

Communication on progress

2021



SURYS
INGROUPE



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





Company presentation



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

Secure Components Business Unit



A global specialist in identity solutions and secure digital services



A trusted,
recognised actor
present in almost
130 countries

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*

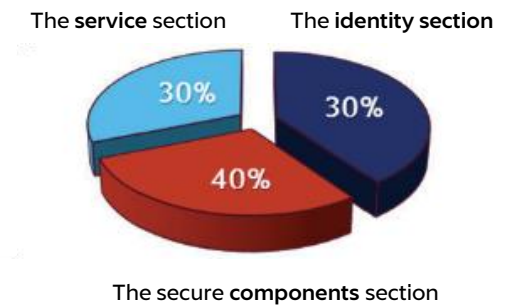
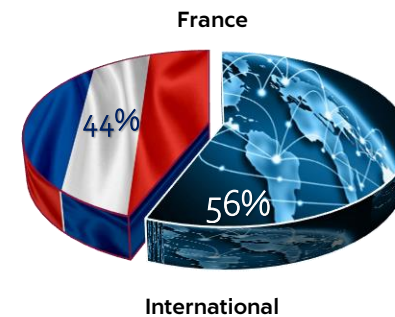
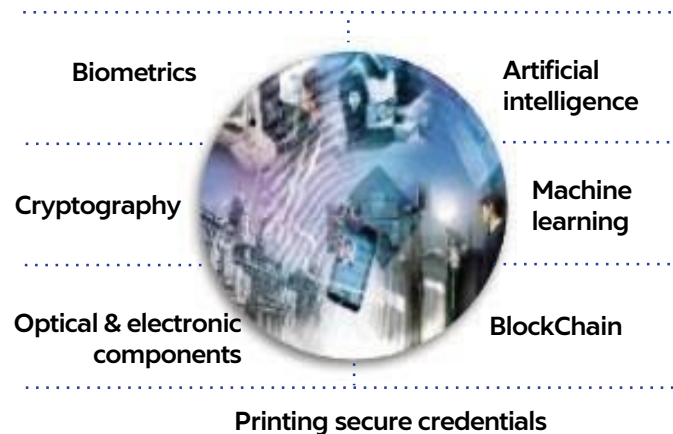
TURNOVER IN 2019

A partner of the French
government since 1538

1,700

EMPLOYEES

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





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

Our mission

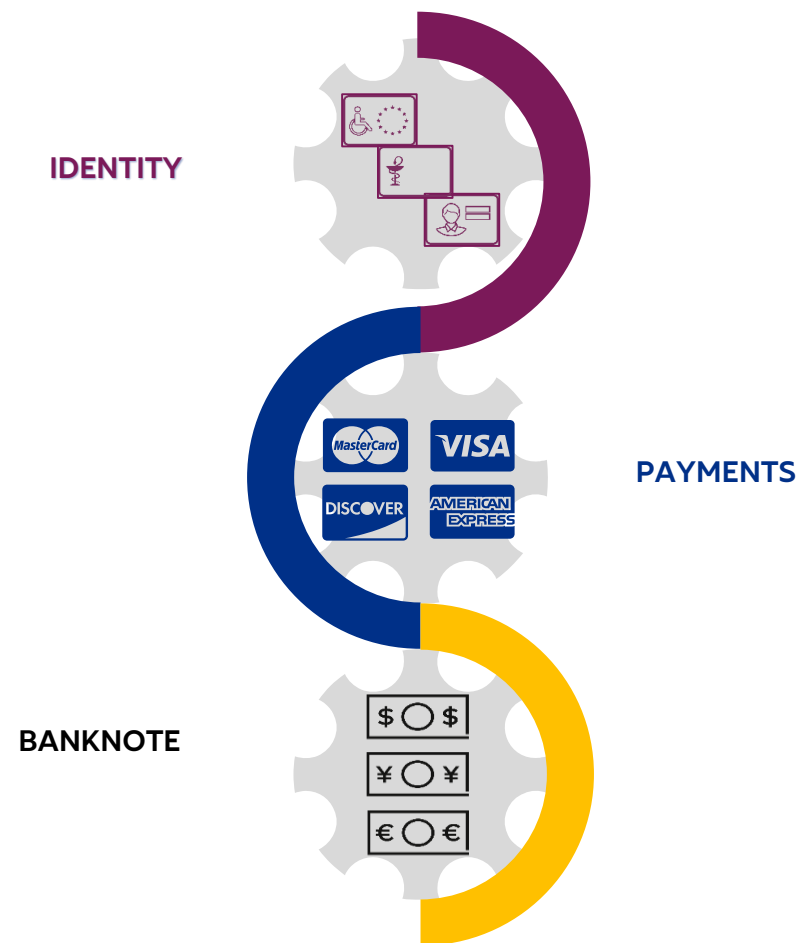
As a global manufacturer and provider of security components, we partner with governments, central banks and corporations by providing the best solutions to design the future environment of security.

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.

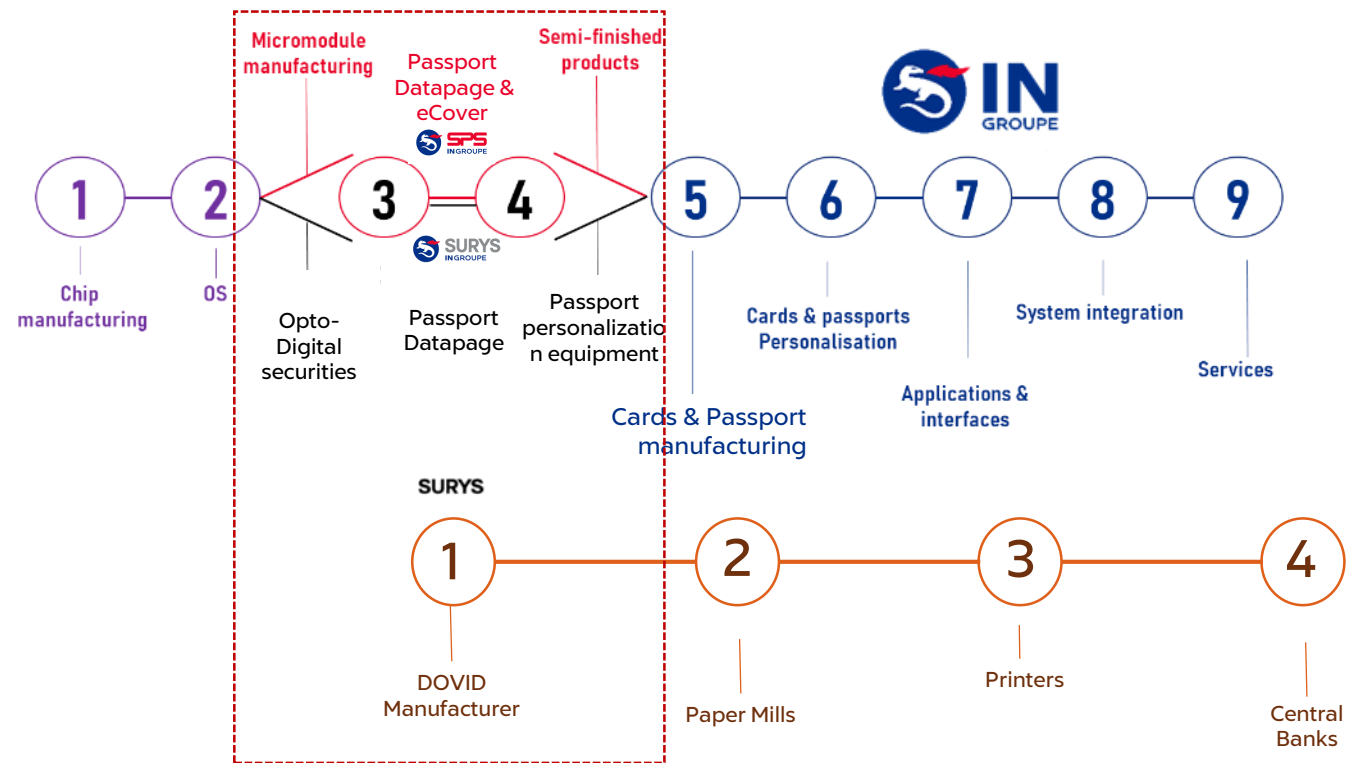
3 Business Lines



A unique value chain

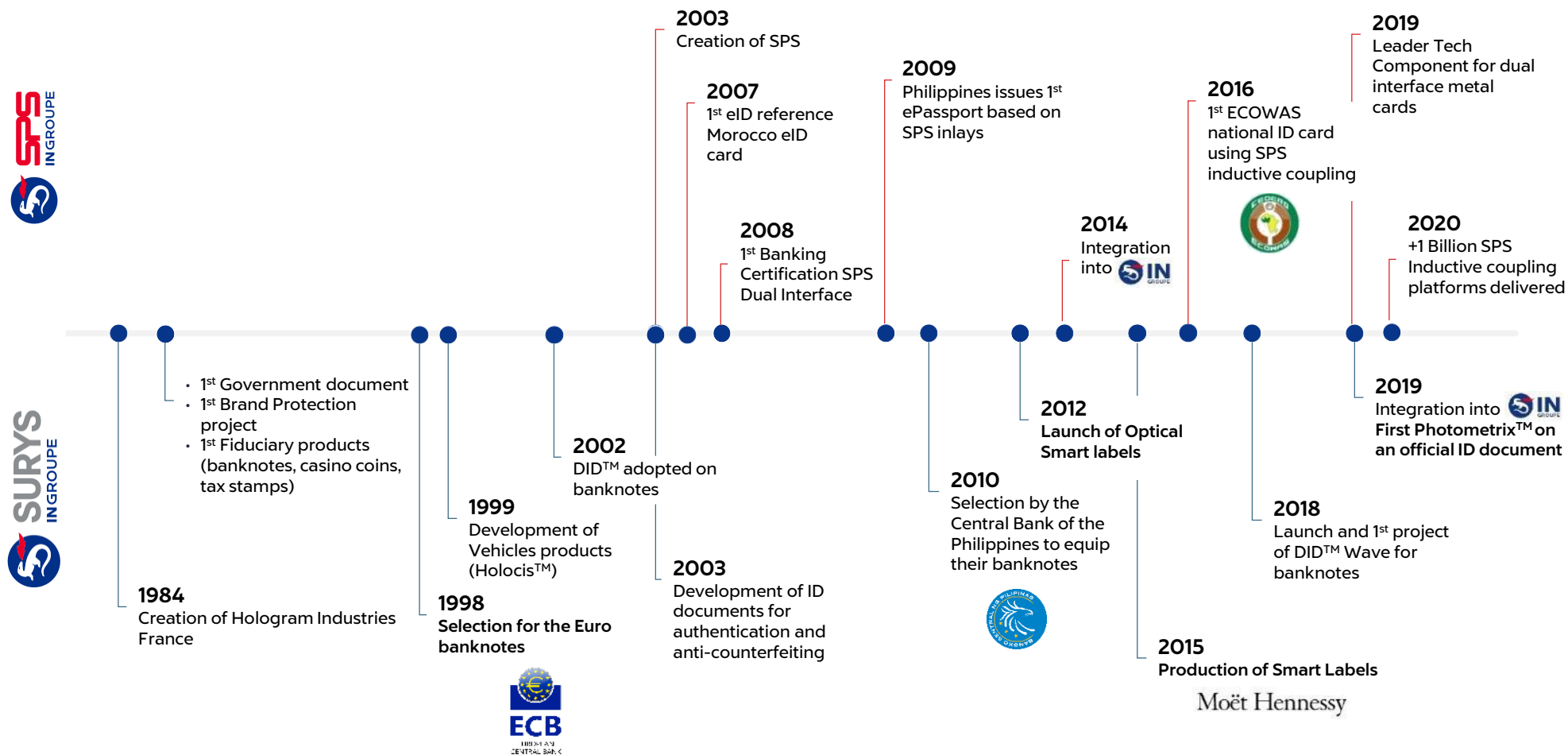
The combination of an unparalleled technical expertise, the gathering of two leaders out of the ecosystem

SPS, Leader in banking and identity dual interface components



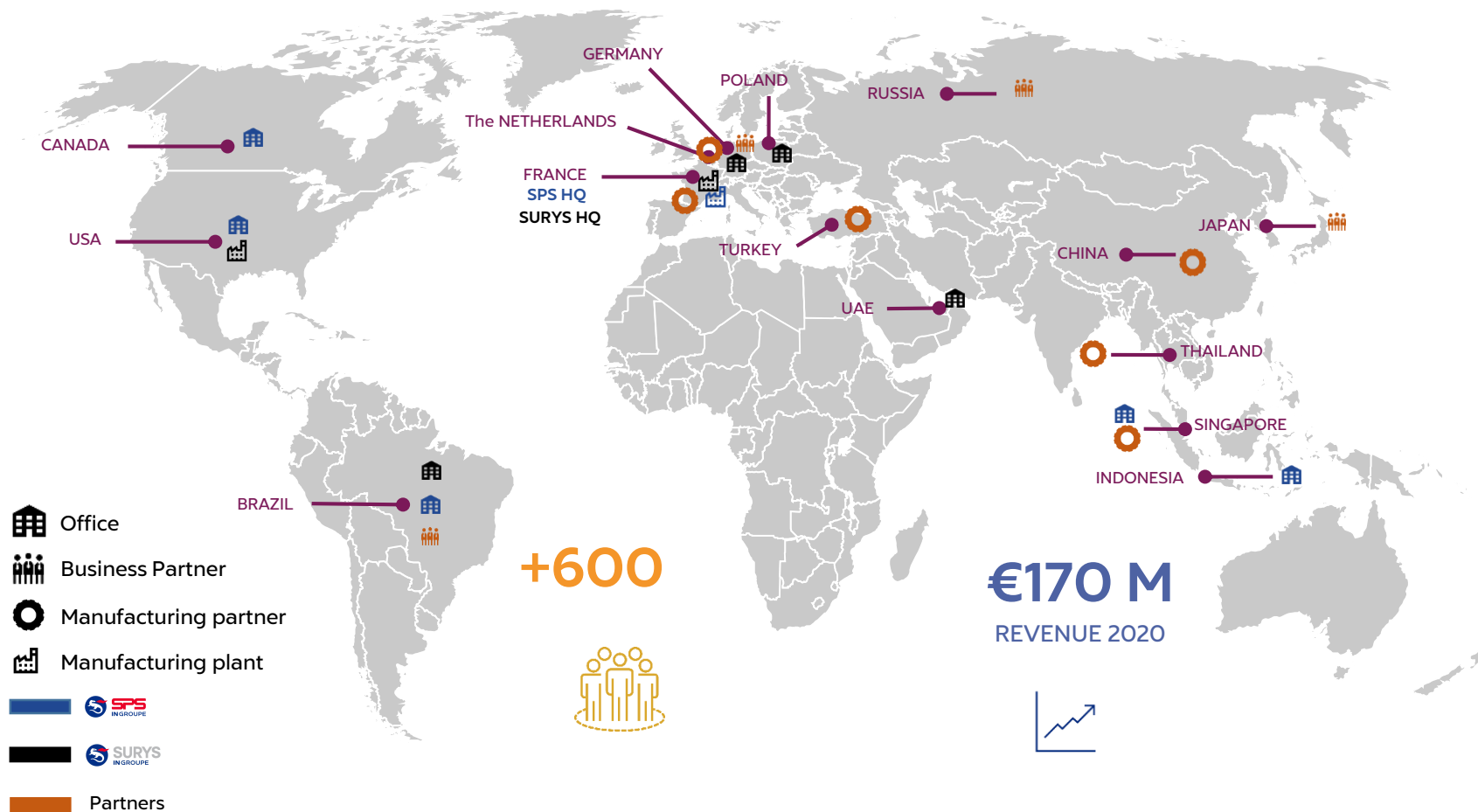
SURYS, leader on DOVID for identity documents

45 years of cumulated expertise in the secure document issuance ecosystem



10 Offices

11 Manufacturing plants



AGILITY

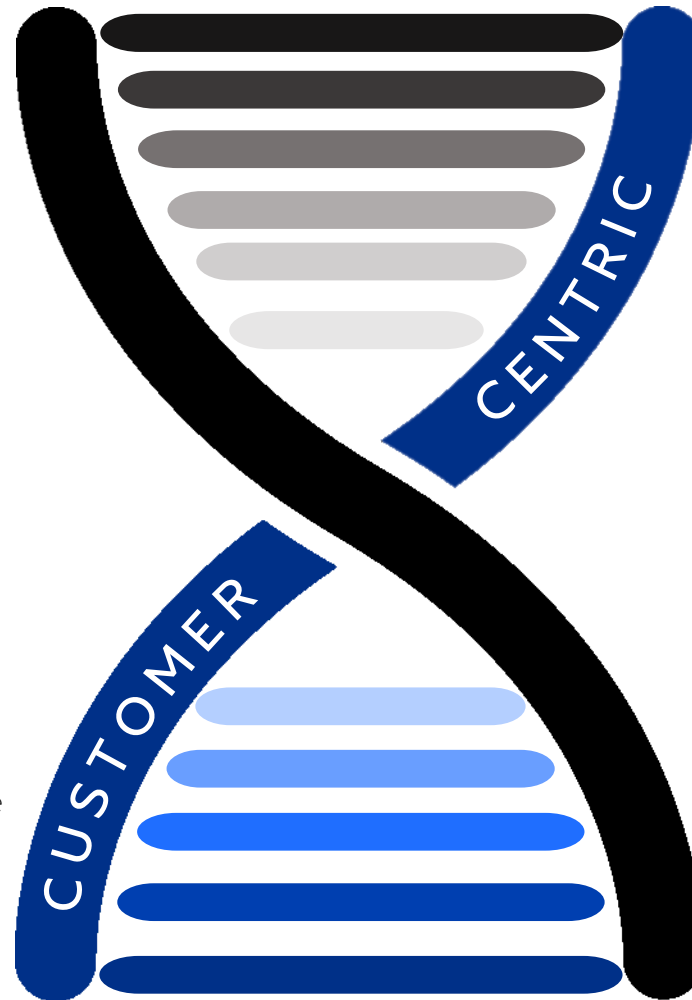
- A business model responding rapidly and flexibly to the market and customers demand
- A one-stop shop for secure components
- Products customization

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 make 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 customers projects

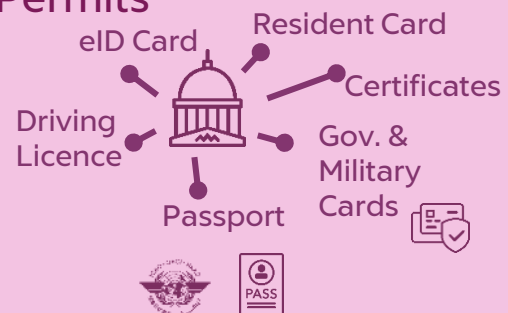
RELIABILITY

- An enhanced product robustness in reliability by design
- A secured environment (certified and accredited)
- An efficient technology easy to deploy and process

IDENTITY

The security partner of issuing authorities

Identification & Permits



Multi-application



Digital ID



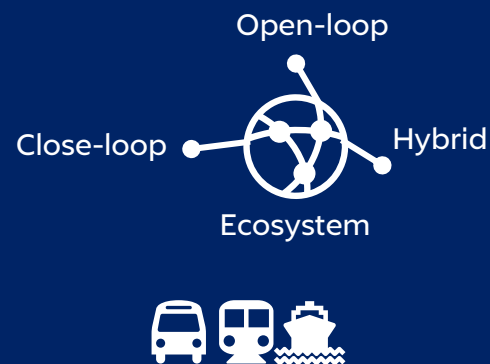
PAYMENTS

Expand your business and secure your customers

Banking



Transit

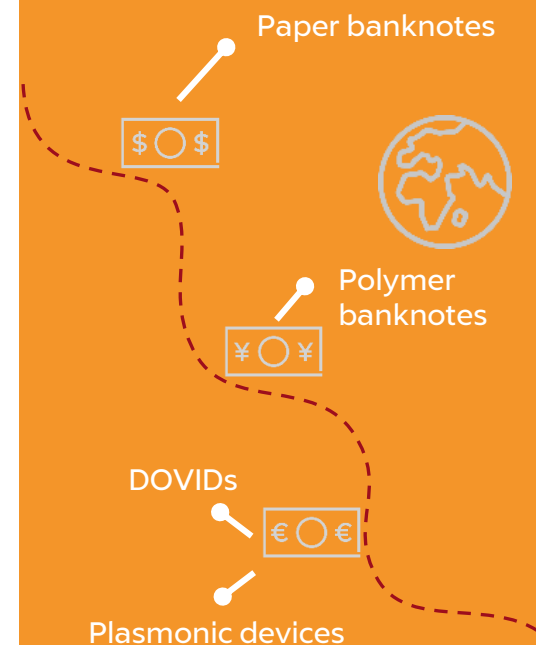


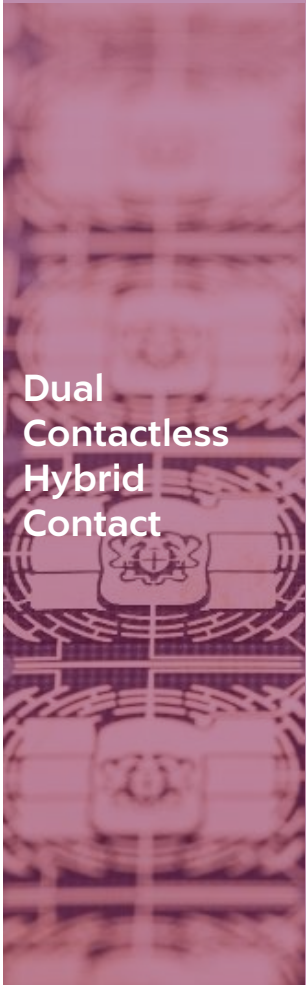

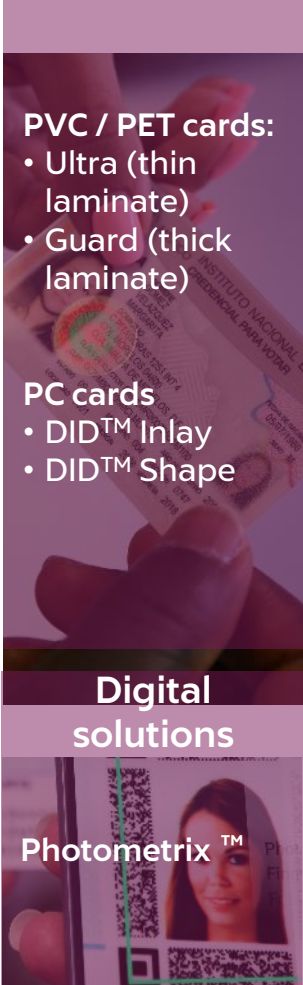
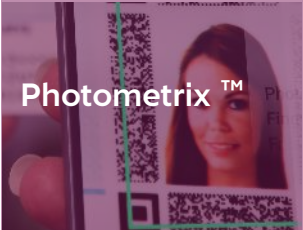
BANKNOTE

Innovation and elegance to design your protection

Banknotes

Optical counterfeit security



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

Passport Inlay

Passport Inlay eCover

OPTIONS

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

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

Perso Equipment

Printers Hiprint™

Laminators Hilam™

SURYS Cube™ 100% modular solution

OPTIONS

Optical securities:

- Alphagram™
- DID™ with Wave & Virtual effects

Features:

- Demetallized Alu
- DID™ Select

Laminate Finishing:

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

Personalization:

- Inkjet printing
- Laser Engraving
- RFID
- QC module



Malian eHealth Card



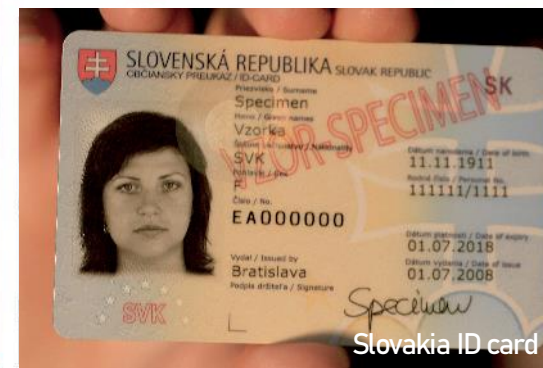
French Resident Permit



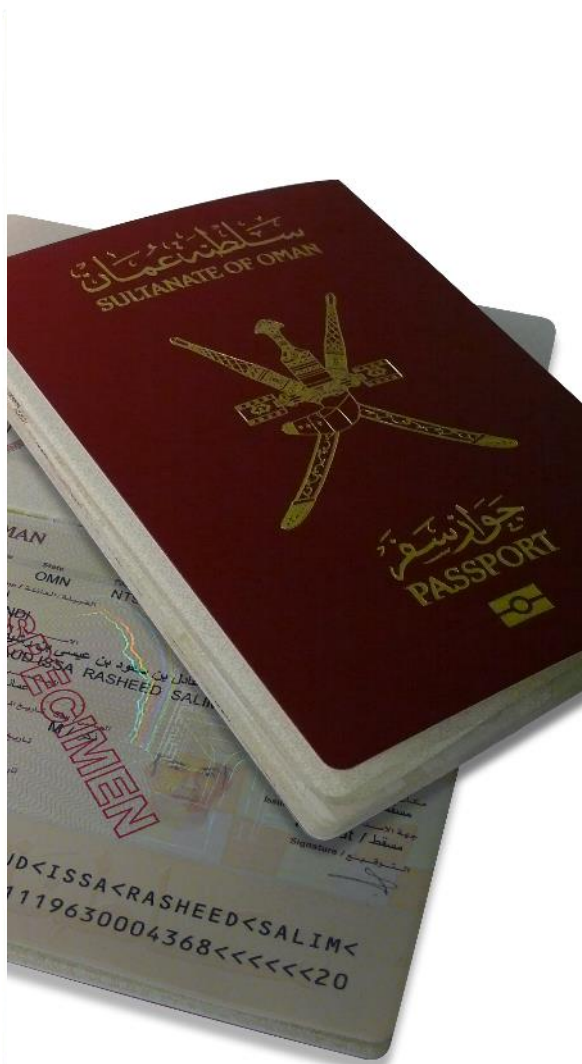
Photometrix™



French Military Card



Slovakia ID card



Oman passport



Ukraine passport



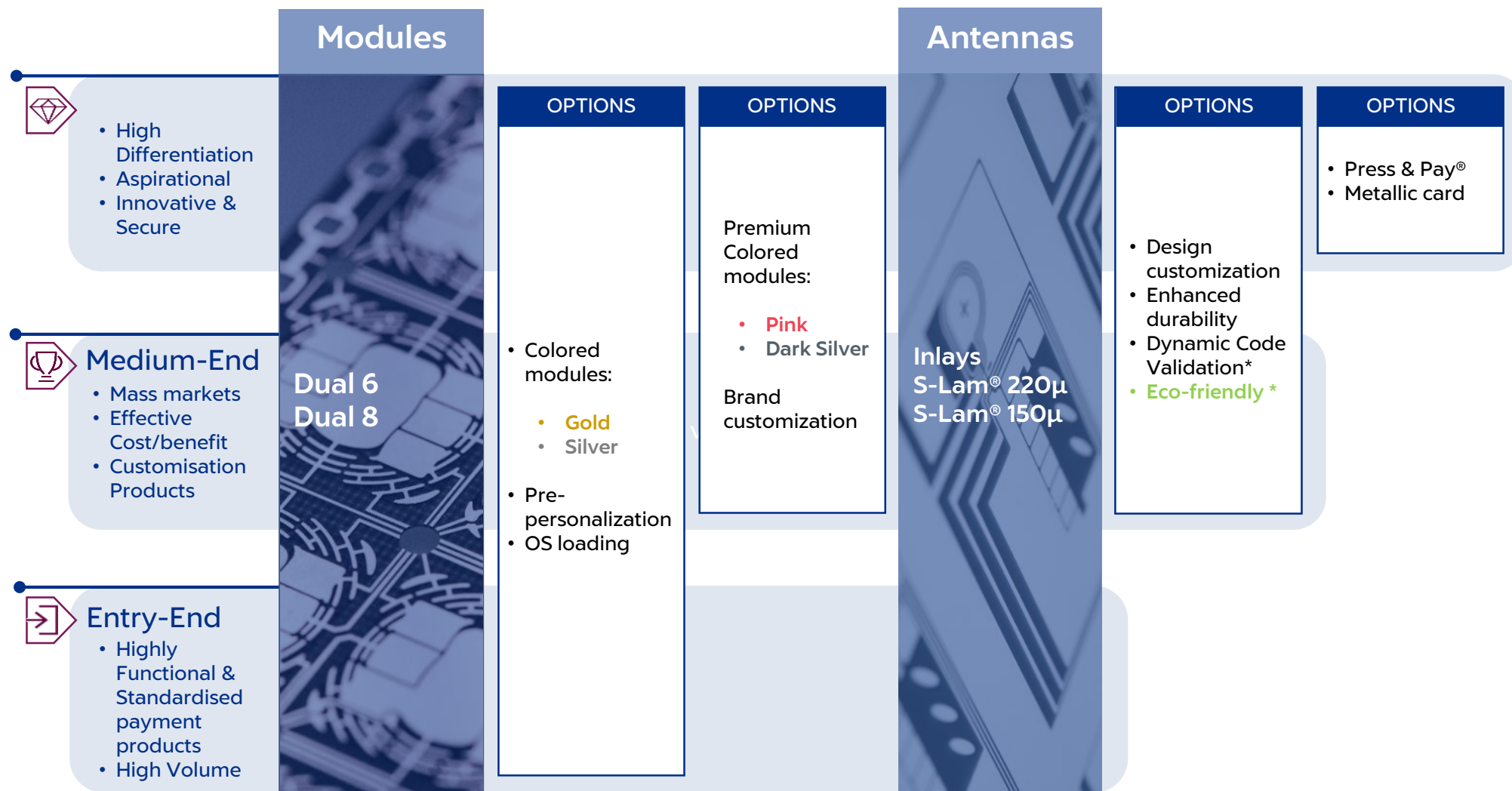
Peru
ePassport



Personal
equipment



Polycarbonate
Datapage



Some references



Coloured Cards



Press & Pay®



Foil



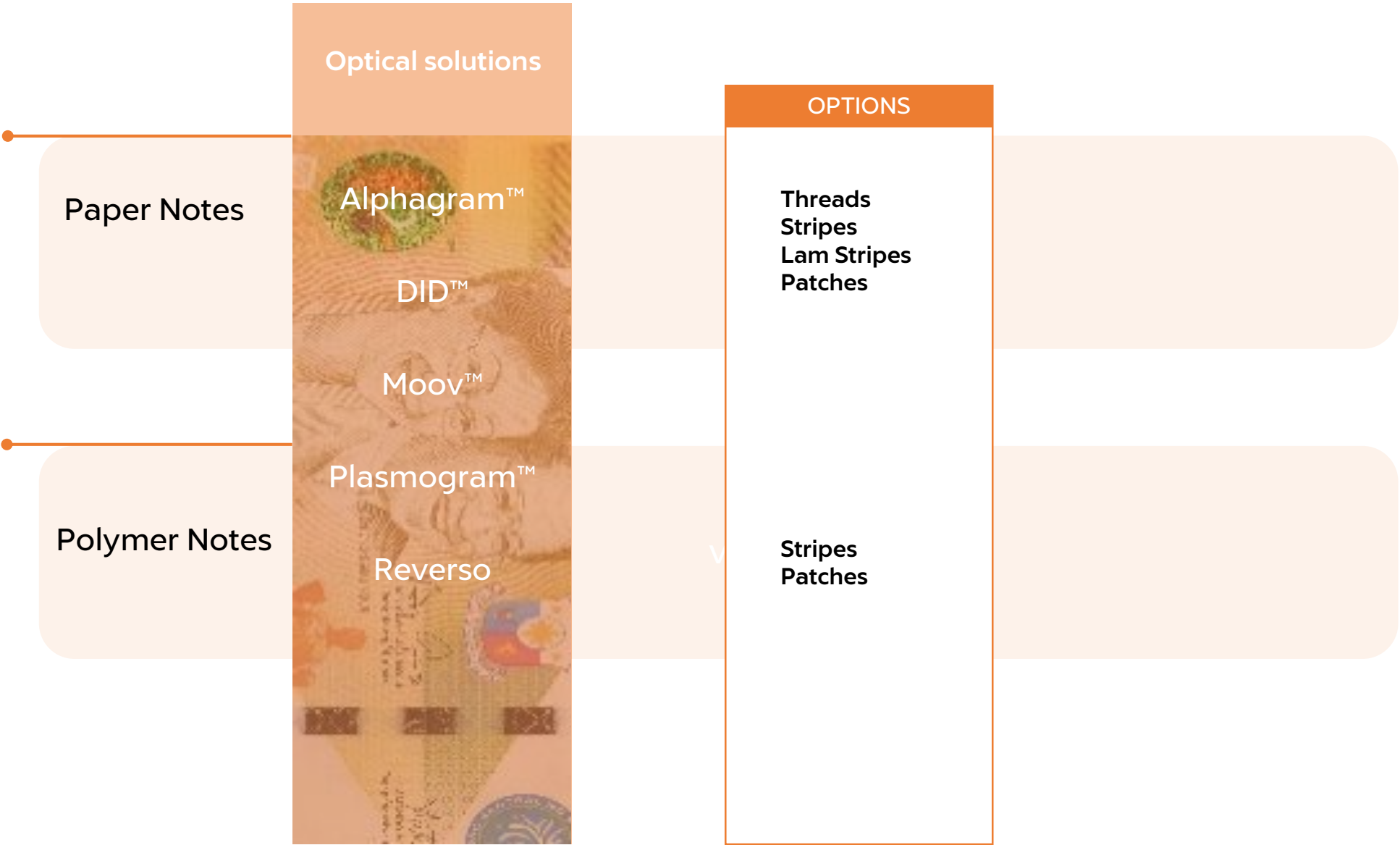
Transit Card



Metal Card

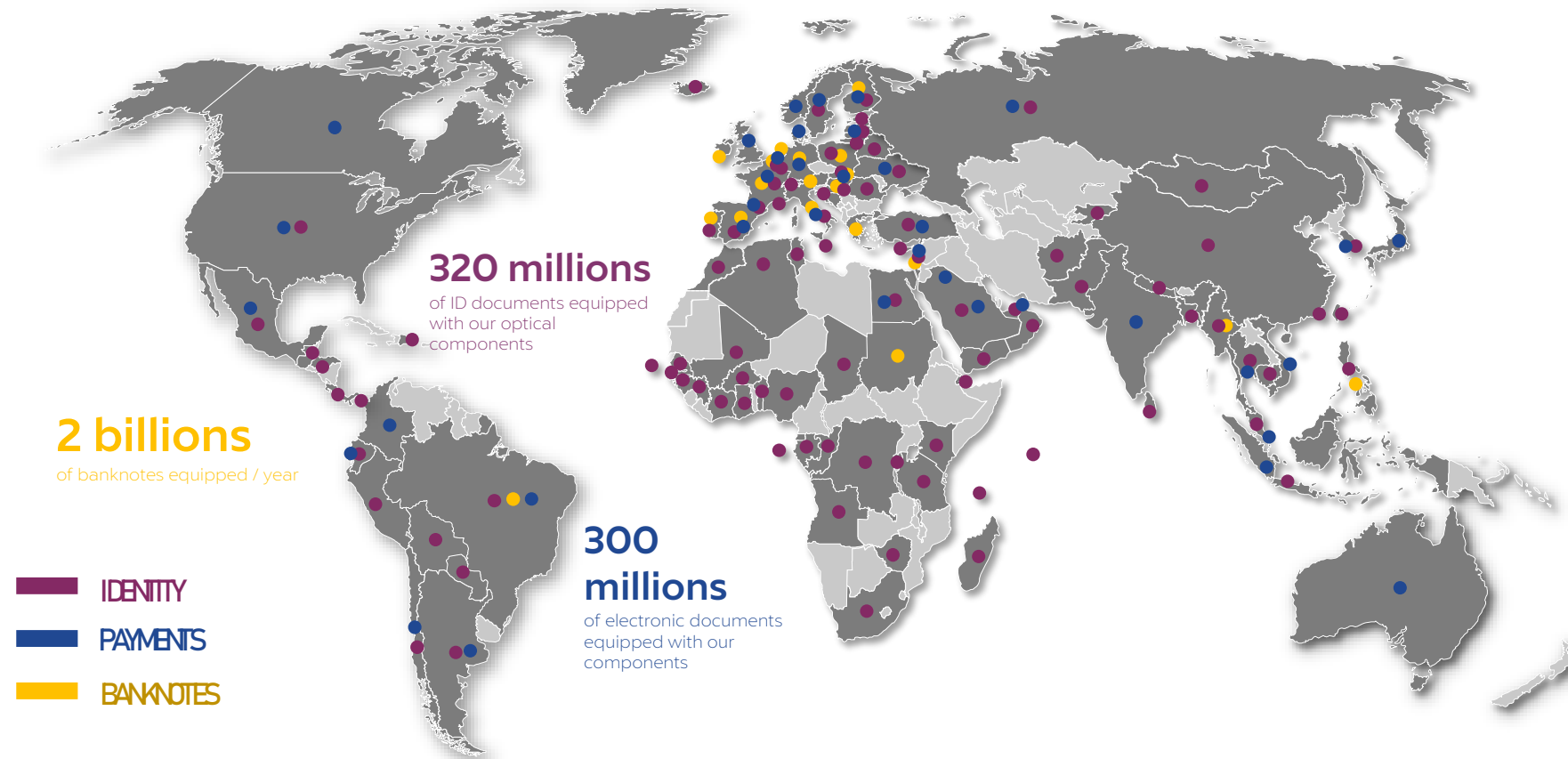


Transparent Banking Card with M²D® & CAI® Customised Module & Antenna Image



Some references

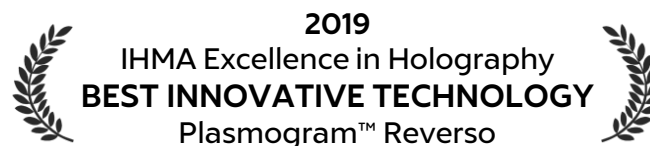




As an active member of IHMA to maintain the highest security and quality standards, our dedication and expertise have been recognized.



20 awards received since 2010







SURYS is a French company part of IN Groupe since 2019. SURYS employs more than 300 people worldwide and works together with SPS to provide components to secure Identity Products, Payment cards and Banknotes. These solutions are contributing to a safer and more sustainable world as we support the institutions and organisations in 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, CSR approach is part of our culture that is also promoted on Corporate level by IN Groupe.

This presentation reports 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 Goals as proposed by the United Nations.

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

Frédéric Trojani

Chief Executive Officer of SURYS and Executive Vice President of IN Groupe



Human Rights

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

	2020	2021
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.



SURYS

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. IN Groupe has set up a reporting platform 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 has been pursuing a policy of equal pay for several years. Thanks to this policy SURYS obtains a score of **94 points out of 100** in 2021 on the index of professional equality between women and men.

This score was further improved compared to 2020 (80/100) and 2019 (67/100).

Actions are being taken to improve this score:

- Encouraging internal mobility within the group by systematizing the internal opening of ads
- Strive for gender balance in female -or male- dominated departments by giving preference to applicants of the opposite sex with equal skills

All IN employees have been made aware of the challenges of the GDPR regulation.



The acronym GDPR stands for "General Data Protection Regulation".

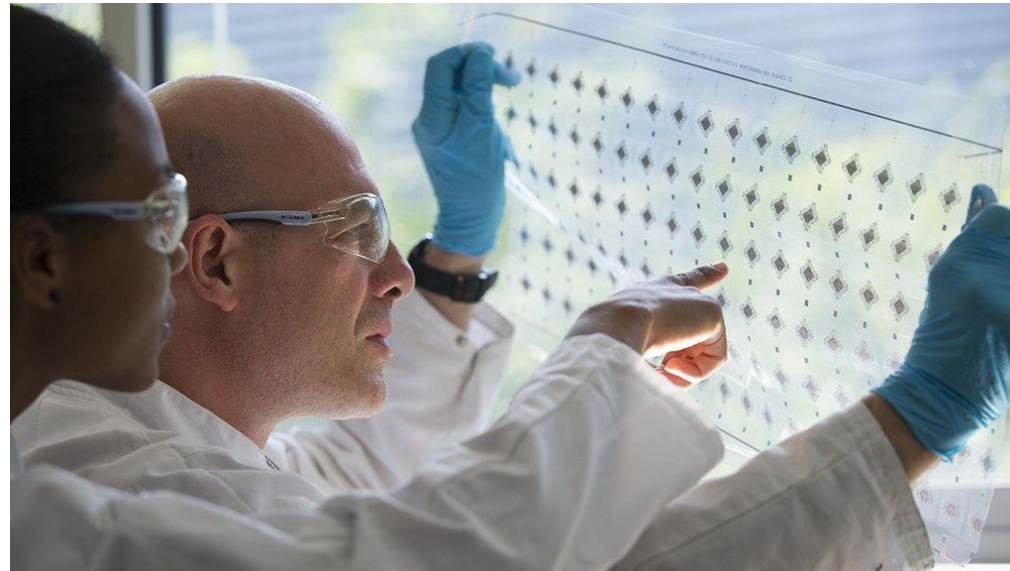
The GDPR regulates the processing of personal data within the European Union.

It strengthens citizens' control over the use that can be made of their data and harmonizes the rules in Europe by providing a single legal framework for professionals.

It allows them to develop their digital activities within the EU based on the trust of users.

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

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. In 2021, more than 20 new employees have benefited from this personalized integration program.



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

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.



A specific HSE audit program has been set up 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 2021.

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

- Safety KPI at the entrance of the site,
- Boards in production,
- HSE 15' meeting,
- Daily presence in the field,
- Specific training program for the chemicals risk prevention, waste management and working in ATEX areas.



Since 2021, SURYS has reinforced its commitments regarding accident prevention involving Operations, Human Resources and HSE Departments :

- Every lost time injuries is now subject to a takeover interview when the employee returns to consolidate the investigations and avoid any recurrence
- A working group focused on safety is hold every two months.



The technical teams substantially contributed to a major success in terms of chemical risk prevention. After substituting two of the most dangerous products used on the site, the engineers and technicians continue to study future substitutions according to the substitution plan established in collaboration with the HSE department on the basis of the chemical risk assessment.

Four new substitution projects are in progress to eliminate products classified as CMR or soon to become CMR.

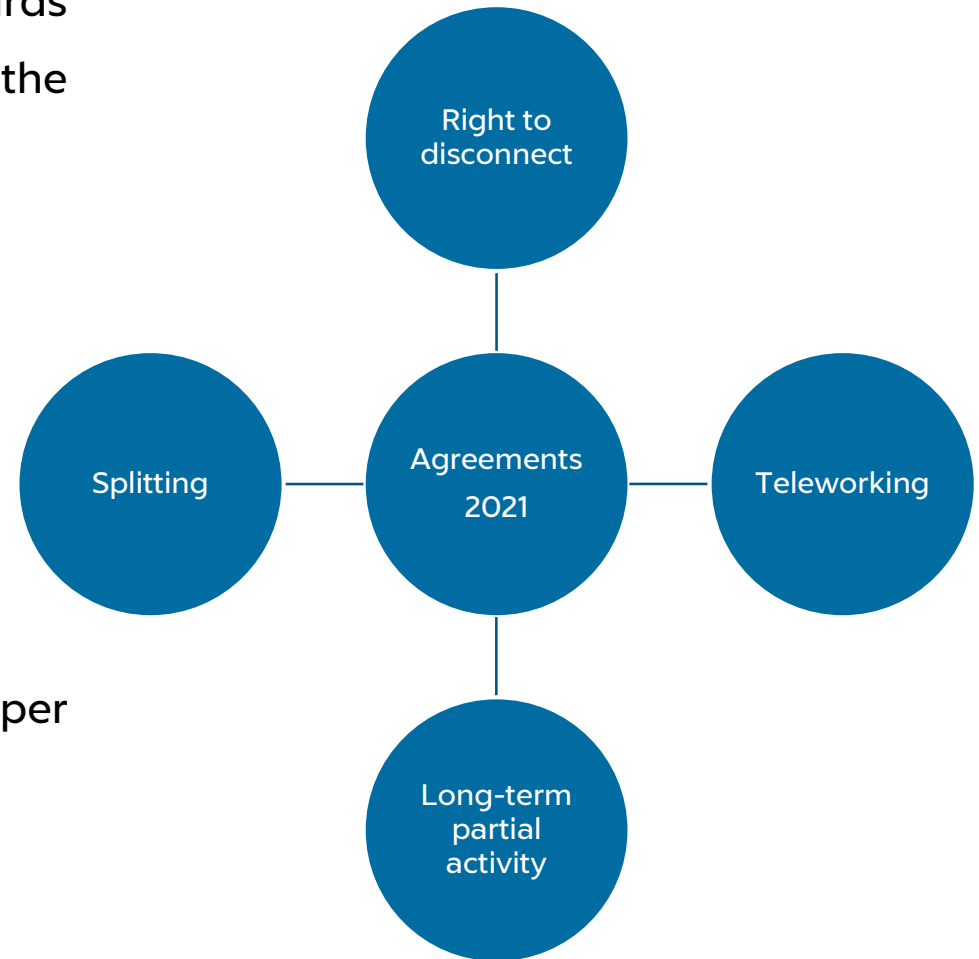
A safety approval process for new materials and a regulatory monitoring system complete our chemical risk management system.



In 2021, 5 new agreements have been set-up with union stewards with the aim of concluding and signing agreements to ensure the preservation of employees' well-being.

Among them:

- Long-term partial activity in order to:
 - Allow time for training
 - Maintain salaries at 100%
 - Protect jobs
- Splitting allowing to take advantage of 2 additional days off per year



IN Groupe has decided to maintain a system that was put in place during the compulsory teleworking period linked to the COVID.

This system, called Stimulus, gives all employees free, anonymous and confidential access to a support and listening platform in order to provide psychological support, social support or legal information.

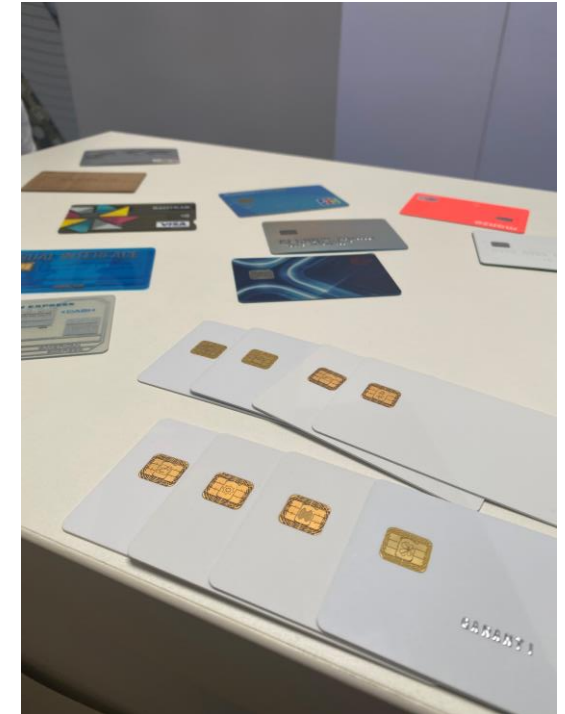


Several events are organized by the Human Resources department throughout the year:

- Vaccination campaign against the flu at the place of work. A quarter of the population benefited from this campaign.
- Conference on disability awareness in the workplace in collaboration with AGEFIPH in the framework of the week for the employment of disabled people.



- International Women's Rights Day, on which flowers were distributed to all female employees.
- The "internal exhibition" where the technical and sales teams recreated an official exhibition stand and presented the SBU's products to employees.



- The “Frosted break” where employees are invited to taste artisanal ice creams: This was an opportunity to distribute the “summer kits” consisting of a corporate reusable water bottle and tote bag.
- Retirement party involving local caterers.
- The traditional “Cabécou Party” created by the founder of SURYS will return in 2022 in a new format extended to the SBU called “Autumn Celebrations”.



In 2021, the group 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 indicators at SURYS level

- 250 people consulted
- 76% of participation rate
- Personal and professional commitment score of 7,1/10
- 1 action plan by direction

This diagnosis will be repeated in 2023.

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.



SURYS also participates in local job fairs to:

- attract talented candidates and experts
- build a network
- be a player in the development of local recruitment





The environment

SURYS is committed to highlighting the control of its energy consumption.

In 2021, the energy audit and environmental footprint measurement reports were presented to the management team in order to prioritize investments at the group level.

SURYS has been engaged since 2016 in a voluntary process of evaluating these CSR and responsible purchasing performances.

In 2021, we obtained a score of 70 points out of 100 for the environmental part according to the ECOVADIS benchmark, allowing us to obtain the silver badge.



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 equipment in the historic building

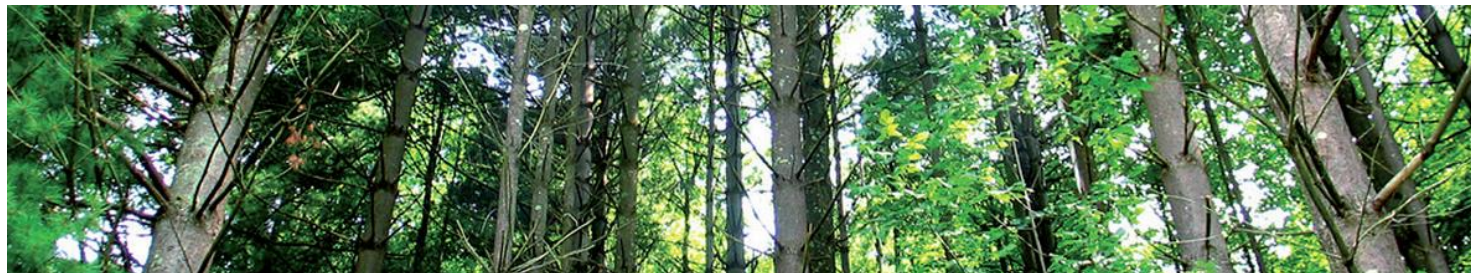
Installation and daily management of an industrial water treatment equipment in the new building

Installation in 2020 of an automated cleaning station for printing tableware, enabling us to reduce water consumption and aqueous wastes on one hand and improve working conditions on another hand.

Installation of a new equipment in addition to an existing one in order to ensure the treatment of a new production process

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 environment.



Following the mobility survey carried out in 2020 among its employees, SURYS has set up new facilities in favor of alternative mobility:

- Places for charging electric vehicles
- Additional parking spaces for bicycles
- Ongoing discussions with public authorities to set up an inter-company shuttle to the nearest suburban train station
- Introduction of electricity base company cars

Financial incentive for soft mobility agreements is deployed at corporate level.



Since April 2021, 100% of our non-hazardous waste is either recovered as energy or as material.
More than 50% of the total waste is recovered.



Since the end of the COVID period, SURYS has been working with the Fraiche Cancan organization, a healthy and responsible canteen, to implement a zero waste system.

Every day at the end of the morning, a deliveryman drops off the lunch and leaves with the glass containers from the previous day's meal, thus avoiding the production of plastic waste.

Each user can track the amount of plastic they have prevented from being thrown away on its personal space.

FRAiCHE cancan
Je préfère manger à la cantine !



SURYS had a communication action scheduled during the European week of waste reduction which took place from 20 to 28 November 2021. SURYS employees received regular information around 5 themes:

- Dangerous waste prevention
- Waste prevention
- Prevention of food waste
- Promotion of composting
- Re-use, re-cycle and repair

After the success of this communication, a new event will be organized in 2022.



Anti-Corruption

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 2021 no corruption incident was registered.

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.



«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.»

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	2020	2021
Number of complaints concerning the respect of human rights	0	0
Integration of new entrants	0 (due to the pandemic)	20
Score on equality of treatment	80	94
Number of accidental spills	0	0
Corruption incident	0	0
Ethic accreditation	1	1

Contacts

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