

More than 30 years after its creation, Mäder Group has become an independent international leader in high value-added Coatings & Composites, operating in compliance with regulations and standards, with respect of the environment.

## OUR MISSION:

Passionately supporting our customers' Coatings & Composites processes by providing global solutions, while ensuring sustainable development for people and the planet.

## OUR AMBITIONS:

- To be an independent, family-owned global leader offering Coatings & Composites solutions in our strategic markets (Railway, Coil, Automotive, Piping & Storage, etc.)
- To be recognized as a reliable and innovative partner by our customers
- Transforming the chemical industry to make it ever more sustainable

## OUR VALUES and MAIN INTERESTED PARTIES:

### Continuous innovation and product quality:

To provide our **customers** with global, practical solutions that perfectly meet their needs and integrate QSE requirements throughout their life cycle, while ensuring profitability for our **shareholders** and the Group's growth.

### Protecting people and the environment:

To protect the health of our **employees** and the men and women who contribute to the Group's activities, to limit the impact of our industrial activities on the environment and to prevent any pollution.

### Respect for people:

Developing Diversity, our local territorial roots, our mutually beneficial and ethical partnerships with our **suppliers**, the virtuous impacts of our activities on all the **world's citizens**.

## We have adapted our strategic plan to meet changing social and environmental challenges, and to strengthen our customer focus.



To fulfill our commitment to our customers and all our major interested parties, we are pursuing the Group's transformation around 4 major axes, which respond to our **major challenges** and to the UN **Sustainable Development Goals** relevant to the Group. These objectives also form the basis of our Responsible Purchasing policy:

### 1. Create the conditions for our growth and develop our businesses

- Continue our evolution from Product Provider to Solution Provider by **developing innovative solutions**
- **Increase our market shares** with strategic customers by strengthening our global presence and accelerating our business development, thereby ensuring the **Group's financial viability**



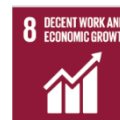
### 2. Strengthen our operational excellence

- While maintaining our flexibility, reinforce our efficiency, by **capitalizing on our knowledge, developing the skills and knowledge of our employees**, increasing the efficiency of our Supply Chain, developing our digitalization, and raising our level of service
- Optimize our cost prices to enable our customers to remain competitive



### 3. Promote the well-being and fulfillment of our employees

- **Ensure safe working conditions**
- **Increase employee satisfaction**, notably by strengthening transparent and collaborative communication to give meaning to our teams' activities, improve the sense of belonging and be recognized for our values



### 4. Improve our impact on our ecosystems

- Setting clear and ambitious targets for **reducing our carbon footprint** in line with the reports of the **Intergovernmental Panel of Climate Change** (IPCC) and the recommendations of the **Science Based Targets Initiative** (SBTi), **optimizing our energy consumption** and defining the Life Cycle Assessment of our products
- Based on **compliance with applicable environmental regulations**, reduce our significant environmental impacts, actively participate in the ecological transition through the development of adapted offers, a more sustainable management of our sites, a responsible use of natural resources, and the support for our customers in reducing their own impact
- Aware of the effects of climate change on our supply chains, markets and sites, we integrate this dimension into our strategic decisions, operational planning and QHSE management systems.



The Executive Committee is committed to ensuring that each Group entity complies with all locally applicable standards, procedures, laws and regulations, wherever it operates. This commitment also covers the appropriation of the Group's strategic axes and the continuous improvement of management systems to increase the level of targeted performance and expected quality, as well as customer satisfaction. As such, we are committed to providing the human, technical, financial and operational resources needed to realize our ambition, and we are convinced of the daily commitment of all Group members. This commitment is an indispensable factor in ensuring our long-term future.

“ **The ecological transition will not happen without industry, and we face a major challenge: to be a pioneering player in the transformation of the chemical industry to make it sustainable, and thus give meaning to all.** ”

On behalf of the Executive Committee,

Julien MOLINA  
Chairman and Chief Executive Officer

