OUR RAISON D'ÊTRE

> *Together*
> *we create innovative chemistry*
> *to protect and preserve*
> *our world.*
>
> socomore –

CORPORATE VALUES

- Humbly enthusiastic
- Worldwide proximity
- Responsive

min. 80 M€ — 31 M€ FLYABLE PRODUCTS

min. 98% — 95% OTD

min. 25 M€ — 4 M€ SALES SERVING LOW IMPACT MARKETS

-50% — CARBON FOOTPRINT ON SCOPES 1 & 2

min. 80% — 16% SALES COVERED BY LIFE CYCLE ANALYSIS

max. 60% — 57% WAGE BILL/ ADDED VALUE

TOP 25% — TOP 25% ENGAGEMENT SCORE (PEAKON SURVEY)

min. 10% — 12.5% EBITDA SHARING

VISION

The **aerospace market** will continue to experience a strong activity in the mid to long term.

Facing **environmental challenges**, all our markets will evolve in an unknown timeline and in a non-linear way.

As a chemist we will be at the forefront of carbon footprint reduction and health challenges.

MISSION

Provide specialty chemicals significantly reducing impact on environment and health.

AMBITION

Keep serving our **specialty chemicals** markets and providing aerospace with **more flyable** products.

Serve **low impact markets***.

Build together the **trajectory** that will enable us to **transform ourselves**, our products and processes to support our business and ecosystem, addressing **environmental and health** challenges.

*Markets producing energy from non-fossil sources or utilizing non-fossil energy, as well as those serving the recycling economy, or water resource conservation.

PRODUCT LINES

- COATINGS
- SHIMS & SEALANTS
- HYGIENE & DISINFECTION
- SURFACE PREPARATION
- SURFACE TREATMENT
- SURFACE PROTECTION
- NON DESTRUCTIVE TESTING
- TRACING

OPERATIONAL PRINCIPLES

- WORLDWIDE CUSTOMER FOCUS
- OPERATIONAL EXCELLENCE
- DIGITAL
- AGILITY & INNOVATION

SOCOWAY*

*ESG policy

PEOPLE VALUES

- Collaboration & teamwork
- Right to be wrong
- Consideration
- Attentiveness
- Audacity
- Integrity
- Responsability
- Transparency
- Empathy
- Commitment
- Solution Provider

socomore

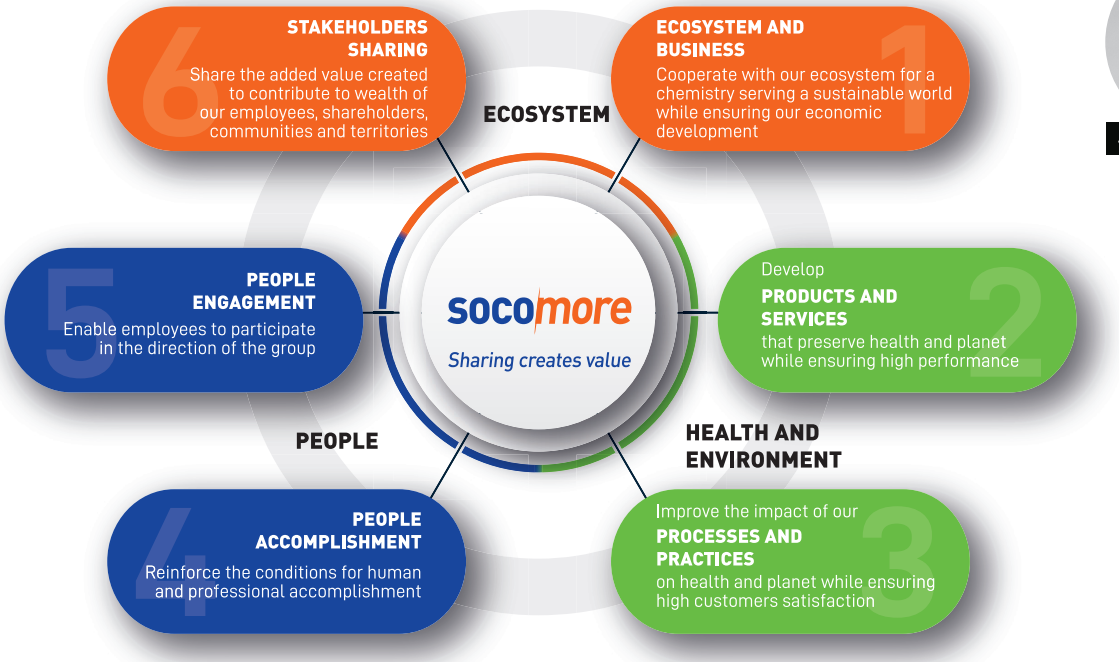
STRATEGIC PLAN

SOCO2030



The Surface Company

STRATEGIC CHALLENGES



www.socomore.com




"Day after day..."

José COELHO *CEO* / & / Frédéric LESCURE *Chairman*

SOCOWAY was born with SOCO2024. Its signature "Sharing creates value" inspired our raison d'être: "Together we create innovative chemistry to protect and preserve our world", which in turn inspired our SOCO2030 strategic plan.

As a result, "Sharing creates value" is now at the heart of our strategic plan. The associated goals and resources are highly ambitious in all areas.

We are counting on everyone's mobilization to ensure that the trajectory initiated by 2030 collectively enables us to achieve and make possible our decarbonization and impact reduction goals by 2040 and 2050.

Take risk. Manage risk. Foster risk.