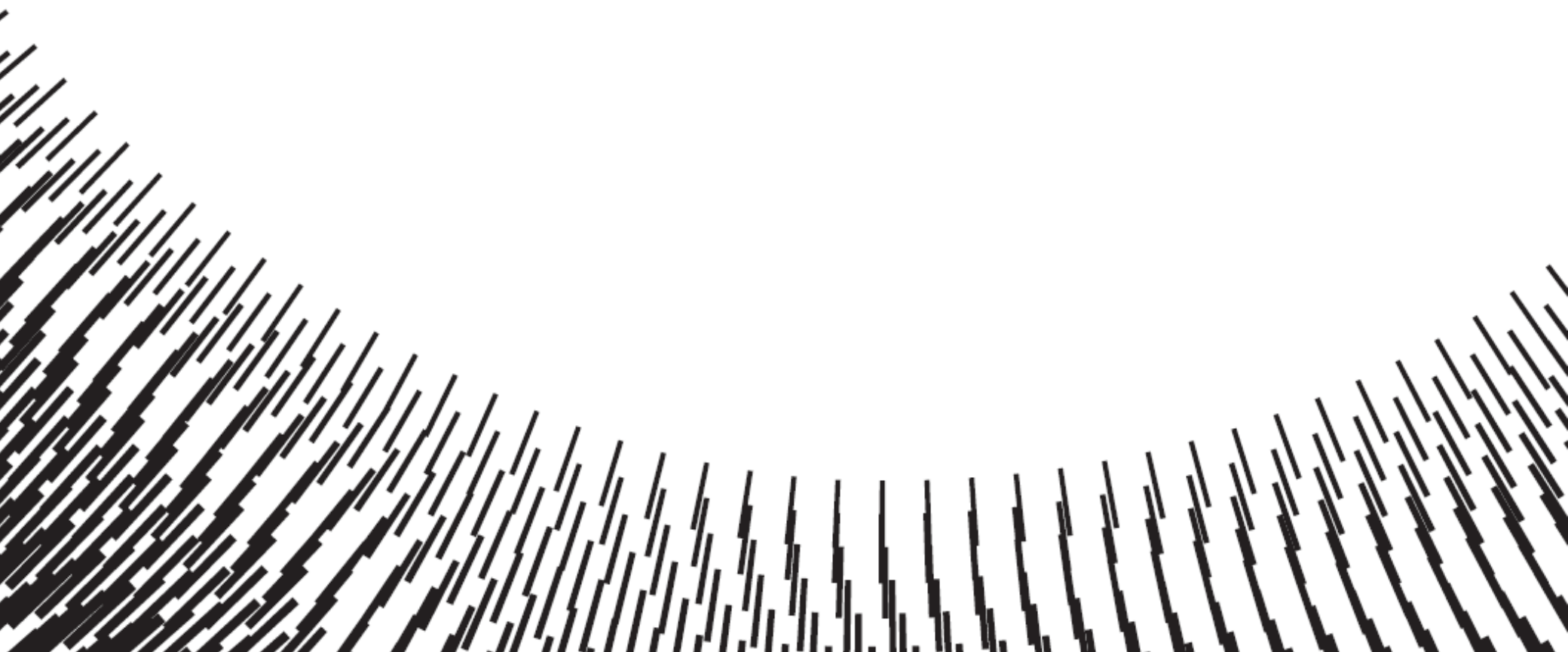


# Communication on progress

2020



# Summary

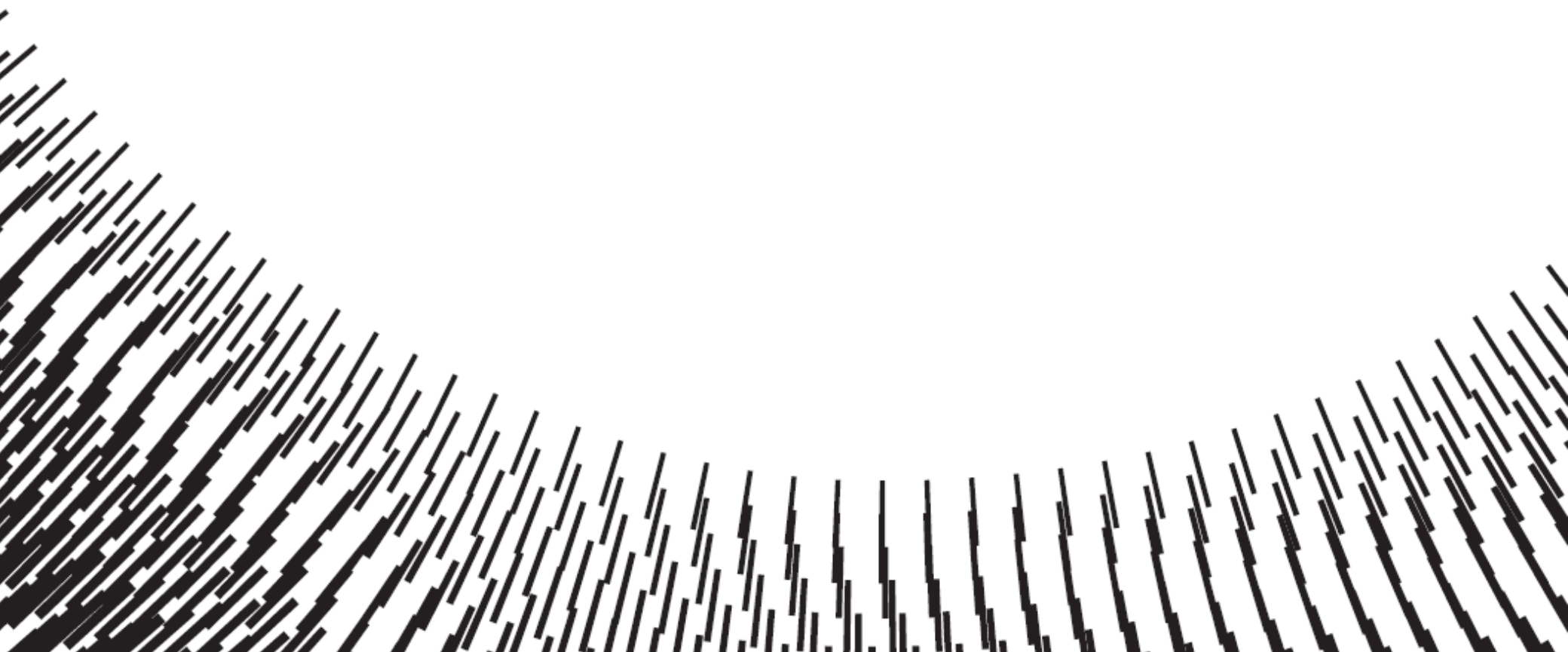


# Summary

- Company presentation
- Renewal of management commitment
- Human Rights
- International Labour Standards
- Environment
- Anti-Corruption
- Indicators



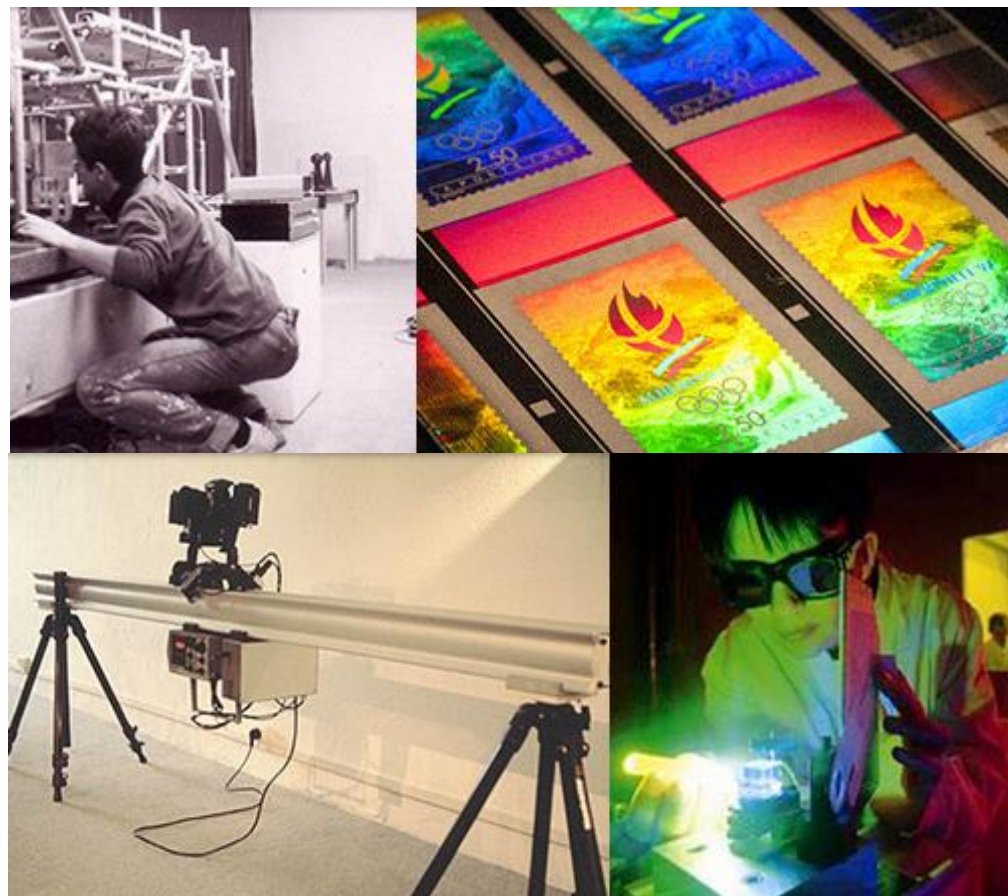
# Company presentation





# History of SURYS: a 35-year journey

*« This journey started nearly three decades ago when, inspired by the rich potential of holographic science and propelled by our relentless quest for innovation, we began to design solutions to the world's authentication challenges. »*



Since 2019 SURYS is part of IN GROUPE

# SURYS



*“From science to confidence...your expert for your secure components”*

## Secure Components Business Unit



# About IN Groupe



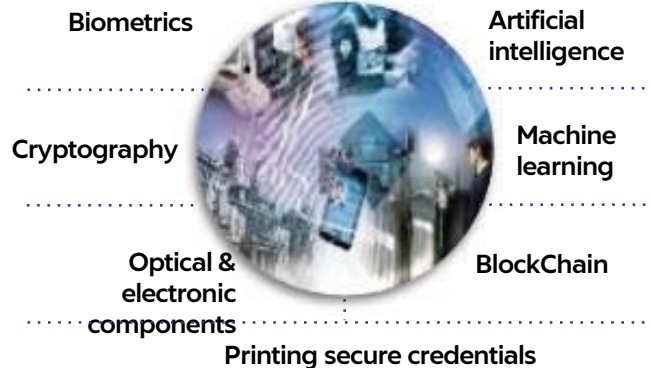
A trusted,  
recognised actor  
present in almost  
130 countries

A global specialist in identity solutions and secure digital services

Has full mastery of the value chain of identity, individuals, and objects: optical, electronic, and biometric components on interoperable systems and credentials.

Makes everyone's lives easier by allowing everyone to feel calm and safe about their physical and digital lives: simplicity, security, and confidence when exercising your rights, making transactions, and engaging in discussions.

Personal data and discussion safety translates into a commitment: protection of a fundamental right, namely the right to be you.



€475 M\*

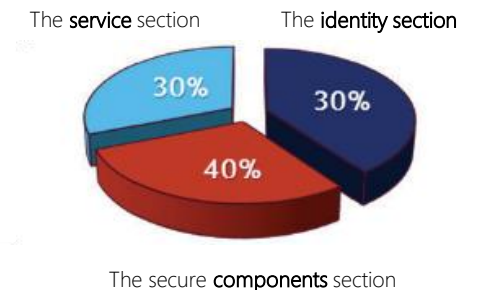
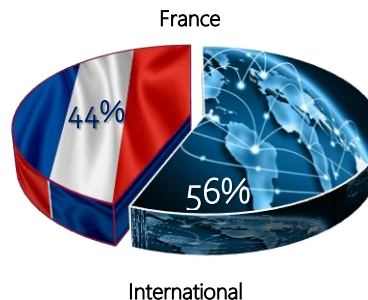
TURNOVER IN 2019

A partner of the French  
government since 1538

1,700

EMPLOYEES

In Africa, the Americas,  
Asia, Europe and the  
Middle-East



# About the Secure Components Business Unit



# SURYS

## 3 Business Lines

The Secure Components Business Unit relies on the combination of the complementary expertise of SPS and SURYS to deliver complete solutions.

### Our mission

As a global manufacturer and provider of security components, we partner with governments, central banks and corporations by providing the best solutions to design the future environment of security.

Beyond confidence, our innovative solutions enable our customers to exceed their security requirements, within the identity, traceability, payments, and banknotes markets thanks to our secure components.

### Our ambition

Our objective is to become your preferred partner to protect your products and secure each of your operations through their lifecycle, while minimizing your risks and costs.

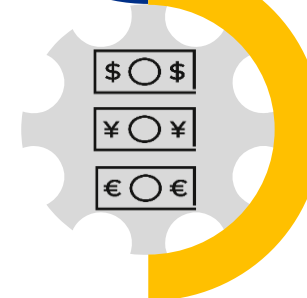
IDENTITY



PAYMENTS



BANKNOTE



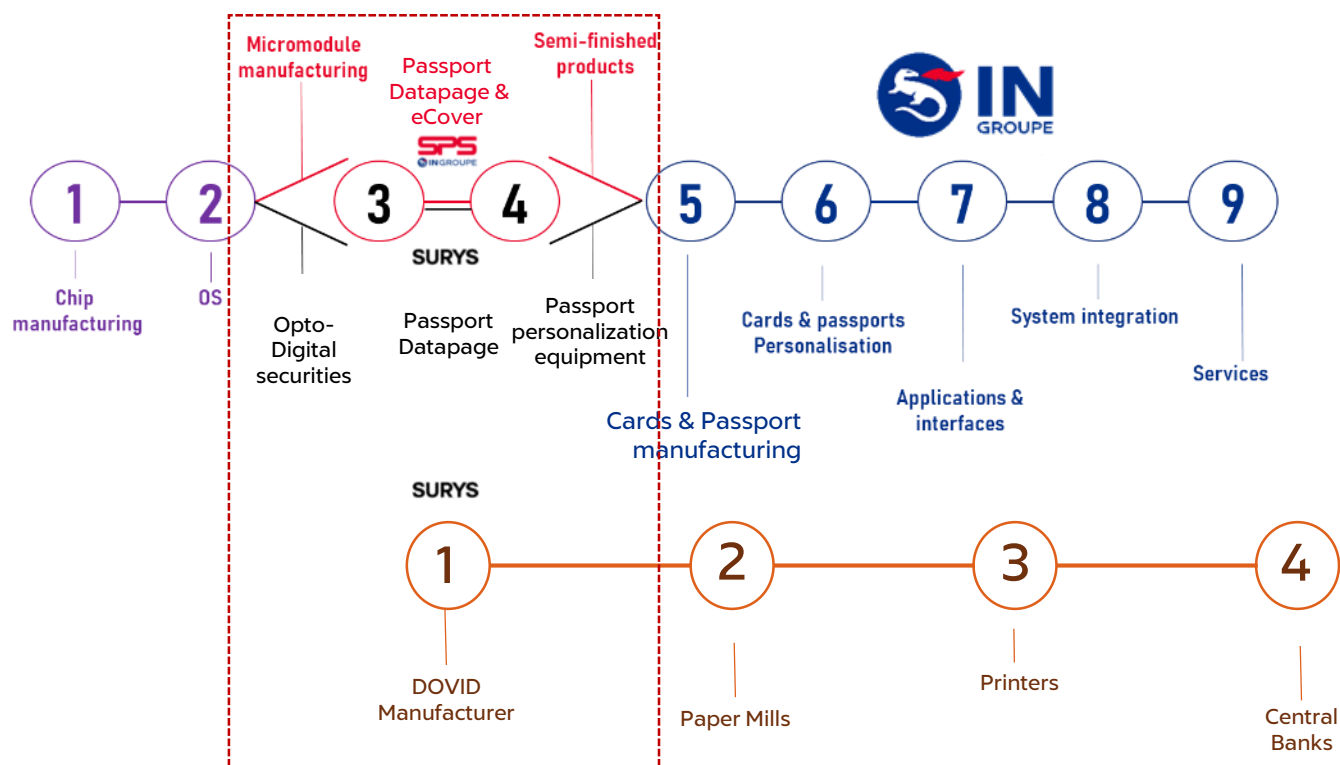


# About the Secure Components Business Unit

A unique value chain

The combination of an unparalleled technical expertise, the gathering of two leaders out of the ecosystem

SPS, Leader in banking and identity dual interface components



Surys, leader on DOVID for identity documents

CONFIDENTIAL

# Our milestones

45 years of cumulative expertise in the secure document issuance ecosystem

SURYS

**1984**  
Creation of Hologram Industries  
France

- 1st Government document
- 1st Brand Protection project
- 1st Fiduciary products (banknotes, casino coins, tax stamps)

**1998**  
Selection for the Euro  
banknotes



**1999**  
Development of  
Vehicles products  
(Holocis™)

**2002**  
DID™ adopted on  
banknotes

**2003**  
Development of ID  
documents for  
authentication and  
anti-counterfeiting

**2010**  
Selection by the  
Central Bank of the  
Philippines to equip  
their banknotes



**2012**  
Launch of Optical  
Smart labels

**2015**  
Production of Smart Labels

Moët Hennessy

**2018**  
Launch and 1st project  
of DID™ Wave for  
banknotes

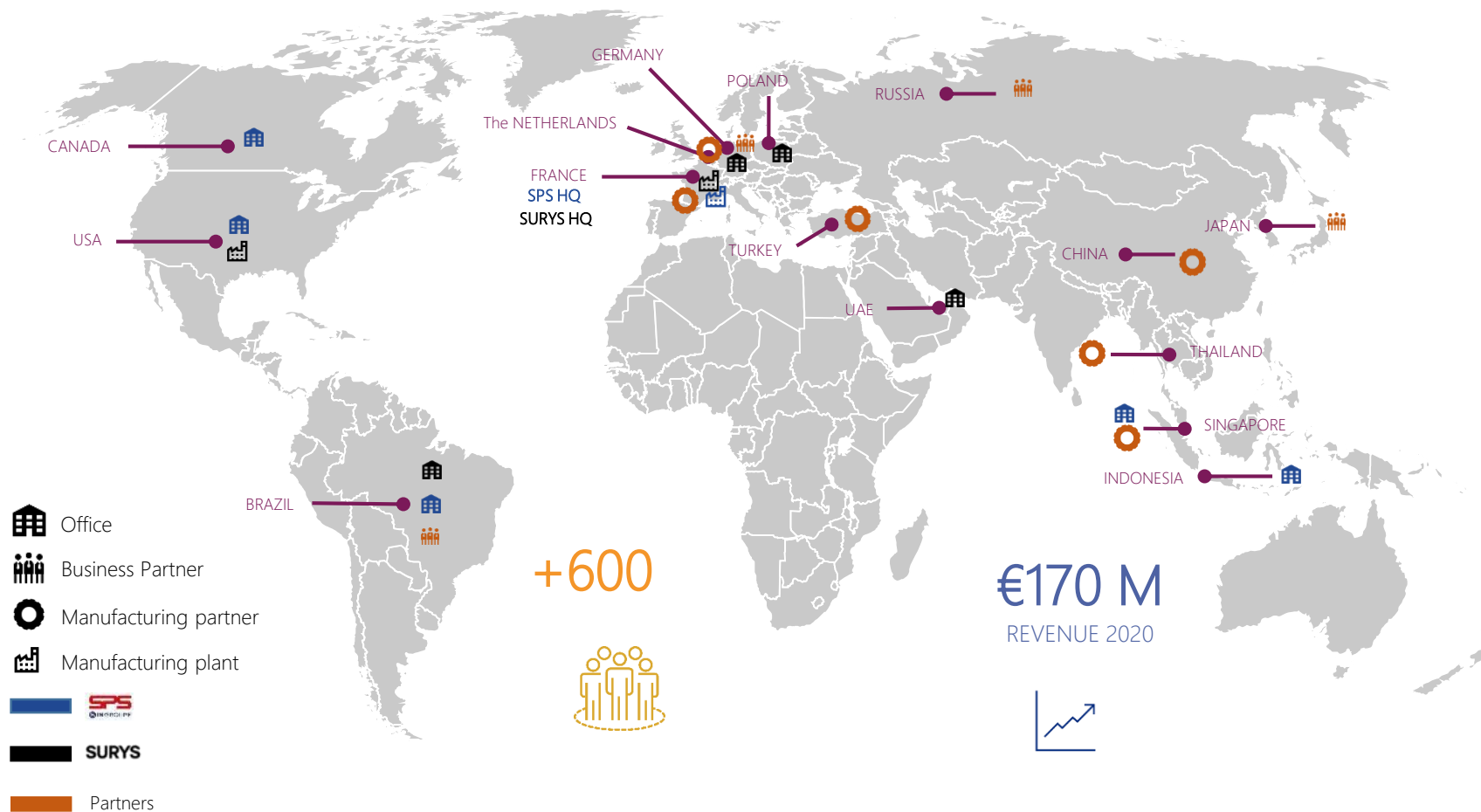
**2019**  
Integration into  
First Photometrix™ on  
an official ID document



# A worldwide presence

10 Offices

11 Manufacturing plants



# Our DNA

## AGILITY

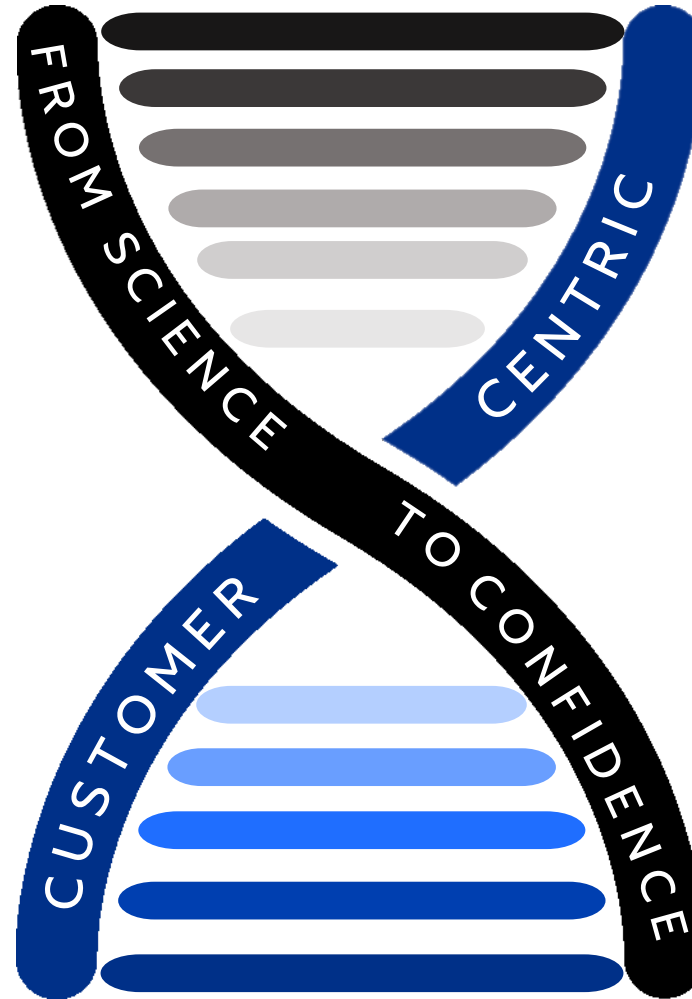
- A business model responding rapidly and with flexibility to the market and customer demand
- A one-stop shop for secure components
- Products customization

## INNOVATION

- A pioneering spirit to innovate tailor-made solutions
- Security and customer-driven innovation
- Up to 30% of headcount dedicated to R&D (> 250 patents)

## CONFIDENCE

- Stable shareholding
- The best technology to help you move forward
- IP Customer Protection



## INDEPENDENT & ADAPTABLE

- Multisource supplier (Chip, OS...)
- Adaptable to various substrates
- Adaptable to any production infrastructure
- Compliant with all types of documents

## CUSTOMER FOCUS

- Our customer interest first
- A mutual project with a unique solution
- Full alignment and transparency
- A team exclusively dedicated to customer projects

## RELIABILITY

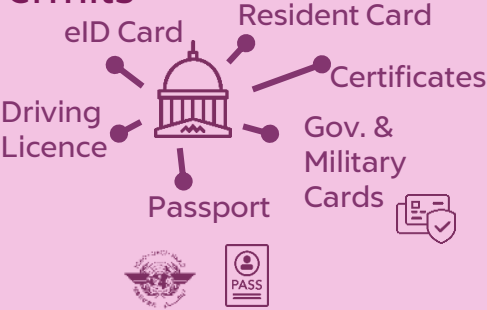
- Enhanced product robustness and reliability by design
- A secure environment (certified and accredited)
- An efficient technology, easy to deploy and process

# Business Lines

## IDENTITY

The security partner of  
issuing authorities

### Identification & Permits



### Multi-application



### Digital ID



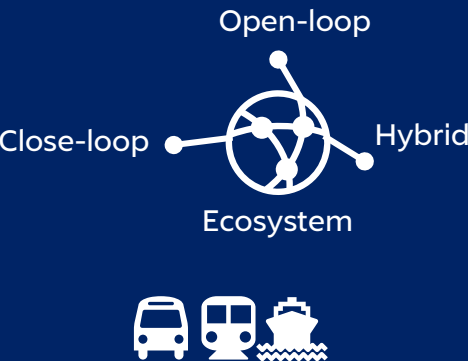
## PAYMENTS

Expand your business and  
secure your customers

### Banking



### Transit

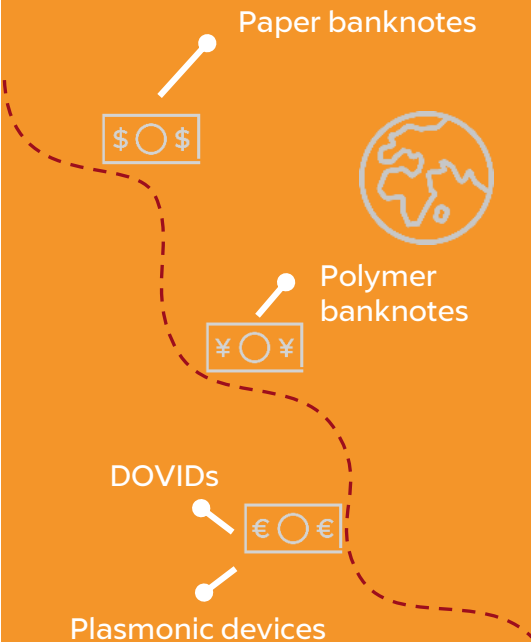


## BANKNOTE

Innovation and elegance  
to design your protection



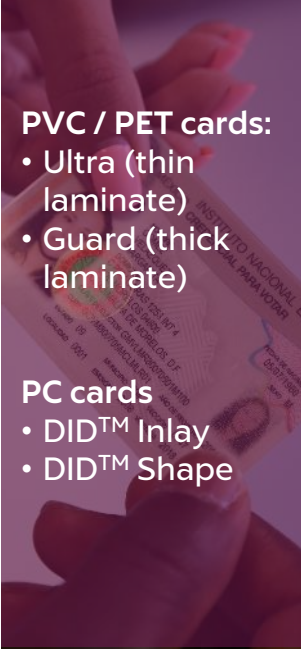
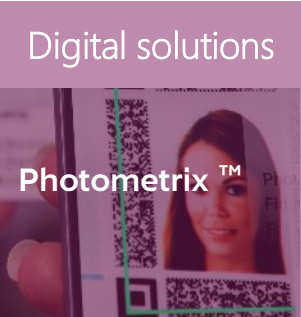
### Banknotes

Optical counterfeit security



# Our products offer

## Identity product offer – ID Card

Modules		Antennas		Optical solutions	
 <b>Dual Contactless Hybrid Contact</b>	<b>OPTIONS</b>	 <b>Alu Inlay Alu S-Lam® Copper S-Lam®  Copper C-Lam®</b>	<b>OPTIONS</b>	 <b>PVC / PET cards:</b> <ul style="list-style-type: none"><li>• Ultra (thin laminate)</li><li>• Guard (thick laminate)</li></ul> <b>PC cards</b> <ul style="list-style-type: none"><li>• DID™ Inlay</li><li>• DID™ Shape</li></ul>	<b>OPTIONS</b>
	<b>Colored Module</b>  Security feature Lv1 & Lv2: <ul style="list-style-type: none"><li>• Module customization</li><li>• Pre-personalization</li><li>• OS loading</li></ul>		Security feature Lv2: <ul style="list-style-type: none"><li>• Antenna customization</li></ul>		<b>Optical securities:</b> <ul style="list-style-type: none"><li>• Alphagram™</li><li>• DID™ with Wave &amp; Virtual effects</li></ul> <b>Other options:</b> <ul style="list-style-type: none"><li>• Demetallized Alu</li><li>• DID™ Select</li></ul>
				 <b>Digital solutions</b>  <b>Photometrix™</b>	



# Our products offer

## Identity product offer – Passport

### Passport Inlay

#### Passport Inlay eCover

#### OPTIONS

- Anti-skimming solution:
- S-Lock®
  - Cover Materials
  - Pre-personalization
  - OS loading on

### Datapage

#### Hinge Inlay Hinge S-Lam® Hinge C-Lam®

#### OPTIONS

- Security feature Lv1 & Lv2:
- Hinge & Antenna Customization
  - Pre-personalization
  - OS loading

### Optical solutions

#### Paper datapage

- Heat-Activated thin laminate
- PSA thick laminate

#### PC datapage

- DID™ Inlay
- DID™ Shape

#### Optop-digital solution

- Smart Certificate

#### OPTIONS

#### Optical securities:

- Alphagram™
- DID™ with Wave & Virtual effects

#### Features:

- Demetallized Alu
- DID™ Select

#### Laminate Finishing:

- Roll (Ultra N)
- Sheet (Ultra S & P)

### Perso Equipment

#### Printers Hiprint™

#### Laminators Hilam™

#### SURYS Cube™ 100% modular solution

#### Personalization:

- Inkjet printing
- Laser Engraving
- RFID
- QC module

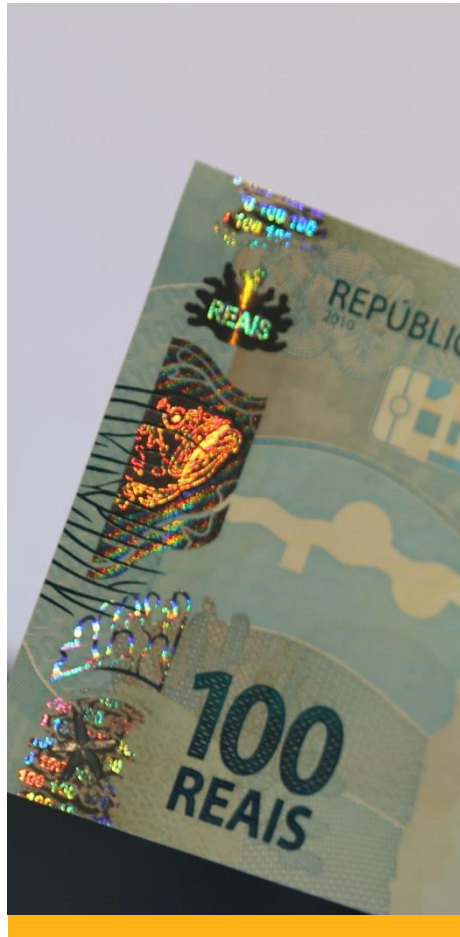
# Our solutions

We provide a complete portfolio of tailor-made solutions in 4 core businesses to accompany your project:

## IDENTITY



## BANKNOTE



## VEHICLES

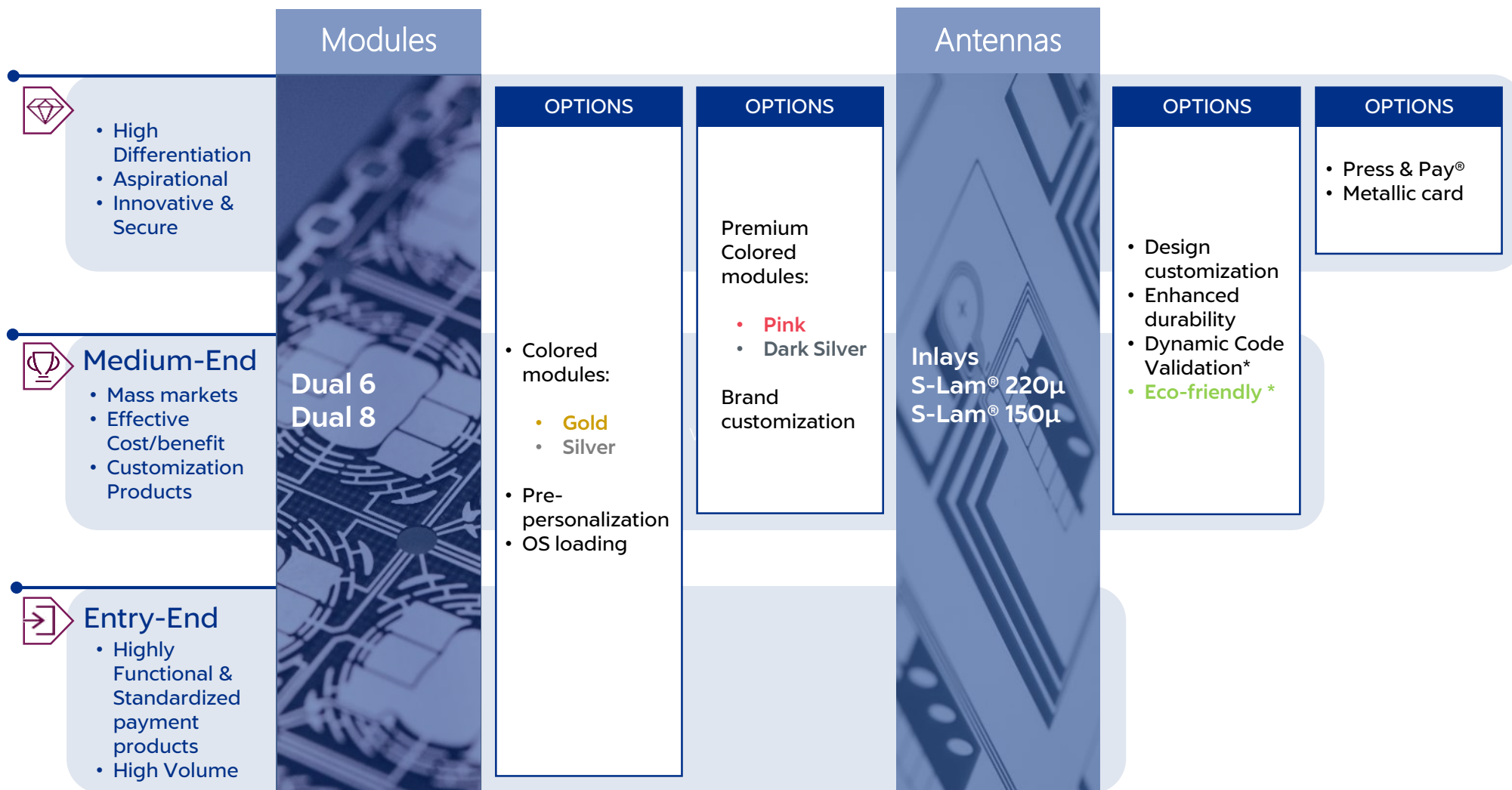


## BRAND & PRODUCTS



# Our products offer

## Payments product offer



\*Available in 2021

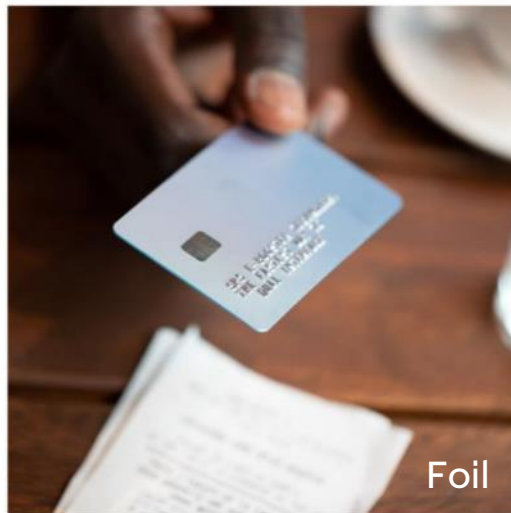
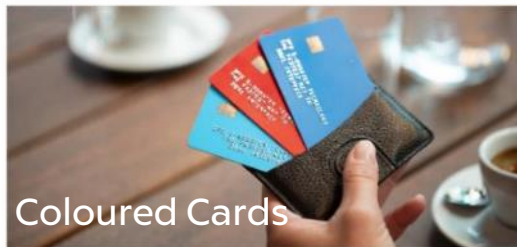
M²D (M square D): Mark on Module Design

CAI: Customized Antenna Image

**CONFIDENTIAL**

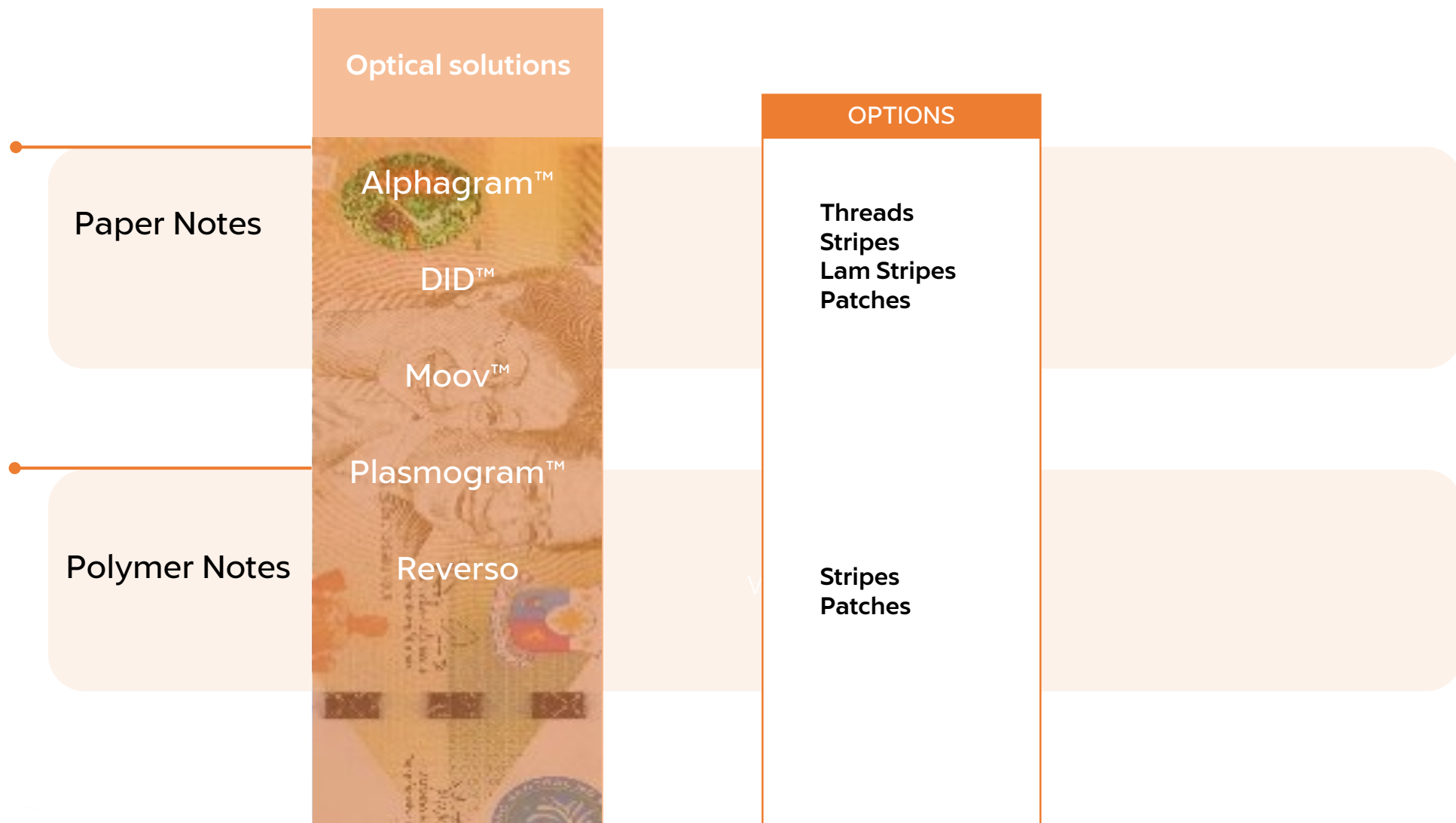


# Some references



# Our products offer

## Banknotes product offer

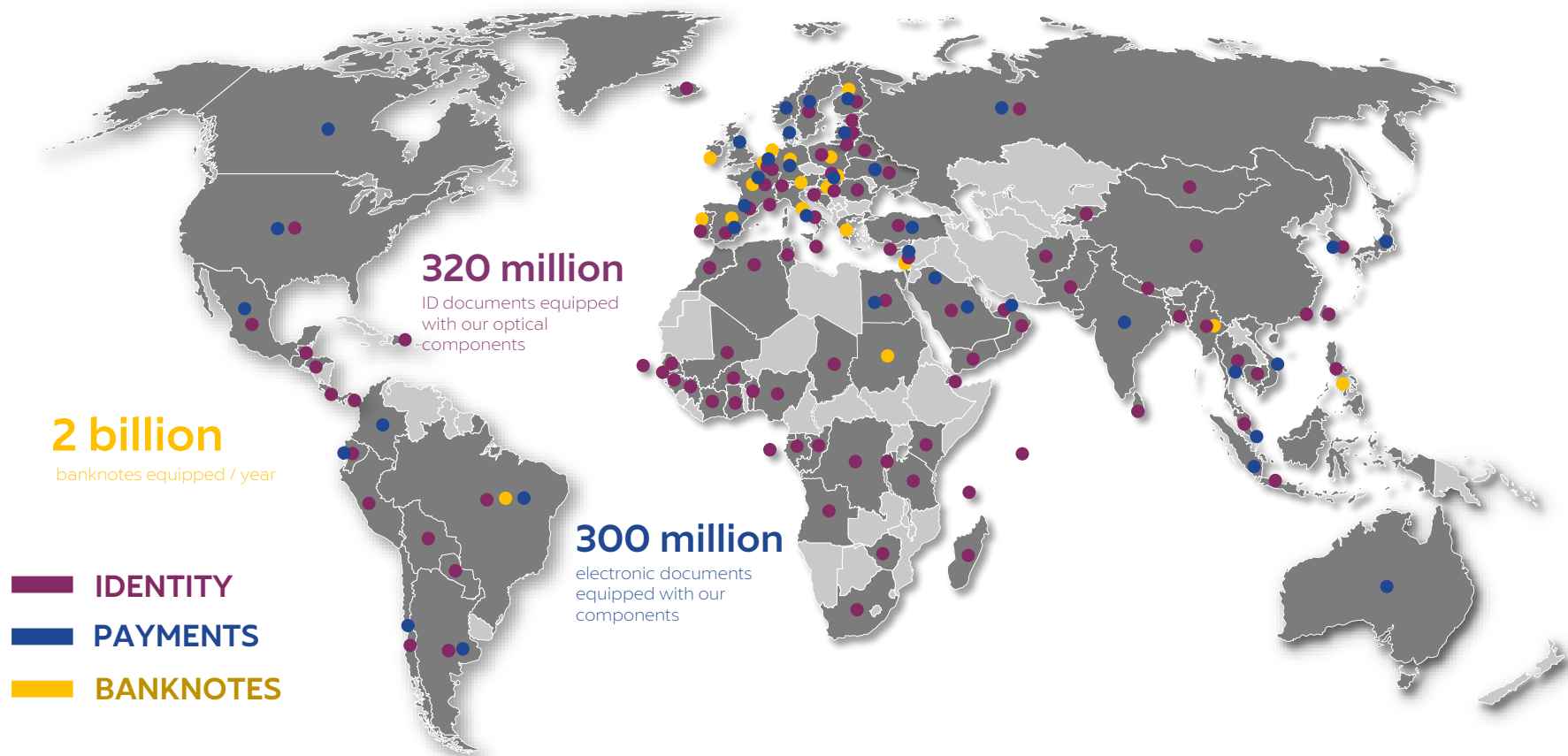


## Some references





## Some references

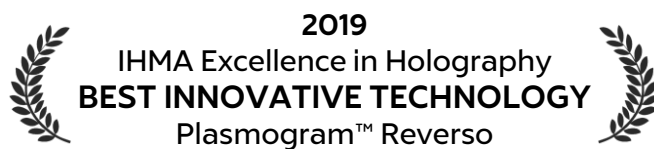


# Our acknowledgements

As an active member of IHMA to maintain the highest security and quality standards, our dedication and expertise have been recognized.



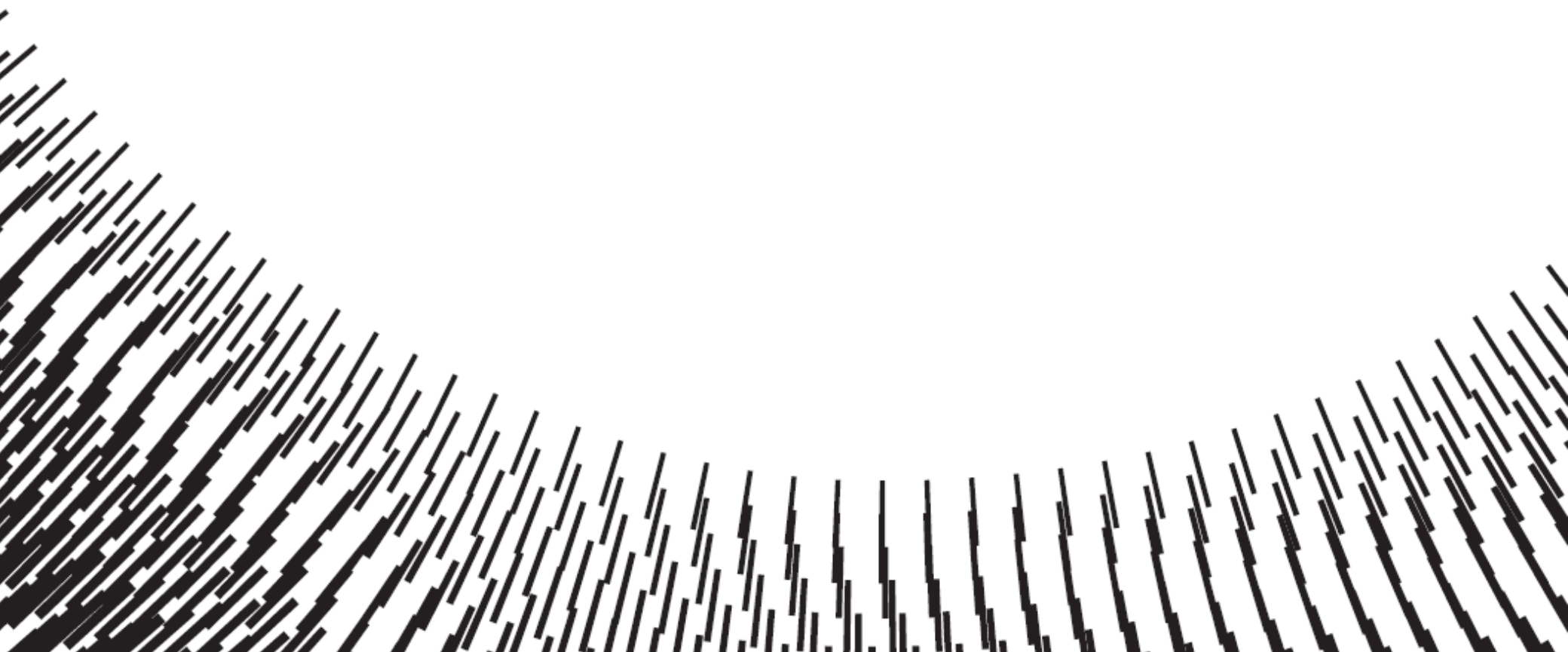
20 awards received since 2010



## Our values



# Renewal of management commitment



SURYS is a french company which employs more than 400 people worldwide. Since 1984, our solutions have been helping to build a safer and more sustainable world. Our challenge is the fight against crime and counterfeiting.

Committed to the values advocated by the Sustainable Development Goals defined by the UN and a loyal member of the Global Compact organization, our CSR approach is an integral part of our culture.

This presentation reports on the various works undertaken by SURYS in terms of sustainable development during the past year and shows the commitment of the employees to respect and work for the 17 sustainable development objectives.

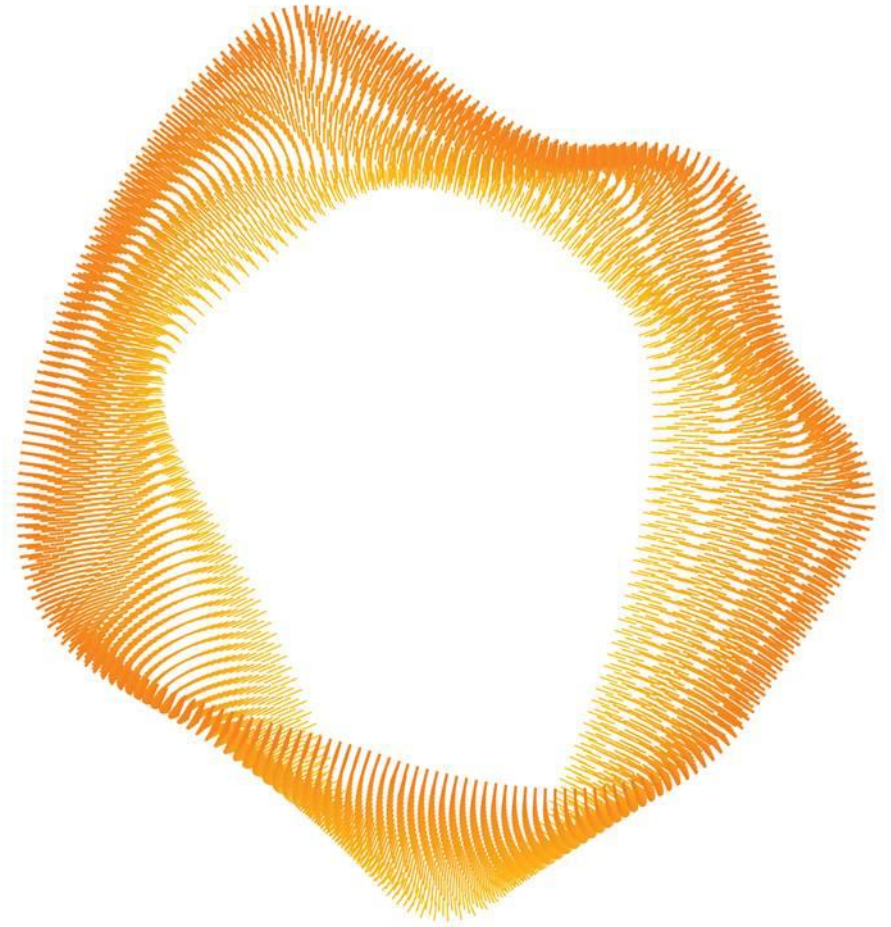
As Chief Executive Officer, I renew the support of SURYS to the ten principles of the United Nations Global Compact in the areas of human rights, labor rights, the environment and the fight against corruption.

Frédéric Trojani – Chief Executive Officer





# Human Rights





# Respect for human rights at Surys

Surys has not received any complaints concerning the respect of human rights.

	2019	2020
Number of complaints	0	0

SURYS is proud to show its commitment to justice, human rights, fundamental freedoms and its determination to contribute to a safer world.

"IT IS IN  
YOUR  
*hands*  
TO MAKE A  
BETTER *world*  
FOR ALL WHO  
*live* IN IT"

NELSON MANDELA

## Alerting device

The purpose of the procedure for collecting alerts is to encourage the reporting of information when a crime, offence or behaviour contrary to morality, law or regulation is detected.

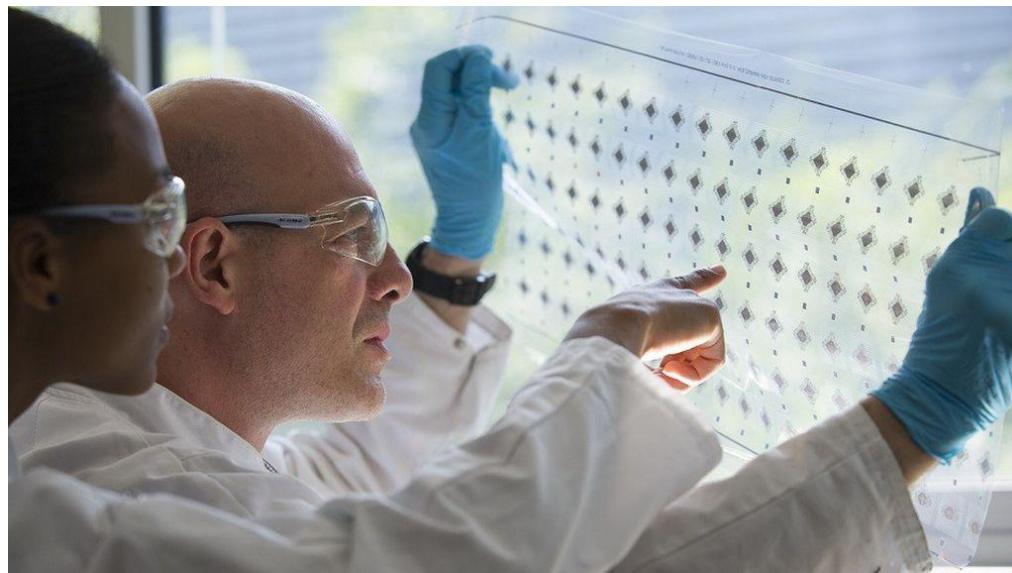
This procedure ensures the confidentiality of the victim and the impartial treatment of his report. SURYS has set up an email address to collect and process employee alerts in accordance with the procedure in force.

*With the SAPIN 2 (2016) law, companies must set up a process to report "a crime or delict, a serious and manifest violation of an international commitment duly ratified or approved by France, an unilateral act of an international organization taken on the basis of such an undertaking, the law or the regulations, or a serious threat or prejudice to the general interest, of which it has personal knowledge».*

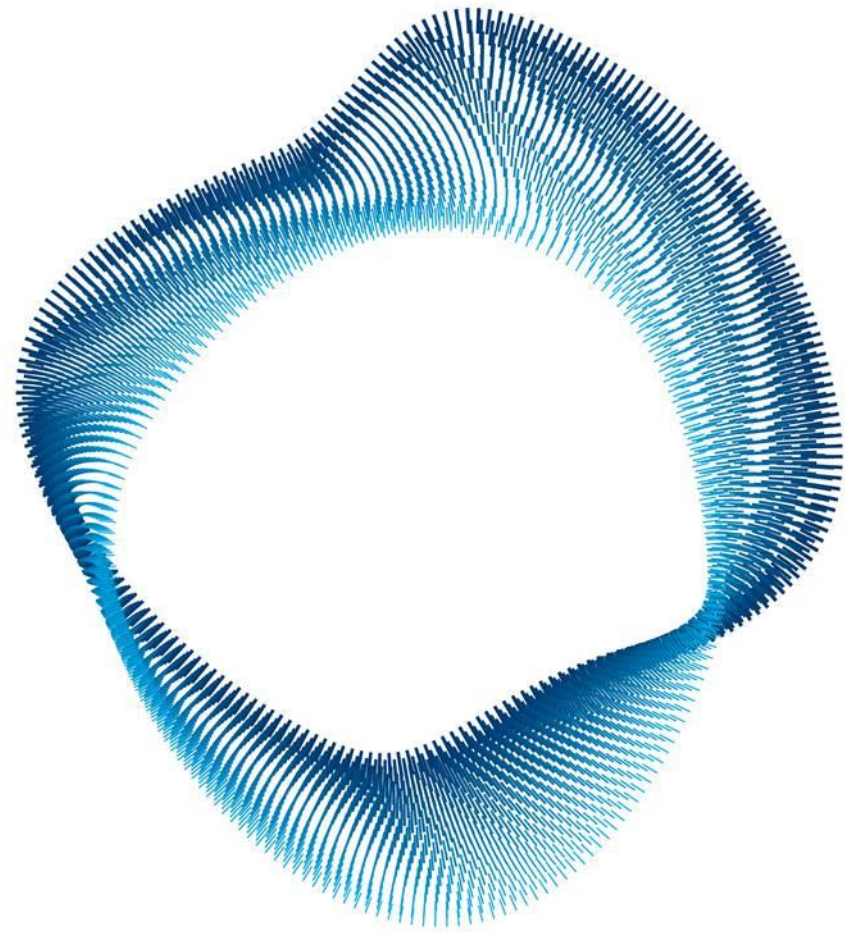
# SURYS : a major actor in the promotion of respect for human rights

Indeed, with its core business, SURYS creates an innovative technology to be better protected against:

- fraud;
- counterfeiting;
- and even terrorist attacks, in particular by the protection of identity documents.



# International Labour Standards



# Integration of new entrants

Feeling welcome

The integration process: An individual and personalized program is proposed by the Human Resources Department. The purpose of this program is to create interaction between the expert and new entrants. In addition, it fosters understanding of the roles and responsibilities of each person in the company.

*A program of an integration day exists but it has been suspended due to the pandemic.*



All new entrants have an HSE and safety integration: two key aspects at SURYS.

# The QHSSE Policy

# SURYS

## QUALITY HEALTH SAFETY SECURITY ENVIRONMENT POLICY

SURYS is committed to a sustainable development policy based on social progress, environmental protection and quality of the services and products provided.

Each of us, at our level, applies and encourages the respect of our commitments.

Fabio TREMOLADA, Chief Operating Officer, August 2018

### Quality

- 1- Design and supply safe, innovative and compliant products
- 2- Achieve Customer Excellence through on-time delivery, high quality services and products

### Health / Safety

- 3- Promote a health and well-being approach at work
- 4- Improve security at the workstations

### Environment

- 5- Ensure environmentally friendly treatment of discharges (atmospheric, water, waste)
- 6- Limit the impact of activities on natural resources and site

### Security

- 7- Eliminate the risks of malicious actions
- 8- Continuously improve the prevention of security risks



# The occupational risk assessment

According to the regulations, our occupational risk assessment is updated :

- Annually;
- After each incident;
- After process modification.

It is constantly updated by feedback from audits, incident reports and proactive risk analyses, which help to define the action plan for the coming year.

Interference risk management is a daily challenge covered by robust prevention plans and safety protocols.

# Safety audits



In 2020, SURYS decided to set up a specific HSE audit program in addition to QHSE audits. The purpose of safety audits is to check if safety rules are understood and applied by all and to identify possible improvements. 10 audits have been done in 2020.

# Operational communication

SURYS communicates on HSE subjects to its team by different means :

- Boards in production;
- HSE 15' meeting
- Daily presence in the field.

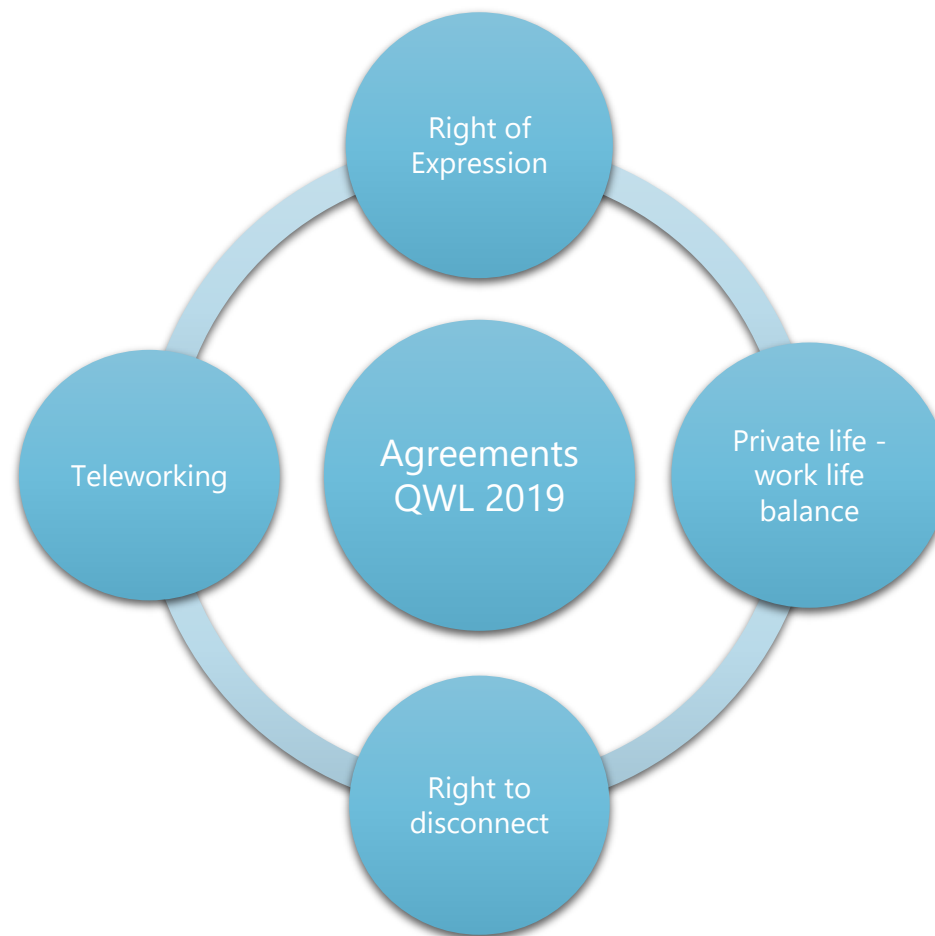


# Quality of Working Life (QWL) Agreements

Feeling good

Quality of Working Life Agreements are negotiated with union stewards with the aim of concluding and signing agreements to ensure the preservation of employees' well-being.

In 2021, new negotiations will be initiated on these subjects.



## Company events

SURYS has organized various events during the previous years.

In 2020, due to the pandemic, events has been cancelled but SURYS wanted to continue giving out birthday checks and organizing retirement parties in compliance with health measures.





## Social diagnosis

In 2018, SURYS undertook a social diagnosis of all its employees.

Thanks to the results of the survey, working groups were initiated leading to the development of short and medium-term action plans.

### Some numbers:

- 293 people consulted
- 60% participation rate
- 9 areas for improvement

This diagnosis will be repeated in 2021.

## Equality of treatment

SURYS has been pursuing a policy of equal pay for several years. Thanks to this policy SURYS obtains a score of 80 points out of 100 in 2020 on the index of professional equality between women and men.

This score has been improved compared to 2019 (67/100).

Actions are being taken to improve this score:

- Encouraging internal promotion;
- Tend towards gender balance in female, or male, dominated services.

## Exceptional purchasing power bonus

The company decided to grant a bonus to employees who received a remuneration below the amount equivalent to twice the amount of the SMIC.

In addition, in 2020 SURYS decided to grant an exceptional bonus “COVID” for all employees who have worked at SURYS plant during the confinement.

Exempt from employee contributions, it increases the purchasing power of SURYS employees.



## Creating partnerships

SURYS wants to create and maintain partnerships with several schools in order to recruit and detect talents. Several trainees are present in the premises of the company.

école —  
normale —  
supérieure —  
paris — saclay —



ESIÉE  
PARIS

SURYS also participates in job forums to attract talented candidates and expert.

## Animals foundation

SURYS has organized a collection for a local animal foundation : « Le refuge de Villevaudé Fondation Assistance aux Animaux ».

Employees were invited to donate materials for the animals; several donations have been made:

- Kibbles
- Cat litter
- Toys



## Hospitals donation during the pandemic COVID 19

SURYS made a donation in April 2020 to French hospitals in order to face the national protection equipment shortage observed during the first wave:

- 550 masks
- 20 protection glasses
- 25 gowns
- 80 aprons
- 1250 charlottes cleanliness

# #STAY SAFE

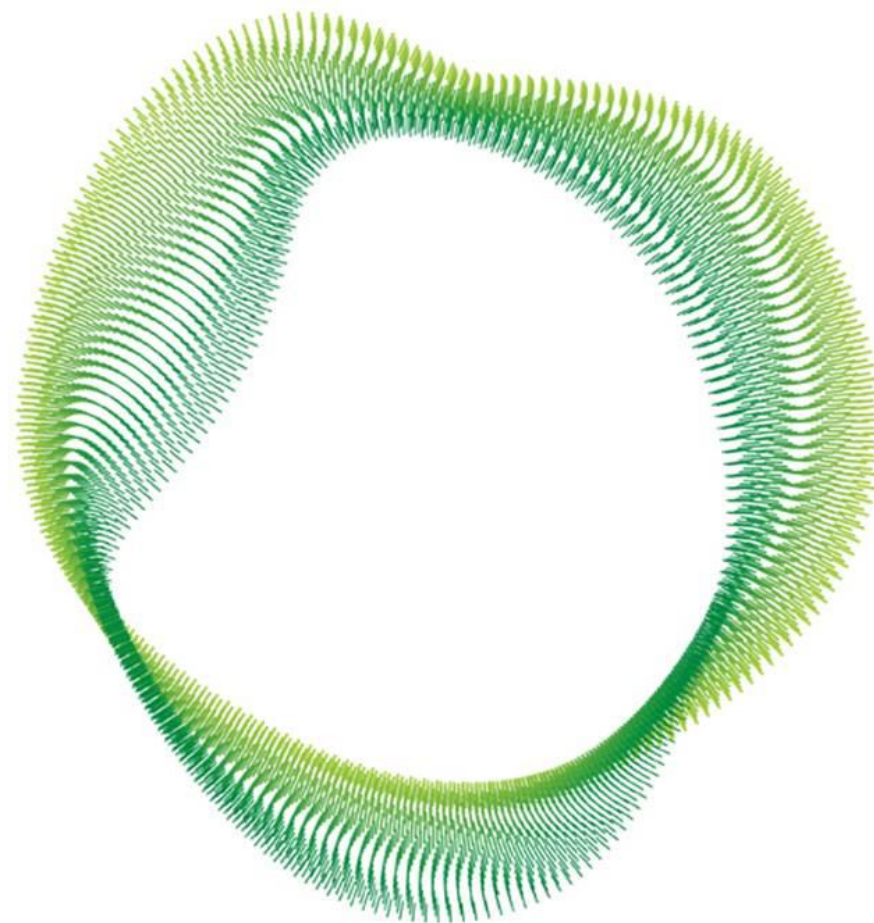
## Donation during the pandemic COVID 19

SURYS has made a donation at the association Philrads (Philippine Relief and Development Service) :



This association aims to help Philippine medical centers and hospitals by providing medical supplies.

# The environment



## Environmental projects

SURYS is committed to highlighting the control of its energy consumption. From 2020, a project aimed at reducing our energy bill has been started. An energy audit has taken place with the identification of deposits in order to reduce our energy consumption by 20%.

Next steps are :

- Financial package for investments;
- Implementation of technological solutions adapted to our problems;
- Measurement and follow-up of energy savings.



## Aqueous discharge control

For several years, SURYS has been using substantial financial and human resources to reduce its impact on the aqueous compartment linked to its activity:

Setting up and daily management of an industrial water treatment plant in the historic building

Installation and daily management of an industrial water treatment plant in the new building

Installation in 2020 of an automated cleaning station for printing tableware, enabling us to reduce our consumption and aqueous discharges on the one hand and improve working conditions on the other.



# Atmospheric emissions

SURYS improves its air treatment devices from year to year, in particular by installing and operating a thermal oxidizer or a washing tower to neutralize alkaline effluents.

Thanks to these installations, SURYS controls the impact of its manufacturing process on its environment.



## Accidental spills

An accidental spill is an accident that has an impact on the environment. There has been no such accident over 2020.

	2019	2020
Number of accidental spills	0	0

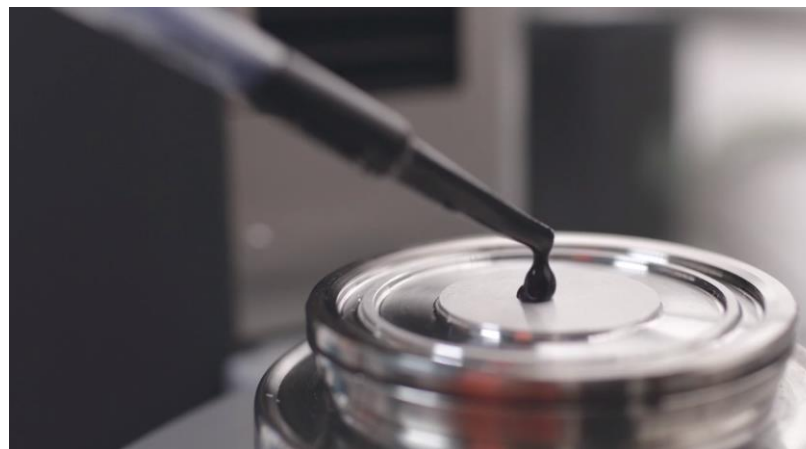


## Substitution of the most hazardous products

The technical teams in 2019 have substantially contributed to a major success in terms of chemical risk prevention. Indeed, they substituted one of the most risky products used on the site, the cornerstone of the manufacturing process.

The technical teams continue to study future substitution by prioritizing their work on the basis of the chemical risk analysis.

In 2020, two new substitution projects were started to eliminate products identified as hazardous by the European REACH regulation



# Mobility plan

SURYS has analyzed the mobility of employees and their environmental impact in order to deploy an action plan to reduce these environmental impacts from 2020 and over 2021.



The mobility analyzed is :

- The journey to work
- The movement of goods
- The business travel

# Waste

By renewing our contracts with service providers, SURYS could drastically improve the share of valued waste to more than 50%.



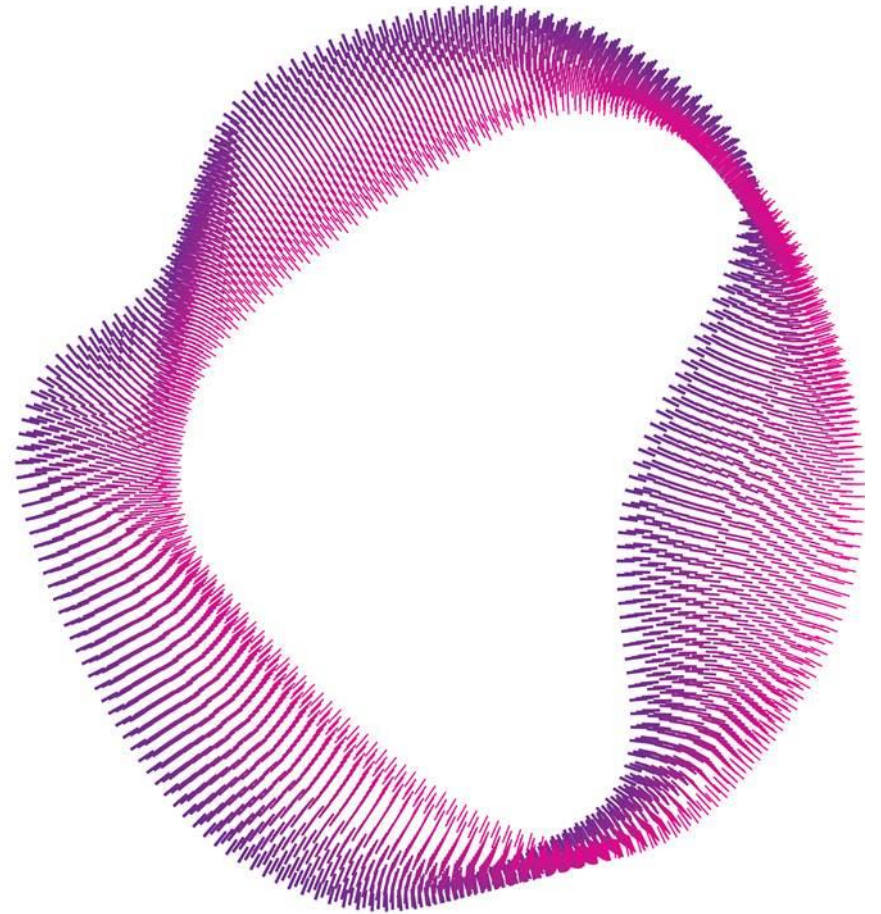


SURYS had a communication action scheduled during the European week of waste reduction which took place from 21 to 29 November. During this occasion, SURYS employees had access to a communication around 5 themes:

- Waste in figures
- Sustainable food
- The circular economy
- The impact of textiles
- Recycling of plastics

After the success of this communication, a contribution assessment of the daily actions that employees could take to reduce their environmental impact has been published.

# Anti-Corruption



# Compliance & Ethics

Our values – integrity, trust, honesty, and transparency – reflect our continued commitment to ethical business practices and legal compliance. SURYS applies a zero-tolerance policy on corruption in all forms.

We take a strong stand against bribery, kickbacks, and facilitation payments, and promote a culture of excellence in all our relationships with third parties with the highest level of commitment with regards to ethical rules.

All employees and business partners must conduct themselves in accordance with the rules and the law and must have knowledge of corruption-related practices, especially in their relationship with government officials and public agents, towards which most of national and international laws devote particular attention.

All employees acting on behalf of SURYS must be free from conflicts of interest that could influence their judgment or their objectivity in conducting business activities.

In 2019 and in 2020 no corruption incident was registered.

# The Banknote Ethics Initiative



The Banknote Ethics Initiative (BnEI) is an initiative established to provide ethical business practice, with a focus on the prevention of corruption and on compliance with anti-trust law within the banknote industry. As a founding member of the IHMA (International Hologram Manufacturers Association), SURYS actively cooperates with the world's leading hologram companies to maintain the highest professional standards and the highest principles of business ethics since 1993. Today, SURYS is proud to commit to the BnEI global ethics initiative that reflects our values of integrity, trust, honesty, and transparency.

# Code of Business Conduct

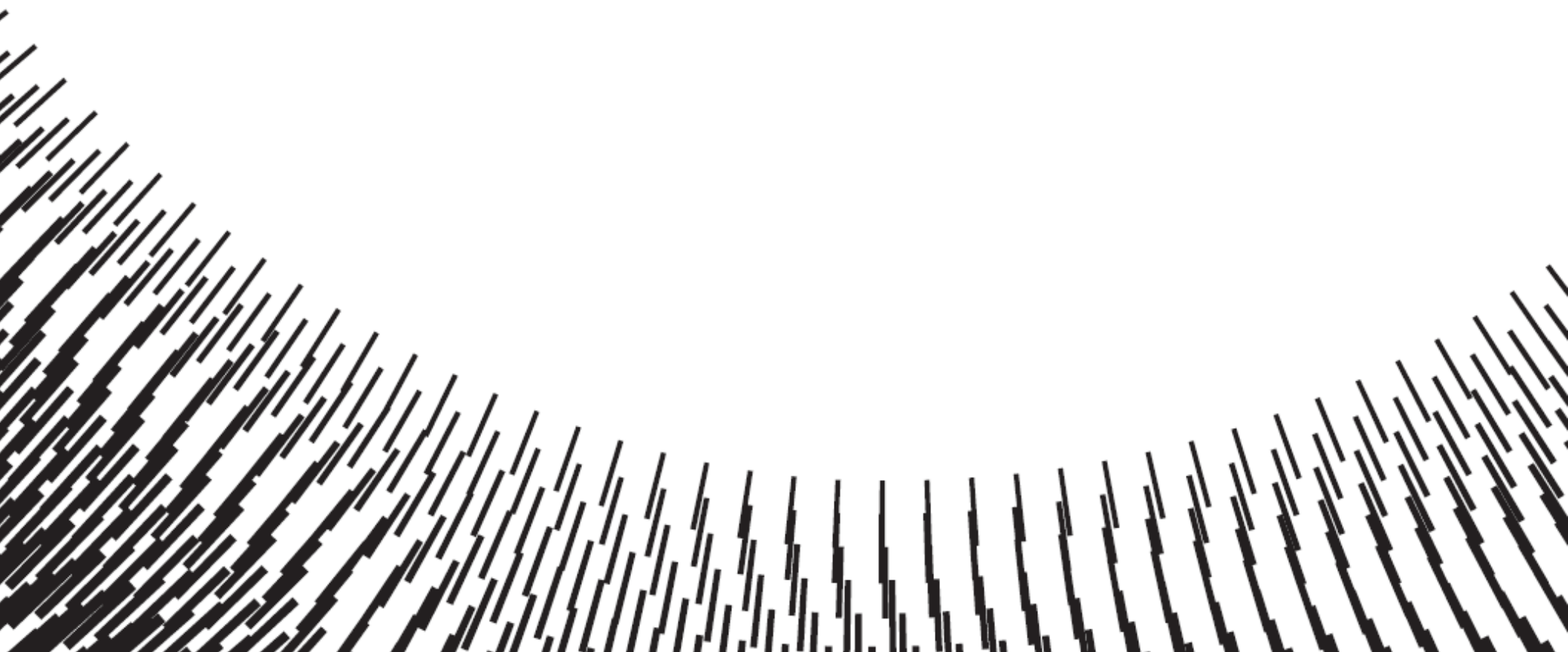
*«Corruption is illicit retribution or any other behavior towards persons with responsibilities in the public or private sector, who contravenes the duties they have by virtue of their status as public servants, employees of the private sector, independent agent or other such relationship and which is intended to provide undue advantages of any kind whatsoever, for themselves or for a third party.»*

## Anti-Corruption

It is prohibited to pay, offer or agree to pay bribes or grant undue advantages to a public official and/or a private person in order to obtain preferential treatment or to influence the outcome of a negotiation in which the Group has an interest. If an employee pays bribes in the course of his or her professional activities, he or she may be subject to criminal sanctions and the termination of his or her employment contract.

These measures are described in the company's Code of Business Conduct. In particular, it specifies that only gifts or benefits of low value, which are not paid in cash and are in accordance with current business practice and not contrary to law or regulations, may be accepted. SURYS encourages its employees to donate the gifts received to the company for the organization of the annual tombola.

Indicators





## Indicators in the report

Indicators	2019	2020
Number of complaints concerning the respect of human rights	0	0
Integration of new entrants with the integration day	7	0 (due to the pandemic)
Score on equality of treatment	67	80
Number of accidental spills	0	0
Ethic accreditation	1	1

Indicators

## CONTACTS :

SURYS

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