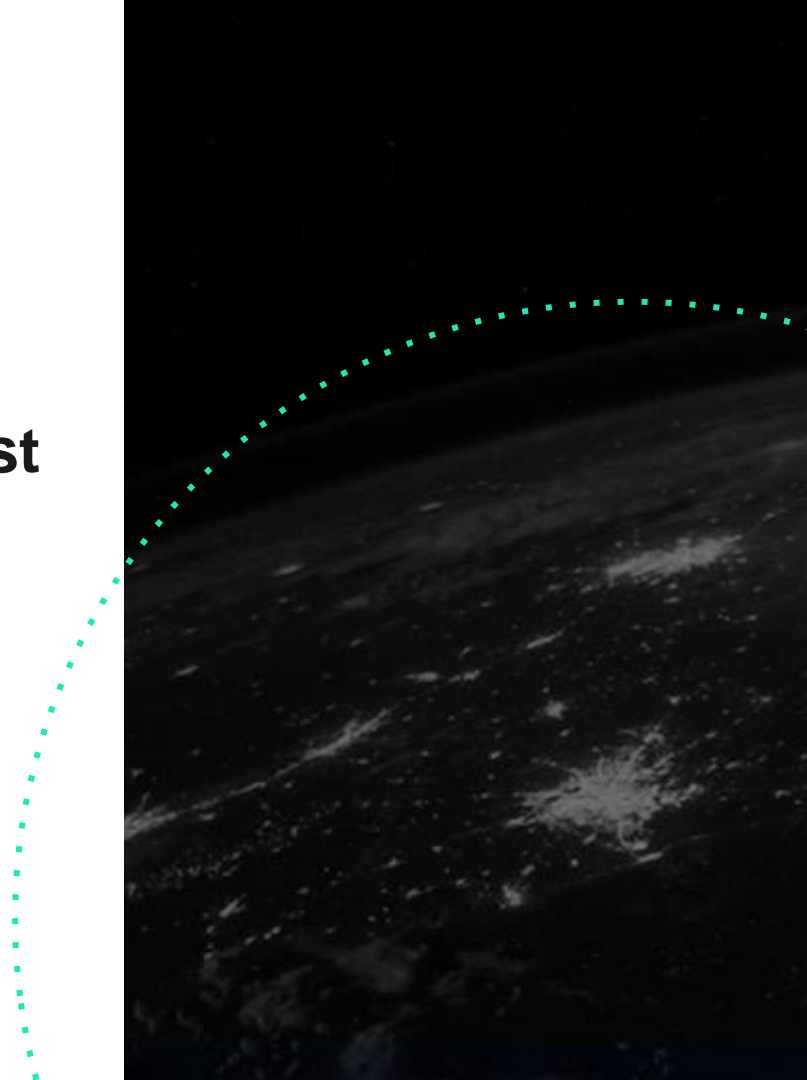


SCALING & EXPANSION

Our offerings to support your fast growing business

2023 - 2024



Overview of dimensions that can be handled by our experts

Sia Partners has the experts to meet your one-off or long-term needs in a wide range of areas, with a particular focus on the following topics. For your specific needs, we work on a fixed-price basis, so that you can anticipate 100% of the costs associated with the service, and within a short timeframe to adapt to the time constraints of fast-growing businesses.

1	Tech Expertises	2	Compliance	3	ESG	4	HR & People	5	Innovative businesses including <i>(Incubation & New businesses)</i>
	Datascience, data engineering Cybersecurity Blockchain		GDPR / Data privacy CSRD / SFDR KYC		ESG analysis & audit Carbon footprint assessment (with Greenly)		HR processes Recruitment Executive coaching People assessment (c-level)		Tech & Software Fintech & Insurtech Pharma / biotech Web3 GreenTech

Through our Scaling and Expansion offer, we support innovative, fast-growing companies in the organizational transformations linked to their development in 3 areas: strategic challenges, evolution of core business functions and adaptation of support functions.

Our Cybersecurity Expertise

A wide range of expertises



100

Cyber Experts:
Cybersecurity
Analysts, Network
Security Engineers,
Cloud Security
Specialist, Digital
Forensics Analyst..



3

Cyber Excellence
centers in Europe,
North America and
Middle East



+200

Clients



Cyber Strategy

- Strategy for Boards & Executives
- Target Operating Model
- M&A Due Diligence
- Transformation
- Maturity Assessment
- Mentoring for Startups
- Virtual CSO | CISO | DPO
- Cyber Rating by



Cyber Risk

- Risk Strategy
- Risk Management
- Risk Assessment & Treatment
- Financial Risk Quantification
- Third-Party Risk Management
- Fourth-Party Risk Management
- Insider Risk
- Risk Analytics
- AI-powered Risk Manager: C2R by



Offensive Security

- Threat Hunting
- Threat Intelligence
- Attack Surface Reduction
- Red teaming
- Penetration testing
- Product assessment
- Breach Response
- Digital Forensics
- Web3 Security
- Blockchain Security



Cyber Training

- Individual Certification x **PECB**
- Mobil Learning x **SPARTED**
- Awareness
- Education
- Bespoke Sectorial Training
- Executive Training
- Expertise
- Certification Program
- Serious Game



Cyber Operations

- Cloud Security | CSPM | CWP | CASB
- Infrastructure & Endpoint Protection
- Security Architecture
- Security Configuration & Hardening
- Vulnerability and Patch Management
- Digital Identity Protection
- ZeroTrust | SASE
- DevSecOps
- Payments Security
- OT/ICS Security | IEC 62443 | IEC 62351
- IoT | IIoT | WoT Security
- Encryption | Cryptography



Cyber Resilience

- Wargaming
- Always-on strategy
- Operational Resilience
- Business Continuity Management
- Business Impact Analysis
- Business Continuity Plan
- IT Service Continuity Management
- Disaster Recovery Plan
- Five 9s
- Incident Response
- Crisis Management



Cyber Compliance

- FISMA | NY CRR 500
- FedLine Security Controls
- LPM | NIS | NIS2 | DORA
- HKMA C-RAF 2.0 | MAS PSN05 / PSN06
- RGS | PSSIE | HDS
- SecNumCloud
- NIST | ISF SOGP | FFIEC CAT
- ISO 270xx | ISO 27701
- BS11200 | ISO 223xx
- SWIFT CSP | SWIFT SIP | PSD2
- PCI DSS | PA DSS
- Cyber Assurance Framework



Data Protection

- Data Ethic
- Privacy by design
- Lifecycle Management
- DPIA
- Data Retention
- Data Deletion
- Legal Basis & Consent Mgmt.
- Cookies Management
- 3rd-Party Contract Mgmt.
- Cross-border transfer Mgmt.
- Subject Request Mgmt.
- Regulator Investigations
- Litigation Management
- Data Loss Prevention
- Data Classification
- Data Security Controls
- Data Breach Management

Our compliance & ethics team



Compliance & ethics

+ 100

Expert consultants
with operational and
legal skills

9

AI Solutions x
Business expertise
(Intelligence, Fraud,
Screening, Contract
Management, etc.)

250 +

credentials



Artificial intelligence (AI)

- ✓ Data Governance
- ✓ Risk Assessment
- ✓ Regulatory reporting
- ✓ AI ethics



Data Privacy / Outsourced DPO

- ✓ GDPR audit
- ✓ Steering the RGPD compliance program
- ✓ Preparing for CNIL inspections
- ✓ Privacy by design
- ✓ Impact analysis



Duty of vigilance

- ✓ Mapping
- ✓ Vigilance plan and deployment
- ✓ Data security



Third-party management

- ✓ Outsourcing compliance
- ✓ Contract review and due diligence



Business ethics

- ✓ Governance and ethics strategy
- ✓ Responsible lobbying
- ✓ Combating anti-competitive practices



Financial Security

- ✓ Risk assessment (EWRA)
- ✓ LCB-FT
- ✓ Sanctions & embargoes
- ✓ Customer knowledge (KYC), fraud detection



Non-compliance risks

- ✓ Operational risks
- ✓ Continuity of operations (DORA)
- ✓ Internal control
- ✓ Analysis and quantification of extreme risks



Anti bribery

- ✓ Sapin 2 compliance
- ✓ UK Bribery Act compliance
- ✓ FCPA compliance
- ✓ Implementation and monitoring of alert systems



Compliance

- ✓ Deciphering new regulations
- ✓ Change management
- ✓ Identifying optimization opportunities
- ✓ Organization and efficiency of the compliance function, digitalization of the function



Internal fraud

- ✓ Monitoring and control
- ✓ Incident analysis
- ✓ Internal control
- ✓ Audit / Maturity assessment / Efficiency diagnosis





Main credentials



**Audit / Control
Compliance / Remediation
Training & awareness
Change management
Optimization**

Our Data & AI Expertises : business consulting, data expertise and technological tools

A wide range of customer issues

-  **350**
Data Experts: Data Scientists, Data engineers, Data Analysts, Data product managers
-  **100**
UI/UX Designers, Web developers & digital experts
-  **7**
AI Excellence centers in Europe, North America and Middle East
-  **+700**
Clients

Business expertises

- Public Sector
- Energy & Climate
- Transport & Tourism
- Industry
- Financial Services (Banking, Insurance)
- Technology platforms and IoT
- Real estate
- User Experience
- HR
- Purchasing

Data & Data Science

- Data analysis
- Data quality
- Predictions
- Time series
- NLP
- Speech to text
- Text analysis, named entities
- Computer vision
- Optimization / Operations research
- Data visualization
- Open Data
- Data warehouses and platforms

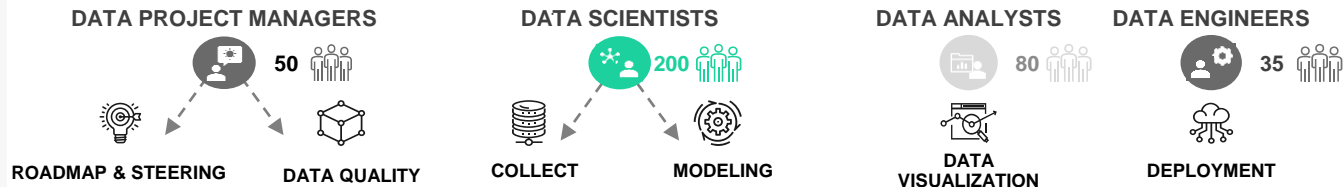
HEKA AI

- Our platform as a Service for AI solutions
- Algorithm production and development environments
- AI gas pedals (algorithm catalog)
- Ready-to-use AI solutions

Augmented consulting

This combination of Business expertise, Data science expertise, and AI ecosystem with our Heka platform reflects how our consulting offerings leverage new technologies and innovative ways of working to meet our customers' challenges.

A diversity of profiles to address the entire data value chain



Our HR & People team – HR processes & coaching

Recruitment

The survival of a start-up depends on finding the right profile and having it in the right place.

- Define recruitment needs
- Build your employer brand to deal with competitiveness in the recruitment market
- Develop a strong recruitment strategy

Management

Skills development is at the core of HR strategy

- Coach founders
- Accompany managers to grow on management skills
- Improve productivity through skills development

Talent Management

The success of a start-up depends on its talents, and talent management is important to :

- Manage performance in teams
- Propose relevant career path to develop employees
- Identify and retain key talents

Legal

Start-ups face the challenge of legal compliance and must comply with local regulations

- Ensure legal compliance
- Choose the right staff administrative and payroll provider
- Advise on legal matters

Our HR & people team – assessment & coaching

USIDE

Uside, working on the effectiveness of leaders and managers in their environment, through their behavior



3 expertises

Talent Management

To provide the organization with a better understanding of its resources and their potential and to prepare managers and their teams to develop their leadership ;

Collective Efficiency

Collective intelligence must be mobilized through a common and shared strategic objective and issues ;

Quality of life at work

To develop positive dynamics while reconciling the management with PsychoSocial Risks (stress, harassment, burnout...)



Talent Management

Uside intervenes in the implementation of processes of identification, evaluation and development of potential:

- Building an innovative and stimulating approach to talent management
- Developing the behavioral and emotional skills of leaders and managers
- Identifying and retaining the leaders of tomorrow



Sia Partners is a next generation consulting firm focused on delivering superior value and tangible results to its clients as they navigate the digital revolution. Our global footprint and our expertise in more than 30 sectors and services allow us to enhance our clients' businesses worldwide. We guide their projects and initiatives in strategy, business transformation, IT & digital strategy, and Data Science. As the pioneer of *Consulting 4.0*, we develop consulting bots and integrate AI in our solutions.

Follow us on **LinkedIn** and **Twitter @SiaPartners**
For more information, visit:

sia-partners.com

*Sia Partners Panama, a Sia Partners member firm

A black and white photograph of a man with a beard, wearing a dark shirt, looking down at a tablet computer. A semi-transparent world map is overlaid on the right side of the image, with a teal dotted line tracing a path across it. A teal circle highlights a location on the map, corresponding to the 'Panama City*' entry in the list.

- Abu Dhabi
- Amsterdam
- Baltimore
- Brussels
- Casablanca
- Charlotte
- Chicago
- Denver
- Doha
- Dubai
- Dublin
- Edinburgh
- Frankfurt
- Greater Bay Area
- Hamburg
- Hong Kong
- Houston
- London
- Luxembourg
- Lyon
- Milan
- Montreal
- New York
- Panama City*
- Paris
- Riyadh
- Rome
- Seattle
- Singapore
- Tokyo
- Toronto