

# READY FOR THE FUTURE?



**BE PART OF THE DIGITAL  
PAYMENTS REVOLUTION**

**sia**  
The Network of Excellence

## ■ WHO SIA GROUP IS

### An international network of highly qualified specialists and infrastructures.

Every day withdrawals are made from ATMs, prepaid cards are used for online purchases, credit transfers are made available and money is sent via smartphone. Every day, all this is possible thanks to SIA.

SIA - a subsidiary of CDP Equity - is European leader in the design, creation and management of technology infrastructures and services for Financial Institutions, Central Banks, Corporates and the Public Sector, in the areas of Card & Merchant Solutions, Digital Payment Solutions and Capital Market & Network Solutions. SIA Group provides its services in 50 countries, and operates through its subsidiaries in Austria, Croatia, Czech Republic, Germany, Greece, Hungary, Romania, Serbia, Slovakia, and South Africa. The company also has branches in Belgium and the Netherlands and representation offices in the UK and Poland.



#### → Our vision

Everyone will be able to use their own money anytime, anywhere, simply and securely.

#### → Our mission

Provide the best platforms to process all kinds of payments of institutions, people, corporates.

## ■ SIA GROUP

### KEY FIGURES (2019)



Employees

More than **3,500**



Revenues

**733.2**  
million euros



Card & Merchant  
Solutions

**16.1**  
billion transactions



Digital Payment  
Solutions

**16,3**  
billion transactions



Capital Market &  
Network Solutions

**4.5**  
terabytes carried  
on the network

## ■ OUR PRINCIPLES



### **CLIENT FIRST**

The driving force of every project and initiative and the point of reference to direct all our behavior.



### **EXCELLENCE**

The ultimate objective of SIA Group's operations and the result of daily application of our values.

## ■ OUR VALUES



### **PARTICIPATION**

We are proactive.



### **RELIABILITY**

We are conscientious.



### **INNOVATION**

We are at the forefront.



### **RESPONSIBILITY**

We are professionals.



### **COMPETENCE**

We are skilled.

## ■ INNOVATIVE SOLUTIONS

### **Sia SMART MOBILITY**

Goodbye to the paper ticket, a new user experience has arrived.

### **Sia CHAIN**

The private blockchain for financial institutions, corporates and public administration.

### **Instant Payments**

The platform for real time payments.

### **Mobile Payments**

Send/receive money and pay. Instantly.

### **Artificial Intelligence & Smart Automation**

Improving customer experience and service quality



The first Italian "scientific-banking cloud" project.

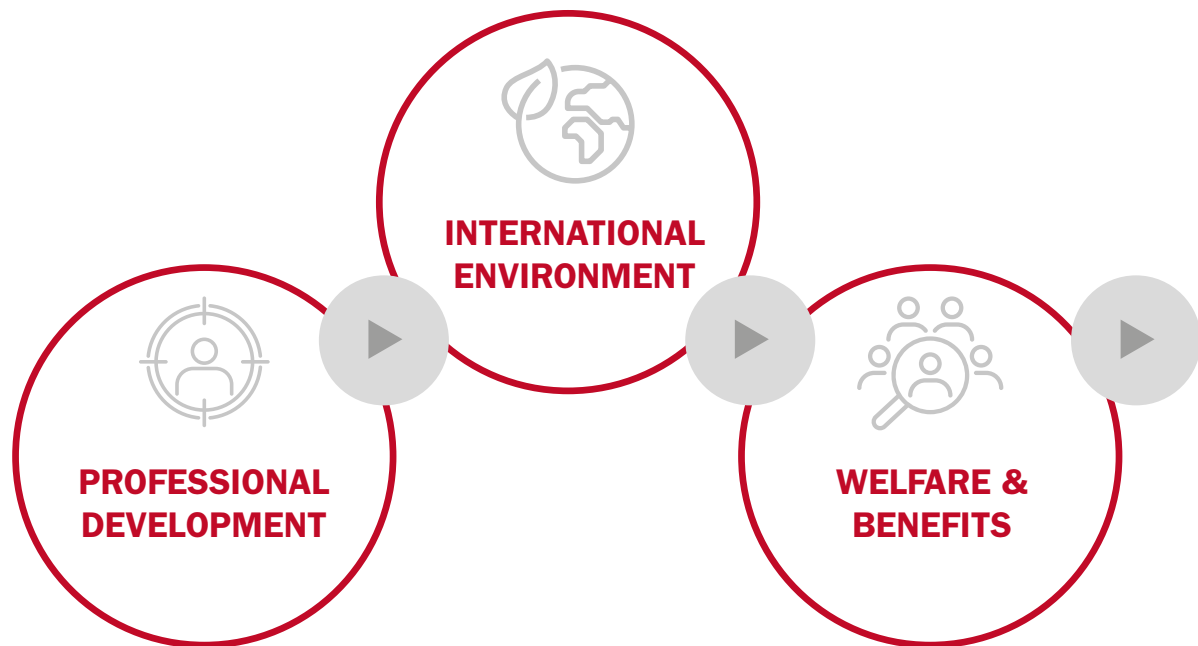
## ■ YOUR FUTURE IN SIA

The international marketplace is constantly evolving and is driven by technological innovation

### Professionalism, competence and excellence

Thanks to the experience, knowledge and skills acquired in managing highly complex systems, SIA helps to speed up the digitization of financial institutions, businesses (from large companies to small shops) and public administration.

SIA Group's technological and innovative services are designed to improve the daily lives of citizens, making payment transactions simple, safe and fast. Enter in SIA and you will enjoy a very professional training experience and a work environment that is attentive to your needs.



## ■ IN SIA TO GROW

We are looking for people who want to develop their skills and take on new responsibilities. Orientation towards results and customer satisfaction, the desire to take up challenges, an aptitude for problem solving and continual improvement – these are the qualities we seek in our young people and that will enable the SIA community to aim constantly for excellence.

We focus our attention on finding and winning the loyalty of new talents, offering them the opportunity to join us and grow within a challenging, innovative environment. We recognize and encourage flair, creating paths of development that promote potential and capability, along the entire career path of our people.

## ■ TO WORK AND LIVE AT SIA

At SIA, people are at the center, with constant attention to their professional and personal growth

### The work environment

#### SIA and work

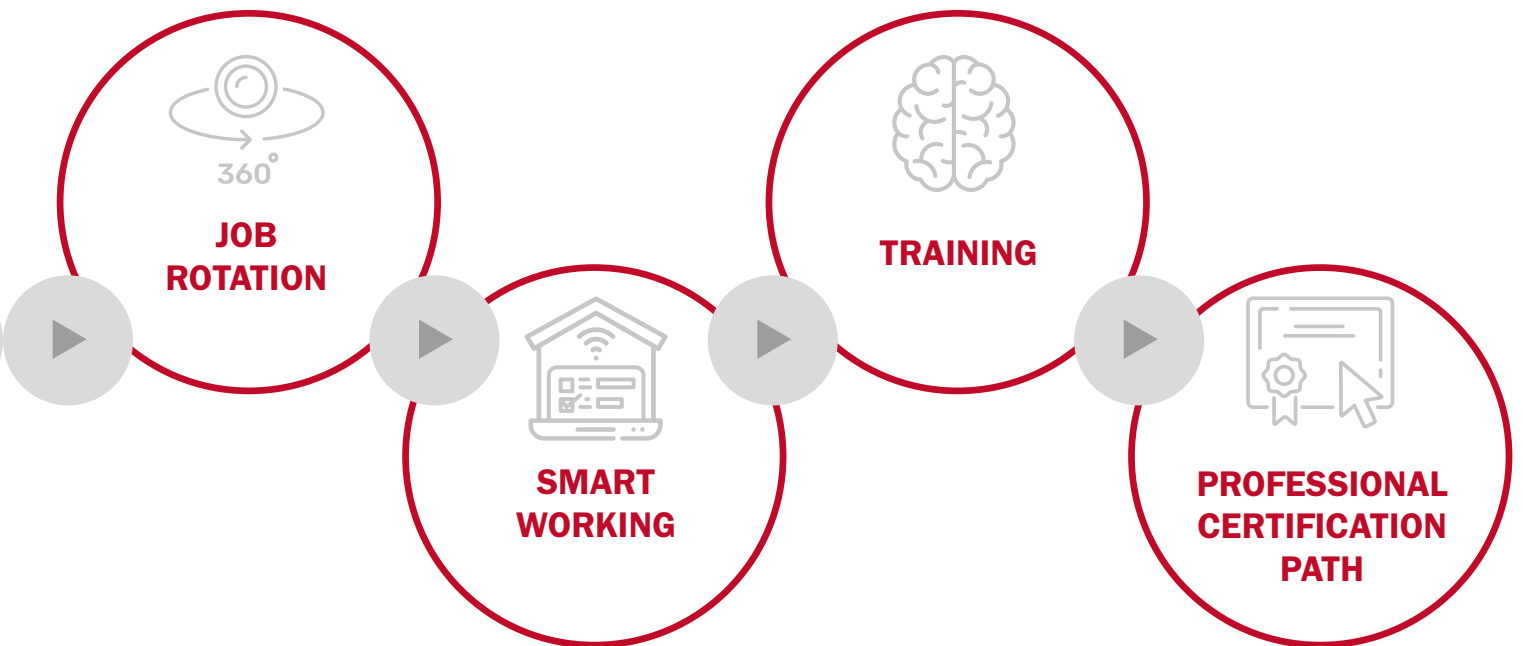
Projects and activities to improve constantly the way of working at SIA, to grow in professionalism and to bring out and spread the behaviors and practices of excellence:

- training
- job rotation
- professional development
- internal award
- smart working

#### SIA and private life

Initiatives to improve constantly the way of living at SIA, to involve people in moments and paths of growth as individuals and as a community:

- work-life balance
- health and prevention
- social responsibility
- community and aggregation
- welfare and benefits



**The degrees of greatest** interest to us are in science, engineering, IT and economics. The main university centers with which we have privileged relationships are: Politecnico di Milano, Università Luigi Bocconi, Università Cattolica del Sacro Cuore and CeTIF.

SIA is member of



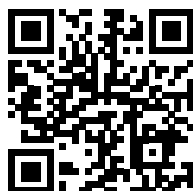
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