Goals.

In 2019, SII has reached the “GC Advanced” level, the highest level of differentiation of the Global Compact for its CSR commitment and its contribution to the Sustainable Development Goals.



Communication on Progress (COP)
- Global Compact France

Digital ecosystem:

- SII is a member of Syntec Numérique, the leading employers' organization in the French digital ecosystem,
- SII sponsors and provides technical input to many groups of experts.



83% of SII entities have relationships with professional associations and technology expert groups.

Philanthropic commitment:

- SII and its employees engage in causes of general interest,
- Patronage and voluntary activities are regularly carried out to support mutual aid associations and organizations in the areas where we operate.

47% of SII entities support associations and self-help organisations.



Telethon (SII Sud-Ouest)



Charity Run (SII Atlantique)



« SII Power Volunteers » (SII Poland):
Sii Power Volunteers is a program for sponsoring and supporting the personal projects of SII Poland employees, be they technological, sports or charitable.



SII France is committed to the "E-nable" community, which designs hands and arms made by 3D printing for children with agenesis. The branches have been certified as "E-nable Makers" by the association. It is the employees who commit themselves and their skills to this altruistic project.



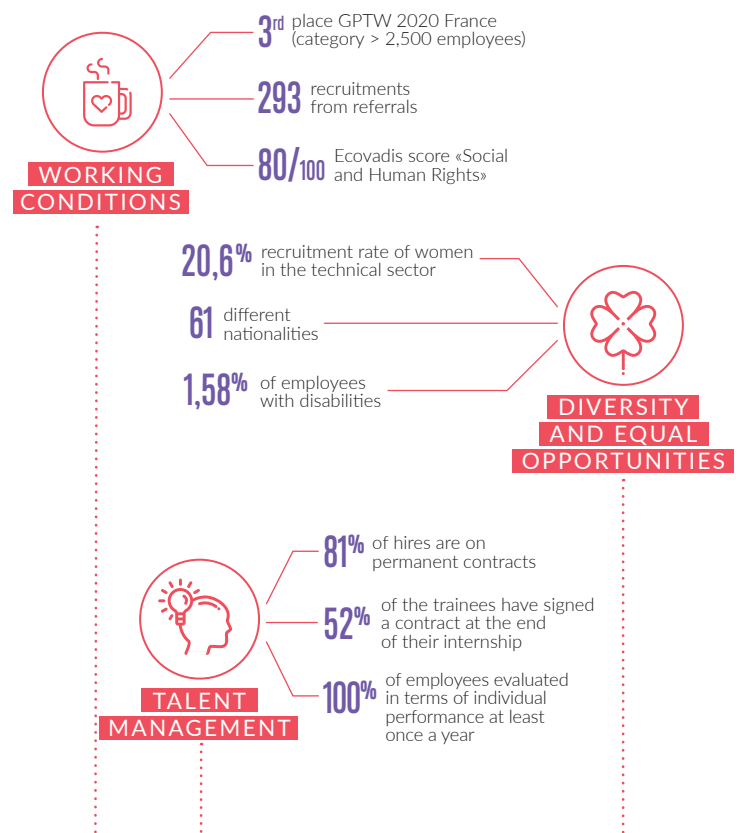
CSR Data-visualisation

Our commitment :

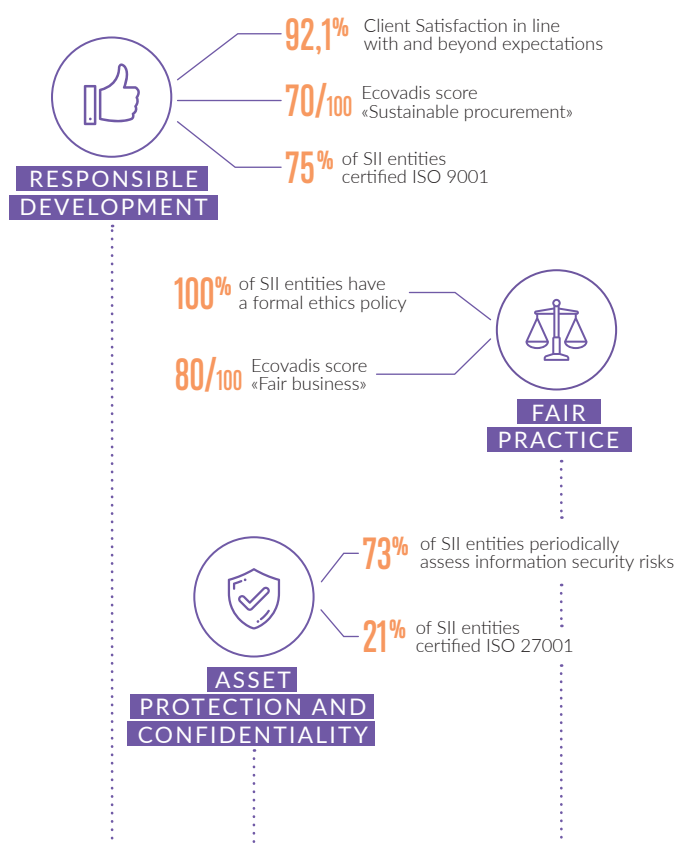
**professional
ethics for
responsible
growth**

Corporate Social Responsibility

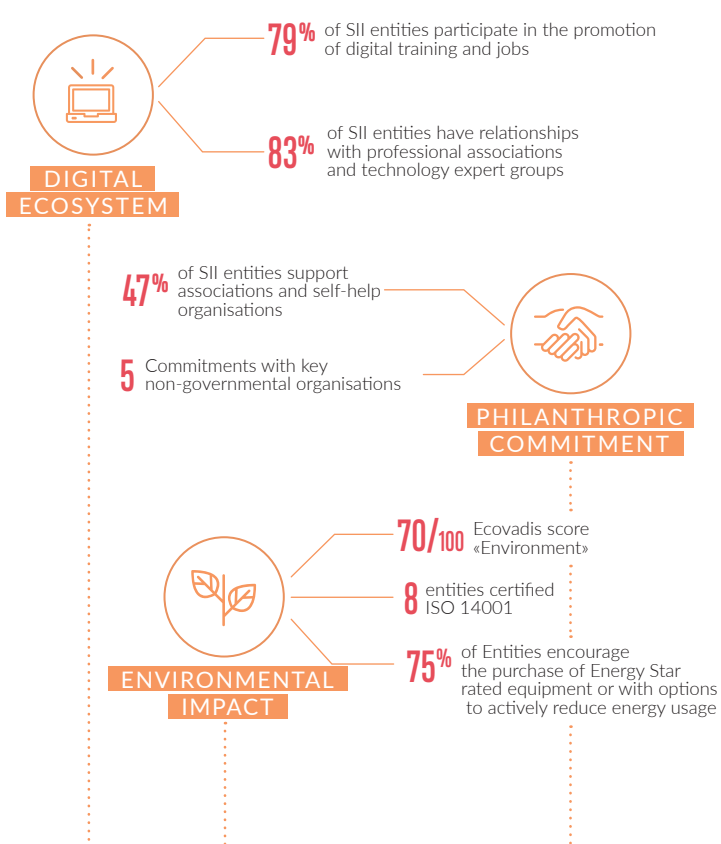
AMBITION 1 A committed and responsible employer



AMBITION 2 A partner for customers



AMBITION 3 An expert integrated into its ecosystem





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