

2025

Mission Committee Report

Editorial



“ The SOCAPS Mission Committee is pursuing its group dynamics, propelled by its members’ consistent involvement and by the quality of its discussions with the executive team. Some new members were welcomed in 2024, leading to stabilized operations: constructive, collaborative and meticulous.

The number of participants in mission-related work remained substantial, proof of growing buy-in across the organization. The Committee’s meetings, which take place four times a year, are opportunities to monitor the progress made toward the goals enshrined in the bylaws, review ongoing actions, and support SOCAPS’s advancement over time.

After 2024, a year marked by the complete overhaul of our core purpose, 2025 was a year of putting down roots. That new purpose - clearer, more accessible and truer to SOCAPS’s cooperative identity - is gradually permeating all of the company’s practices, messaging and commitments. It is helping to bolster coherence between our cooperative model, our mission and the concrete actions taken in service of our shareholders, our clients, our teams, our suppliers and our regions.

SOCAPS, Normandy’s first mission-driven company, continues to play a galvanizing role in our region, doing its part to bring to life an ambitious vision of a company focused on the positive transformation of industry.

”

Jean-Philippe Daull
Mission Committee Chairman



“After rewriting our mission statement the previous year, in 2025 we turned our attention to providing structure to our operational objectives. The general idea was to consider the mission, not as a silo isolated from our development strategy, but as the very essence of that strategy.

From that perspective, sustainability efforts like double materiality analyses and the roadmap derived from the Climate Enterprise Convention (Industry group) in 2025 have allowed us to strengthen our mission with complementary operational actions.

The teams at SOCAPS Group have done outstanding, far-reaching work, and I would like to both salute them for the results they have achieved and extend my sincerest thanks to them for their dedication.

Because the path taken by a mission-driven company is a demanding one, requiring the whole organization’s involvement, we are now more determined than ever to fully uphold that model, which restores the company’s civic-minded role, with roots in its region and an awareness of its capacity to contribute to the transformation of society.



Thomas Meyer
CEO, SOCAPS Group



In June 2024, the SOCAPS S.A. Extraordinary General Meeting adopted our new purpose: “Guided by our cooperative principles, we work together to provide technical support for the positive transformation of industry and industrial prosperity.”

This new purpose and its accompanying People, Prosperity and Planet bylaw goals were transposed into new concrete actions over the course of 2025.

For example, we launched the Fair Wages project, which aims to detect any inconsistencies between wage levels by country, across all of our operations around the globe. As a cooperative company, this is an emblematic project in which we are proud to be engaged!

The main functions of SOCAPS S.A. are to contribute to our members’ economic development of and to coordinate a communal office that works for them on a daily basis and acts in their interest for the future. This means preparing for the future of industry and paving the way for its positive transformation. As a result, carrying out our cooperative’s mission is also a chance for us to concern ourselves with the world around us today and with the challenges to come.



In this way, SOCAPS is demonstrating that cooperative governance and our official mission do not follow two separate rationales but are, instead, part of the same movement: making our company a collective organization, with deep roots in its region, that looks out for our stakeholders and is perfectly aware of our ability to contribute to economic, social and environmental progress.



Henri Duquesne
President, SOCAPS S.A.

Positive Company

assists us with our self-assessments

Buy-in for the mission

According to our annual SOCAPS satisfaction survey run by Positive Company:

83%

of shareholders answered "Yes" to the statement:

"You feel engaged by SOCAPS's mission."

77%

of shareholders and

98%

of employees answered "Yes" to the following statement:

"You are aware of SOCAPS's commitments and actions related to sustainable development."

The Committee's Perspective

The results highlight the teams' sincere engagement. For the next survey, the Committee recommends verifying that the world "mission" - as in "mission-driven company" - is correctly understood.

Statement

A Mission-Driven Company Committed to the Positive Transformation of Industry

SOCAPS is an international operator in the field of industrial technical support. Each year, we work in 120 countries, in the service of equipment and other manufacturers that help people eat (agri-food industry), receive care (pharmaceutical, cosmetics and medical device industries), get supplies (intralogistics and automated assembly) and reduce their environmental impacts (low-carbon energy generation, industrial decarbonization, low-carbon transportation, and water and waste recycling).

SOCAPS is a mission-drive cooperative group – a special model that helps us fully embody our purpose: **“Guided by our cooperative principles, we work together to provide technical support for the positive transformation of industry and industrial prosperity.”**

1. Power of the Cooperative Model

Since 1999, the cooperative model has been the heart and soul of our identity. Its defining principles establish a framework that compels us toward economic democracy (one person, one vote) and the fair distribution of created value. This movement, which originated in 1844 with the Rochdale Pioneers*, puts forward a vision of an economy that focuses on people, in which profits are not a goal in and of themselves but rather a means of contributing to the well-being of the community.

At SOCAPS, we believe that a fairer, more equitable and more democratic business model is not only possible but is operationally more effective and is also capable of putting down local roots while still achieving an international reach.

Statement

The 7 International Cooperative Principles

We are proud to contribute to the work being done within the cooperative ecosystem for the French artisanal sector (WeCoop), both nationally (CoopFr) and throughout Europe (Cooperatives Europe), and to promote the seven International Cooperative Principles:

- 1 - Voluntary and Open Membership
- 2 - Autonomy and Independence
- 3 - Democratic Member Control
- 4 - Member Economic Participation
- 5 - Education, Training, and Information
- 6 - Cooperation among Cooperatives
- 7 - Concern for Community



* See glossary on page 55

2. Mission-Driven Companies: Galvanizing Positive Transformation

We are convinced that companies, whatever model they follow, must explain their utility and that the ones that take this path will be in a stronger position to handle the challenges to come. We are steering our transition and publicly championing the social, societal and environmental struggles that we choose on the basis of our history, our values, our business and our model.

When we adopted the status of mission-driven company in 2021, we reinforced our commitment to sustainability. We see mission-driven companies as powerful, transformative tools, not only for the companies themselves but also for the economy and, therefore, society as a whole. This status obligates us to clarify our long-term contributions to the global hurdles that we all face: biodiversity loss, climate change, mass migration, geopolitical crises, social tensions, and so on.

This public process, defined by law and enshrined in our bylaws, enables us to direct our commitments on a daily basis.

At SOCAPS, we have decided to be a driving force for change, actively advancing the transformation of the economy from a perspective of sustainability and robustness.

We believe that the dual approach of the cooperative model and the structure of a mission-driven company will maximize our contributions to solving communal challenges, like the ones raised by the United Nations Sustainable Development Goals (SDGs).

The SDGs are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice. They provide a shared framework that has been approved by the United Nations international community.

The Sustainable Development Goals are all interconnected, and in order to achieve the 2030 Agenda, we have to ensure that all of the Goals are met.



Source : Azote for Stockholm Resilience Center, Stockholm University

3. Industry's Social Transition

As a cooperative group, the social transition of industry is a major issue for SOCAPS. We are committed to complying with international human rights standards, providing fair working conditions (including fair wages) and improving how we address issues related to gender equality and disabilities (diversity and inclusion). We believe in a form of industry that values each individual, that offers equal opportunities to everyone and that respects every person's fundamental rights.

We are convinced that this social transition is not only ethical but also contributes to the robustness and sustainability of industries that are facing structural talent shortages.

4. Industry's Eco-Transition

The ecological transition is central to our strategy. Industry has no other choice but to reinvent itself in a way that incorporates decarbonization-related issues, show respect for planetary limits and adopt circular, rather than extractive, business models. At SOCAPS, we are committed to controlling our carbon intensity, encouraging the circular economy and assisting our current and future clients with their positive transformations.

We work closely with our clients and partners, and prioritize cooperative mindsets, in order to support an industrial transition that is capable of meeting the needs of the present without jeopardizing the fates of future generations.

Conclusion

For SOCAPS, this statement reflects our ongoing commitment to reassessing, deepening and promoting the mission that motivates us, to our teams, our shareholders, our partners, our clients and all of our stakeholders, in general.

As a mission-driven cooperative, we are convinced that we have a role to play in the positive transformation of industry. It is by transforming our company that we will transform society. This is a challenge that we have taken up with determination, certain that companies can significantly contribute to building a future that is fairer, more sustainable and more inclusive.

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Our History



Cooperative Model

Our innovative business model stems from a partnership between the artisanal cooperative company SOCAPS S.A. and the SOCAPS Group network of regional sales offices.

In Europe, our member technicians – our shareholders – work on site as technical contractors and also have a financial interest in SOCAPS S.A. In the rest of the world, our members are contractors who adhere to SOCAPS's cooperative values and principles, and who contribute to growing our international network.



Business Model & Values

Our Values

"E.T.R.E" SOCAPS

E Entrepreneurship

SOCAPS is a cooperative that allows its freelance members and employees to develop their own business activities with the support of an established organization.

T Talent

The secret to our success lies in our talented SOCAPS employees and members. Our aim is to identify, assimilate and develop these talents and build loyalty.

R Respect

Because people are at the heart of our business model, respect is vital to our relationships with our employees, executives, members and clients.

E Engagement

SOCAPS is committed to engaging in long-term relationships with its employees, members and clients. We ask all of our employees and members to engage fully in this strategy, in order to guarantee its success.

Our Expertise: Industry

SOCAPS offers technical support and advice to industrial equipment manufacturers and end users around the world.

We assist our clients with their equipment's design, assembly, installation, maintenance, upgrading, hook-up and optimization.

We possess all of the different skill sets needed to deliver technical support to our clients:

- Site Managers
- Project Managers
- Trainers
- Process Experts
- Laboratory Technicians
- Drafters & Designers
- Automation Specialists
- Robotics Specialists
- Maintenance & Repair Technicians
- Safety Managers
- Mechanics
- Electricians
- Electrical Technicians
- Welders
- Pipefitters
- Warehouse Handlers

Our portfolio revolves around three categories of solutions:

1

Technical Support

Engineering and programming
Assembly at workshops
Installation and maintenance

2

Recruitment

Technicians
Managers
Experts

3

Consulting

Project management
Industrial performance consulting
Industrial eco-transition



Distribution of sales in 2025:

68%

Food & Beverage

15%

Health & Care

13%

Robotic & Intralogistic

4%

Cleantechs

Our Goal: Robustness

SOCAPS has rolled out a development plan that aims to bolster the robustness of our company by leveraging three growth pillars:

#1

Internationalization
and **densification** of
our multi-local network

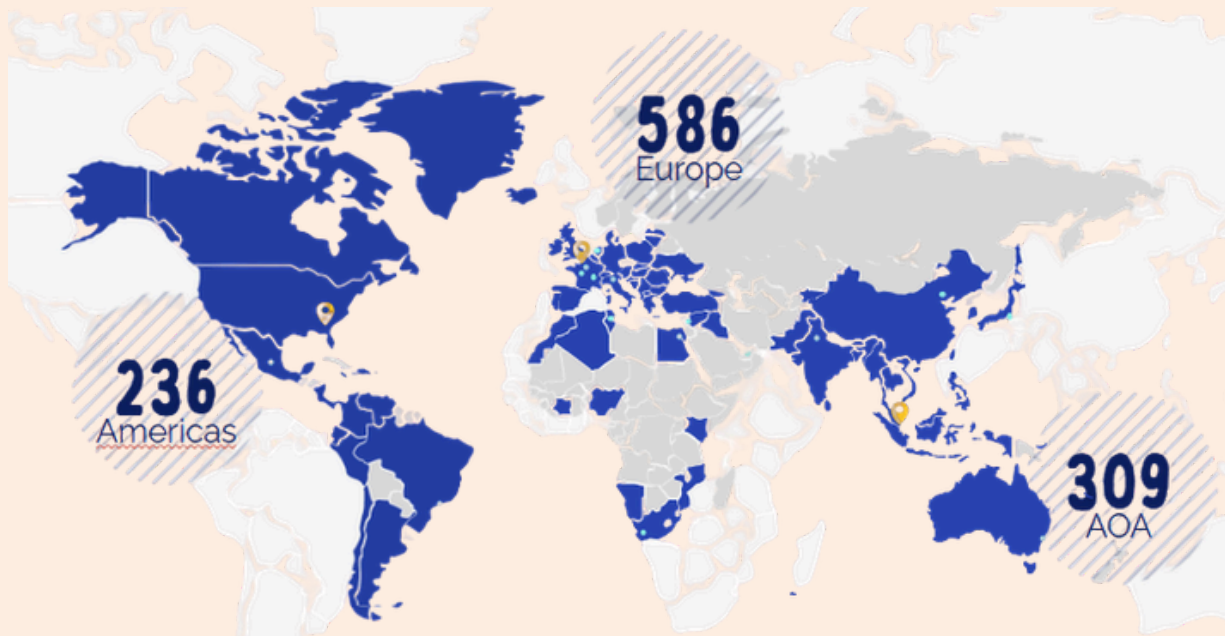
#2

Investments in specific
industrial sectors

#3

Portfolio enhancement
through **premiumization***
and **digitalization**

Geographic distribution of our members:



Number of member technicians* by region in 2025

Our goal is to grow enough to build a dense, multi-local network that allows us to simultaneously meet our clients' needs for technical support on a global scale, balance our geographic risks and continuously build up our local teams' skill sets and employability.

We have also chosen to focus on industrial sectors that prioritize basic human needs (like food, healthcare and supplies) and the reduction of humankind's environmental footprint.

Finally, we are boosting the value of our portfolio of services by diversifying into industrial performance consulting and by enhancing our organization's agility through digitalization, in the service of our human resources.

By working these different levers, we are increasing our robustness in order to ready ourselves for the turbulence of today's world.

* See page 11

Our Philosophy

People, Prosperity, Planet

At SOCAPS, we believe that, by investing in our teams (People), we can achieve our financial targets (Prosperity), allowing us to treat our communities with respect (Planet).

This is a virtuous circle that allows us to take a different approach to the strategic issue of corporate caring, one that places corporate social responsibility at the heart of our purpose. In this sense, we are able to reconcile capital with human beings, and production with the environment.

A Mission- Driven Cooperative Group

On June 24, 2021, the General Meetings of SOCAPS S.A., an artisanal cooperative company, and SOCAPS Group S.A.R.L., a commercial company, unanimously approved the status of “mission-driven company” for their respective entities.

This identity as a mission-driven company has resulted in a purpose and impact goals being incorporated into our bylaws, collectively forming the mission that we have given ourselves. That mission is subject to dual control by our Mission Committee and an independent third-party organization (ITPO).

At SOCAPS, we have decided to be a driving force for change, actively advancing the transformation of the economy from a perspective of sustainability and robustness.

SOCAPS Fund



On January 31, 2019, SOCAPS Group registered SOCAPS Fund, an endowment fund governed by Articles 140 and 141 of French Law 2008-776 dated August 4, 2008, as a founding member.

Every year, the SOCAPS entities donate 10% of their profits to this endowment fund.

Governance

The fund is governed by a Board of Directors made up of SOCAPS Group employee representatives.

The Board meets three times a year to examine and vote on funding requests submitted by SOCAPS teams and members, based on three criteria:

- Compliance with French tax rules for sponsorships
- Alignment with the fund's bylaws and goals
- Alignment with at least one of the 17 United Nations SDGs.

Budget allocation for 2019-2025

50%

Environment &
Biosphere
Protection



35%

Solidarity &
Community
Support



15%

Sports, Culture,
Education & Local
Action

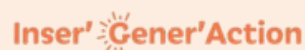


SOCAPS Fund is a funding tool for SOCAPS's environmental and solidarity-based projects in the context of our mission, as well as a system that allows interested teams and members to get involved with local charities.

Find all of the
projects
supported by
SOCAPS Fund



Examples of supported projects:



What is a mission-driven company?

France's PACTE Law* (2019) provides a clear legislative framework for companies that decide to work toward certification as a mission-driven company.

The certification process involves:

- formally incorporating a purpose into their bylaws
- setting positive impact goals, which may be social, societal or environmental, likewise recorded in their bylaws
- establishing a mission committee (or, failing that, designating a mission reference person at smaller companies), whose members include at least one employee, and which meets on a regular basis to verify that those goals have been translated into action plans and also publishes an annual report that is presented at the company's general meetings
- supplementing these verifications with an audit every two to three years (depending on the size of the company), conducted by an independent third-party organization accredited by COFRAC* to audit mission-driven companies
- filing paperwork with the local commercial court clerk declaring themselves as mission-driven companies

Our Approach



* See glossary on page 55

Our Organization

Board of Directors

SOCAPS S.A. is governed by a Board of Directors that meets at least three times a year.

It is involved in the cooperative's strategic choices and any topics falling under its purview: strategic outlook, incoming and outgoing members, arbitration with the cooperative, brand management, projects, and membership experience.

Executive Committee

SOCAPS Group is governed by an Executive Committee (ExCom) that meets at least four times a year. It is involved in the implementation of the group's strategies and any topics falling under its purview: hiring and HR policies, investments, openings, business strategy and development plans, digital policy, and the list goes on.

These two bodies are joined together in a shared mission, which has been governed by the Mission Committee since 2021.

Mission Committee

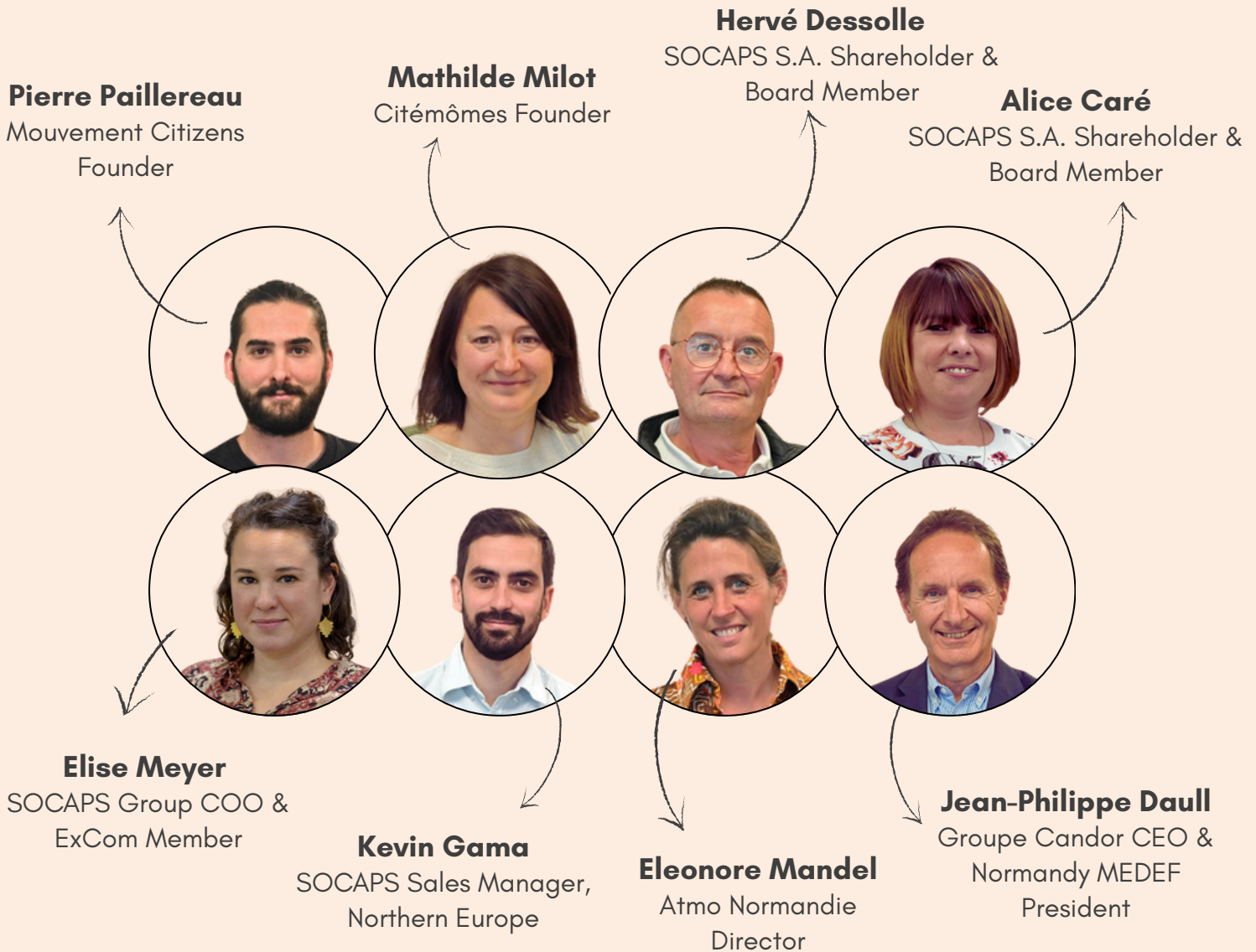
The Mission Committee meets at least three times a year to handle governance for the joint SOCAPS S.A. and SOCAPS Group mission. It monitors the company's strategic outlook, key indicator results and action plan reviews, and coordinate relations with the ITPO.



**These three
governance
bodies are
complementary.**

Together, they provide a
balance of power and
distribution of duties.

Mission Committee



The Mission Committee in Numbers

8 members

4 meetings per year
(2 remote and 2 in person)

2 permanent guest
members
(the Mission Manager and the CEO of
SOCAPS Group)

Equal representation

- By gender**
50% women
50% men
- By internal membership**
25% employees
25% shareholders
- By external membership**
25% partner suppliers
25% supported non-profits

13th

February 20, 2025

13th Mission Committee meeting:

2024 year in review (completion of operational actions and achievement of key performance indicators) and consideration and approval of the 2025 action plan (structure, operational actions and key performance indicators).

14th

April 4, 2025

14th Mission Committee meeting:

Finalization of the 2024 KPIs and critical review of the 2024 roadmap and achievement of results. Incorporation of the Mission Committee's recommendations into the 2024 Mission Committee Report.

15th

September 29, 2025

15th Mission Committee meeting:

Review of the mission budget and mid-year assessment. Presentation of the new ITPO (KPMG) and outline of the 2025-2026 audit. In-depth look at the Planet pillar's Climate sub-goal.

16th

December 8, 2025

16th Mission Committee meeting:

Presentation by KPMG, with a focus on the Fair Wages and Human Rights sub-goals of the People pillar, as well as the scoring project* for the Prosperity pillar. Presentation of the 2026 action plan, particularly the new project organization.

**See page 40

Mission, Purpose & Goals

Mission, Purpose & Goals

Our cooperative model is based on economic democracy and shared values, while placing people at the heart of our decisions.

As a result, each of our company's members and employees is an agent for change.

Our purpose

Guided by our **cooperative principles**, we work together to provide technical support for the **positive transformation** of industry and industrial **prosperity**.



We believe that a company's success is not limited to its financial health but should also be understood as its ability to create

lasting, shared value for all stakeholders, including employees, members, suppliers, clients, local communities and the environment.

We aim to support the transition to a form of industry that is capable of meeting the needs of the present without jeopardizing the fates of future generations.

Goals in Our Bylaws

People



Prosperity



Planet



Distribution of actions by commitment and by pillar :



100%

Operational actions completed as of 12/31/2025.

Distribution of actions between the 17 SDGs:



People

Prosperity

Planet



Collectively promote the development of skill sets and a healthy, inclusive and solidarity-based work environment.

100%

of actions completed

as of 12/31/2025

Goal #1 People



The People pillar is central to mission and reflects our desire to focus our business on human beings. It aims to provide a work environment for our members and employees that revolves around three main lines in which we take action:

Health, safety and security
employability, knowledge sharing and solidarity
diversity and inclusion.

Our efforts at continuous improvement can be seen in the work we have done to strengthen our preventive mechanisms, our ongoing investment in training through MySOCAPSAcademy, and our significant boosts to our diversity and inclusion indicators.

Our results, especially in terms of our safety indicators and the Mixture audit, rank us above other major players in our sector, while also identifying areas for improvement in the coming years.



A Healthy Work Environment

Noteworthy Actions

What's our objective?

Our goal is to provide a safer and fairer work environment for all of our members and staff, by raising their risk awareness, protecting their integrity and ensuring compliance with their fundamental rights.



Training

To meet demand from our members (as per the 2024 Positive Company Evaluation) related to improvements to MySOCAPSAcademy (MSA), we reworked that training platform in 2025, in terms of both its design and its user experience.

We also created and delivered anti-corruption training via MSA.



Our catalogue of training courses from our partners has further evolved, thanks to the establishment of a partnership with Haxoneo, a centralized discount purchasing platform that works with Apave, a technical health and safety training organization.

Prevention

As part of our process of continuous improvement in risk prevention, prevention plans were made available in multiple geographic areas where we have a presence.

Three crisis exercises were conducted in the US and Europe zones, in order to test their protocols and knowledge. They involved a role-playing simulation, in which our teams had to deal with a major incident or a crisis – like a fire, a disappearance, a weather event, a political event, a serious accident, etc. – for the purpose of testing our crisis management processes.

Finally, we developed emergency reference sheets (available to our members and staff) explaining what to do in the case of an occupational injury, a death, an abduction, an illness, a terrorist attack or a cybersecurity incident.



Fair Wages and Human Rights

To ensure that our business model (minimum client pricing minus cooperative fees = net benefit paid to members) provides for fair pay – remuneration that covers our members’ food, housing, healthcare, and education for their children – we analyzed our entire price chart, country by country, comparing our prices to the three progressive criteria listed below and adjusting them as needed:

1. Ensuring that each member is paid more than the local minimum wage, so that we are in compliance with regulations
2. Verifying that each member is paid at least the average for the sector (industrial technicians), as determined by the International Labour Organization (ILO)
3. Finally, ensuring that our remunerations are the same or higher than the fair wage standard for the country where the member lives.



Organisation
internationale
du Travail



FAIRWAGE
NETWORK

This work confirmed that we have exceeded these three standards, particularly in developing countries.

WE SUPPORT



In addition, in accordance with the SOCAPS Code of Business Conduct, which drew its inspiration from the Ten Principles of the UN Global Compact, we carried out two main actions:

- Child labor: creation of an alert in the system, based on the date of birth that appears on the copies of our members’ passports
- Creation of an online training module that is mandatory for the whole team and all of our members: Human Rights Awareness – SOCAPS 2025.



The Committee's Perspective

The Committee has noted the consistently high standards in effect in the areas of prevention and training, with special acknowledgement of the willingness to continually improve MySOCAPSAcademy. In 2025, the Committee applauds, in particular, the in-depth work that was done in connection with decent pay in developing countries. It will be interesting to see how this work proceeds, going forward.



PEOPLE PRIORITY GOAL

Risk Awareness

Since 2024, we have concentrated on measuring the evolution of our safety culture.

The objective is to analyze data related to:

- the detection of near accidents*
- member awareness
- HSS (Health, Safety and Security) certifications renewed through online training courses.

The total number of awareness actions (reports of dangerous situations + online MySOCAPSAcademy HSS classes taken) should be equal to or greater than the number of active members, so that increases to awareness are equal to or greater than increases to the population of people exposed to risks.

Calculation

$\frac{(265+150+70)}{(193+135+66)} \geq \frac{1185}{1241} = 1,23 \geq 0,95$	2025 result
$\frac{(199+127+56)}{(143+41+59)} \geq \frac{1241}{1295} = 1,57 \geq 0,96$	2024 result

Equation: $(2+3+4)N / (2+3+4)N-1 \geq 1N / 1N-1$

Legend (with data expressed as totals for the year (Y)):

1. Active members
2. New members who have achieved HSS1 certification on MSA
3. HSS1 certifications renewed on MSA
4. Reports of dangerous situations

Presentation



The Committee's Perspective

The Committee applauds the robustness of this method and the solid results achieved in 2025. Its members are pleased with this positive trend, evidence of a real desire to entrench risk awareness and safety in SOCAPS's corporate culture.

*Glossary on page 55



A Solidarity-Based Work Environment

What's our objective?

It is our ambition to be a cooperative that protects its knowledge, strengthens its ties and responsibly prepares for the future. We want to pass on our strengths, support those around us, and build a sustainable, humane and solidarity-based model.

Knowledge Sharing

In 2025, we initiated an approach based on developing skills and recognizing our shareholders' past experience, so that we can offer them real opportunities to grow.

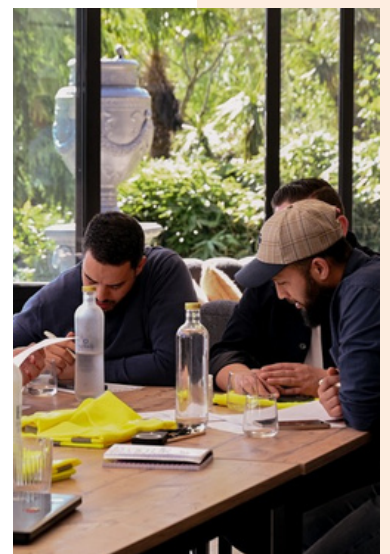
Along those lines, we launched a discussion about sharing our in-house business expertise, which yielded a number of ideas:

- Creation of a questionnaire to help us understand our members' needs
- Analysis and quantification of their skill sets and experience
- A survey to assess their willingness and ability to share their knowledge
- Discussion of a knowledge-sharing process that can be replicated across all of our members' business lines.

After analyzing the responses, especially the age pyramid, we realized that our member population is simultaneously growing and aging. This also allowed us to identify needs, available expertise and everyone's willingness to share their knowledge.

This approach lays the groundwork for a structured model in which each shareholder can not only pass on their experience but also acquire new skills, develop professionally, and evolve within the cooperative.

From that perspective, a first professional seminar will be held in 2026, to create learning spaces, build our teams' capacities, and prepare the next generations of shareholders to take over the business under the best possible conditions.



Solidarity

145

hours of skills mentoring in
2025!

Our teams' engagement was confirmed in 2025, with a 50% participation rate, equivalent to one day of engagement per person. There was a 15% decline in engagement compared to 2024, which can be explained by a more difficult work environment due to shrinking team numbers.

We conducted our annual detailed satisfaction survey with all of our members and their employees, in the interest of continuously improving our services. On the whole, 84% of our shareholders and shareholder employees are either satisfied or very satisfied with SOCAPS's services.



Examples of areas for improvement in the coming years:

- Governance (2026 projects via the SOCAPS Times, in particular): providing better information to shareholders about the services available to them
- Social (multiple task forces to come in 2026, dedicated to the subjects of knowledge sharing, solidarity and advocacy): expanding access to training for all and boosting cohesion between members (more time for sharing and discussions)
- Societal (a task force on AI has discussed the possibility of developing a tool in response to demand): increasing the number of local technicians, optimizing the distances between members and their assignments, localizing network coverage and decentralizing activities (meetings, environmental actions, etc.).



The Committee's Perspective

The Committee salutes the relevance of the in-depth process that was launched for the transmission of knowledge from one generation to the next. This is a testimonial to our values of intergenerational sharing and cooperation, ensuring the long-term permanence of the company. Many avenues for improvement have already been mentioned, and the Committee would be thrilled to see them come to fruition and evolve in the coming years.

In spite of a slight decline in 2025, due to a difficult context, the Committee also commends the fact that employees remain heavily involved in skills mentoring actions.



An Inclusive Work Environment

What's our objective?

Our goal is to build an inclusive, equitable and open organization, where there is a place everyone – regardless of age, identity, differences or experience – and where they can express themselves and contribute fully to life at the cooperative.

Diversity and Inclusion

Intergenerational

We conducted a SOCAPS team awareness action with Repas Part'âge, an association that fights the exclusion of isolated elderly people and that is also supported by SOCAPS Fund. In addition, we worked with the France Travail employment agency to offer internships for unemployed people who are five years away from retirement. Unfortunately, this did not come to fruition, despite our various follow-ups. This project will continue in 2026.

LGBTQIA+



We conducted an action in the United States, at our branch office in Atlanta, which involved raising the team's awareness with the non-profit Lost-n-Found Youth, as well as our annual clothing collection campaign.

We have also maintained our sponsorship of Rouen's Pride Parade.

People with disabilities



- David Lemetais, the head coach of France's para ice hockey team and of the para hockey section of the Cléon Crocodiles Club, and Laurent Blavette, the goalie of France's para ice hockey team, came to talk about parasports and resilience with our members at the 2025 General Meeting. They also gave a demonstration of the luge used by the ice hockey team.
- A disability awareness video was added to the MSA platform and made available to our members.
- For the third year in a row, we took part in DuoDay on November 20, 2025.
- We hosted an intern for several months as part of a partnership with a vocational rehabilitation center.



Cultural diversity

- We hosted an intern for a week in our different departments, as part of a period of on-the-job training with the France Travail employment agency.
- Two employees worked with Secours Populaire on its initiative for children unable to go on vacation, where they led fun workshops for the kids, featuring activities like making friendship bracelets, coloring pictures, doing collages, and more.

Gender Equality

The goal for 2025 was to continue the actions launched in past years. For example, we completed our portraits of female technicians at SOCAPS, so that a communication campaign could be run in 2026, and we carried out actions at schools to raise the awareness of small children. In addition, we maintained the internal actions that were already in place (parental support policy, mentoring, etc.).



We participated in the Chaudron Tech event - on the theme of "Women in Industry" - to witness testimonials from women in the process of retraining for new careers. That experience showed us that training, support and boldness are key points of leverage for increasing diversity in industry.



We pursued partnerships that would complement our current partners (Industri'Elles and Elles Bougent), in order to support our actions, and we identified areas to work on in 2026.



The Committee's Perspective

2025 was another year rich in diversity and inclusion actions. The Committee observed that SOCAPS followed its recommendations, emphasizing awareness efforts aimed at members, particularly in connection with disabilities, like the presentation given by the para ice hockey team at the General Meeting, which was truly a high point this year.

The Committee commends the actions taken in favor of gender equality, which was showcased by our participation in Chaudron Tech. The Committee would now like SOCAPS to focus more on the subject of women's place in industry and would like to see new, innovative actions launched to make this a pivotal component of our advocacy work.



PEOPLE PRIORITY GOAL

Mixity Audit

For four years, we made progress on diversity and inclusion issues thanks to Mixity, an organization with which we worked to measure our social footprint every other year via a self-reporting audit tool. These key points were analyzed:

- gender equality
- disabilities
- cultural and social origins
- age and sexual orientation / gender identity

In 2025, when this audit was supposed to be performed once again, Mixity unfortunately found itself obliged to shut down its business, due to a complicated economic and geopolitical climate that prevented it from developing its DEI (diversity, equity and inclusion) metrics under good conditions.

We looked for alternate solutions that would allow us to maintain this approach based on audits and continuous improvements, but were unsuccessful. We brought up the possibility of creating our own indicators, but that idea was quickly set aside, considering that we would be unable to achieve the same high standards and reliability as a recognized label.

Toward the end of 2025, we reached out to the GEEIS-DIVERSITY label.

“The GEEIS and GEEIS-DIVERSITY labels are aimed at all European and international groups that wish to participate in the construction of a more equitable society based on gender equality and diversity. The framework has been designed for all types of companies, regardless of their size, configuration and activity, in all countries and on all continents.”

(Source: arborus.org/en/label)

In agreement with the Mission Committee, it was decided that the first audit would be carried out in 2026, so that we could take our time and do it under optimal conditions. As a result, 2025 was a lost year for this KPI.

People

Prosperity

Planet



Become a key technical partner for the ecological transitions our current and future clients.

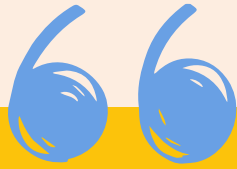
100%

of actions completed

as of 12/31/2025

Goal #2

Prosperity



The Prosperity pillar expresses our ambition of reconciling shared economic results with environmental value creation, by positioning the company as a key player in technical support for CleanTechs.

Our actions revolve around three structural lines:

- the development of technical support for CleanTechs
- the gradual construction of eco-transition consulting services
- guidance for projects to boost the positive social or environmental impact of traditional industry.

Today, the CleanTech segment is the main driver of the Prosperity pillar. It continues to evolve in the right direction on a difficult market, in terms of both the number of clients and their proportion of total sales.

In parallel, discussions of eco-transition consulting and guidance for eco-transition projects exemplify our intentionally cautious, structured approach that accounts for issues related to legitimacy, actual impact and economic viability.



Cleantech

What's our objective?

Our aim is to develop our CleanTech business by listening to the market and seeking out potential innovations in sectors that have a positive impact on efforts to reduce carbon footprints or to optimize the use of natural resources.

To support that work, SOCAPS created a task force in 2021, made up of team members from across our three working zones: Asia, Oceania and Africa (AOA), the Americas (AME) and Europe and Central Asia (ECA).

There were significant changes between 2021 and 2025:

Noteworthy Actions

5x

more CleanTech sales in 2025 than 2021

(up 69% from 2024)

50

CleanTech clients have put their trust in us since 2021

24

active clients

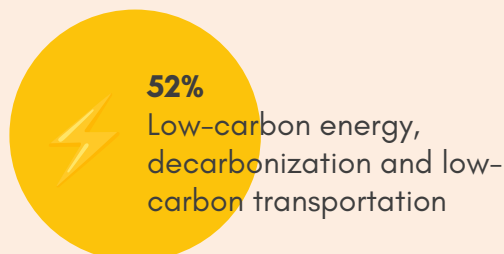
(worth €2 mn in sales)

30

trade shows identified in the recycling, sustainable energy and water treatment sectors

This can be explained by our increased business diversification in 2025 (after an initial emphasis on recycling).

Distribution of CleanTech sales in 2025:



Our strength lies mainly in our market intelligence, regional business development and collaboration between all sales representatives, including sharing opportunities.

While the sorting and recycling equipment market experienced an “air pocket” in Europe in 2025, it should eventually enjoy structural growth thanks to rising quantities of product waste and the associated regulatory requirements.

We carry out an average of two targeted studies per year, giving us a better understanding of different environments and generating client contacts and business opportunities.

In 2025, those two research topics were:

- The renewable energy storage market (batteries and standalone storage systems)
- The recycling and waste management sector.



The Committee's Perspective

On a market that continued to struggle in 2025, due to a slowdown in investments, both private (decarbonization, for example) and public (such as sorting and recycling), SOCAPS continued to explore this sector, allocating resources in line with our business development targets.

In response to the Committee's questions, the green hydrogen sector and the associated skill sets were explored, yielding one simple conclusion: we do not possess the necessary expertise without resuming substantial petrochemical activities, which SOCAPS refuses to do.

The efforts made to reach out to trade unions, as suggested last year, were not extensive enough (except in the field of new energy systems), so we feel it will be important to put it back on the agenda.



PROSPERITY PRIORITY GOAL

Cleantech

New, Active CleanTech Clients

Presentation:

Change in the number of new CleanTech clients billed during the year, with a target of 8+ new clients per year.

In 2025, we achieved:

8

new clients
(vs 10 in 2024)

Market Research

Presentation:

The CleanTech sector should account for 25% of the total annual number of trade shows around the world where SOCAPS is an exhibitor or a visitor.

In 2025, we achieved:

29%

Cleantech trade shows

(58 trade shows in total in 2025, including 17 CleanTech shows)

Despite consequential investments in this sector, its growth has more or less stagnated in Europe since 2024, due to its sensitivity to political decisions and government subsidies.

3,8%

of total sales
(vs 2.2% in 2024)



11%

of new clients
(vs 13% in 2024)



72

new clients in total, all sectors combined
(vs 70 in 2024)





The Committee's Perspective

CleanTech business development efforts were reflected in the proportion of CleanTech trade shows visited, which exceeded the target (29% compared to 25%), and in the number of new clients (with an additional eight new clients billed).

Our diversification into new segments (like biomass) enabled us to return to an overall positive trend in sales across the sector in 2025 (3.8% compared to 2.2% the previous year).

Water topics (pre-treatment and post-treatment, desalinization and recycling) appear to be a major area that we should continue to explore.

Eco-transition

What's our objective?

Our goal is to support the industrial eco-transition while remaining rooted in our technical expertise and actual needs in the field.

We want to contribute to a more sustainable industrial model, in a way that is responsible, progressive and aligned with our cooperative's capacities.

Noteworthy Actions

In 2024, we launched a service on the market that we dedicated to the industrial eco-transition, developed in partnership with a specialist in the sector (Pochecho). However, the system approach that we chose proved to be out of step with the expectations expressed by our clients.

Over the course of 2025, in-depth discussions with various actors in the sector allowed us to redefine our position, recentering it on SOCAPS's identity and strengths.

The new direction aims to promote and facilitate the rollout of technical solutions for manufacturers, revolving around three priority areas:



Water

Treatment, collection and reuse



Énergie

Waste heat recovery and renewable energy in industry

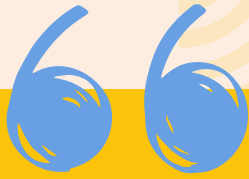


Waste

Sorting and processing

In parallel to conversations with equipment manufacturers, a business development campaign targeted some 600 leads, supplemented by client surveys. However, the feedback received was fairly inconclusive.

Given these results and the end of the assignment for two employees working on the project, the decision was made to put the development of these services on hold for the time being.



The Committee's Perspective

The Mission Committee found that, at this point, the prospective clients that were asked about the possibility of SOCAPS offering eco-transition consulting services did not express an immediate need. Furthermore, since SOCAPS is generally positioned as a maintenance provider, questions were raised about its legitimacy in offering consulting services.

According to the Committee, the best option was to pause this activity on a very complicated market, where consulting partners are also struggling and where SOCAPS's resources should be conserved in order to prioritize awareness-raising among existing clients.



Awareness

What's our objective?

Our goal is to manage our assignments as responsibly as possible, by measuring their impacts and endowing us with the means needed to advance. Scoring is more than a mere indicator: it is a lever to help us align our actions with our mission, reinforce our responsibility and guide us toward a more sustainable, more exemplary service model.

Our scoring project is the fruit of the Mission Committee's discussions of how to measure the impact of the work we do on our clients' sites.

The task force collaborated with  **Positive Company** on the following subjects:

Noteworthy Actions

1. Formulating a target

Defining a responsibility assessment system for the assignments performed by our members, with the goal of measuring the degree of responsibility and then setting a target for assignments considered to be responsible.

2. Approving key criteria

Confirming the minimum scoring criteria, relying on experience and on the specifics of SOCAPS assignments.

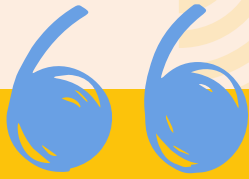
3. Differentiating our sectors

Maintaining distinctions between transitional and conventional sectors, with approved lists of sectors in both English and French.

4. Prioritizing pilot criteria

Prioritizing our carbon footprint, local employability, fair wages and the impact of our mission on the pilot project.

An easy-to-use, deployable tool was created, which will be rolled out in 2026, starting with turnkey projects for which SOCAPS has full responsibility.



The Committee's Perspective

The Committee applauds the team for the work that was done in developing a scoring tool, which has given us a more objective and measurable view of the real impacts of the technical projects run by SOCAPS.

Now, we will need to monitor the tool's implementation and see how they materialize in the actual practices employed by SOCAPS's sales forces.



People

Prosperity

Planet



Develop and communicate a voluntary, innovative and collaborative environmental policy.

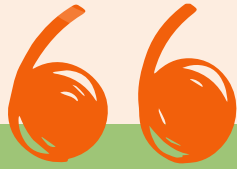
100%

of actions completed

as of 12/31/2025

Goal #3

Planet



The Planet pillar embodies our ambition of actively contributing to the ecological transition by incorporating issues related to climate and the preservation of the living world into our strategy. This commitment is based on a structured approach that aims to shrink the environmental footprint of our activities, conserve natural resources and prioritize more sustainable models that are in line with planetary limits.

The actions we have launched revolve around two complementary lines:

- implementation of a climate strategy
- advocacy in favor of a sustainable transition, both internally and within the economic and institutional ecosystem.

Our climate approach is factual, measured and transparent, built on our annual carbon assessment, quantified targets and action plans managed across all scopes of emissions. That strategy is accompanied by concrete initiatives that aim to reduce consumption levels, optimize uses, develop offsetting solutions and reinforce carbon sinks.

In parallel, we are reinforcing our commitment to biodiversity and the living world through our internal practices, our endowment fund and our formative projects, all while embracing our role as an eco-transition ambassador to our stakeholders, thanks in particular to Eco-Domaine du Plessis.



Climate

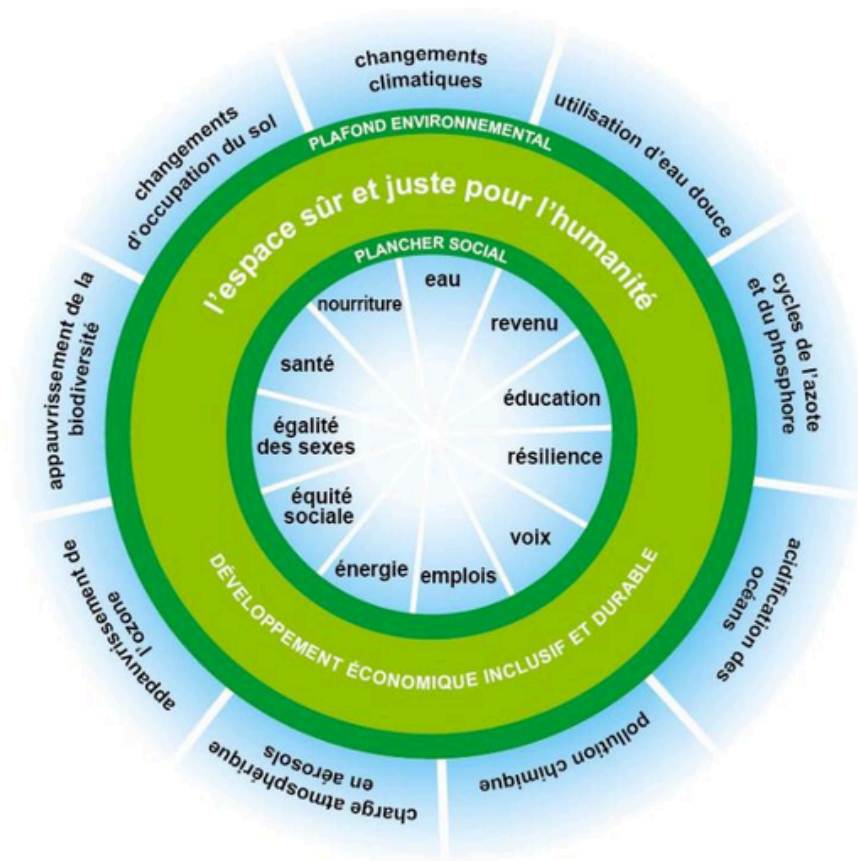
What's our objective?

We manage our carbon emissions as a whole, while supporting carbon sequestration initiatives. We strive to rethink our business model within the context of global limits and to accelerate industry's transition.

The year 2025 was marked by the finalization of the Climate Enterprise Convention (Industry group) and the formalization of a regenerative roadmap for the company. We charted a 10-year course, intended to be a unifying, incentivizing trajectory, in which these activities are enshrined as part of our core business, and that takes planetary limits and social foundations into account.



The CEC's Industry group led us to add new subjects to our mission, by applying the logic of a donut.



source: Doughnut economics action lab

Our experience inspired a generative question:

How to incorporate planetary limits and social foundations into industrial installation and maintenance activities?

To answer that question, we identified four levers, with associated objectives and an action plan, which will be added to our mission in 2026:

Lever 1

Redirect our sales development strategies toward responsible industry/projects

Objectif :

Increase the number of new clients and the number of CleanTech projects and positive-impact projects.

By 2028, have the operational capacity to redirect our strategy toward responsible industry (possess the tools needed to objectively measure the impact of our projects).

Lever 2

Accelerate our Field Service Decarbonization approach while embedding it in our value chain

Objective :

Pursue our strategy of reducing our carbon intensity and breathing new life into an iconic venue, to host seminars dedicated to positive business transformation.

Lever 3

Position people and personal fulfillment at the center of our business plan

Objective :

Incorporate our cooperative, regional footprint and personal fulfillment into our management system.

Lever 4

Include in our strategy all of the actions, goals and tools needed to make SOCAPS a driving force for regional robustness while providing for the continuity of industrial production

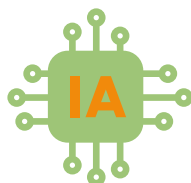
Objective :

Prepare, understand, anticipate and implement strategies for handling upheaval in the future.



R'POM

From 2021 to 2023, we worked on responsible purchasing and produced guidelines for employees. Consequently, the service providers with whom we work must now meet more responsible social and environmental criteria. On our end, we maintain a target of at least 80% responsible purchases (that satisfy at least two criteria, including the use of materials that are recycled, biosourced, inclusive or from the circular economy), which is also restated in every employee's job description.

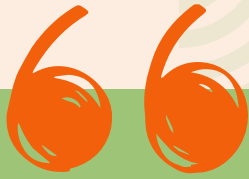


Because this practice has now been universally adopted at SOCAPS, we decided to focus on sustainable IT over the past two years. The fact is that digital technologies account for 3-4% of the world's greenhouse gas emissions, equivalent to the consumption levels of more than eight million households*, a figure that could double in 2026 compared to 2022.

In 2024, we finalized a strategic document presenting SOCAPS's key issues.

In 2025, we worked on necessary projects like rules for assigning computer hardware and its life cycle, as well as digital accessibility. In parallel, we continued to raise awareness among employees about the different uses of AI, with three key concerns: developing new skill sets, protecting confidential data and raising awareness about its environmental impact. In total, 87% of employees received voluntary training (introduction to AI, its concerns, and demonstrations of its uses).

*source: Ademe - Arcep study, 2023



The Committee's Perspective

In addition to the 10-year roadmap, the CEC's Industry group allowed us to reinforce and incorporate these elements into our mission.

SOCAPS is not content with tracking our KPIs. We also voluntarily embark on in-depth approaches, thanks to the CEC's Industry group, and we are committed to going ever further in our consideration of environmental issues in our daily activities. We salute the teams' engagement over the years.



PLANET PRIORITY GOAL

Carbon Intensity

Presentation

Total carbon generated annually in metric tons of CO2 equivalent (MTCO2e): 4,577 MTCO2e



Total annual sales of all products in millions of euros



2025 result

65.5

Carbon Intensity

Over the years, we have improved our tools so as to more accurately measure our carbon footprint: by working zone, by client and by sales representative. That work has allowed us to develop strategies for reducing our carbon intensity, while tracking our reduction target relative to the SBTi.

2024 - 2025

Results

+3%

in carbon intensity

-5%

in total sales

PLANET PRIORITY GOAL

Carbon Intensity

	2019	2020	2021	2022	2023	2024	2025
Target		118	115	101	88	78	68
Result	118	63,9	68,7	66,2	66,3	63,5	65,5

Results

2019 vs 2025**-45%**

in carbon intensity

+52%

in total sales



The Committee's Perspective

The Committee notes that our project decarbonization strategy is bearing fruit, with a 45% reduction in carbon intensity over the past six years.

While we achieved our annual intensity target (65.5 MTCO₂e in 2025, when the target was below 68), there was still a 3% increase recorded over 2024. This shows that it will likely be difficult to count on a continuous, linear decrease in carbon intensity in the years to come. The fact is that external factors (such as ADEME's calculation key) can also affect results, and after a 45% abatement, it will take more and more effort to achieve lesser and lesser reductions.

All the same, the Mission Committee encourages SOCAPS to continue its in-depth analysis of 2025's uptick and take concrete action to direct its efforts toward a realistic, measured trajectory.



Advocacy

What's our objective?

Our goal is to breathe life into our mission by creating places, tools and spaces for dialogue that reinforce meaning, cohesion and engagement; to take part in the dialogue that is happening around the ecological and social transition of businesses; and to promote a business model that is respectful of both people and the environment.

Noteworthy Actions



Eco-Domaine du Plessis, an eco-property that hosts seminars on positive business transformation, is becoming the concrete symbol of this ambition. On October 1, 2025, Eco-Domaine du Plessis officially opened for business after two years of renovations and preparations.

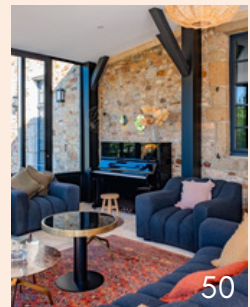
The portfolio of services has been worked out, and the grounds landscaped to feature a thematic trail with explanatory panels that were created in partnership with the consulting firm Ouvert.

The website has likewise been finalized, with a design that accentuates the property and the training, activity and relaxation options that it offers.

In addition, as regional players committed to the socio-environmental transition, we make sure to adapt our day-to-day operations so as to minimize our activities' environmental footprint and contribute to local dynamics.

We are committed to:

- being a part of the local community
- serving food with an emphasis on local and seasonal ingredients
- prioritizing second-hand and recycled or biosourced materials
- ensuring proper waste management
- controlling our energy consumption
- incorporating environmental issues into our groundskeeping.



Noteworthy Actions

Over and above our on-site services, we plan to involve our broader value chain in our efforts, which is why we produced a document detailing every word of our purpose, in order to facilitate buy-in.



A series of interviews with shareholders and employees was conducted to give us a better vision of people's perceptions of our mission and how it is manifested at SOCAPS.



The Committee's Perspective

SOCAPS fully embodies the values of our mission through our advocacy activities, with a real investment in both messaging aimed at various target audiences and the inauguration of a site that brings them to life.

The Committee is eager to see the results of SOCAPS's investments, particularly at Eco-Domaine du Plessis.



PLANET PRIORITY GOAL Advocacy

Presentation

We count our all of our communications about positive business transformation, with a target of two messages per month, including in-person events and LinkedIn posts. For 2025, the decision was made to reduce the number of communications, based on recommendations received via our satisfaction questionnaires.

20 **in-person
messaging**
(at schools, workshops,
webinars, etc., with more than
1,500 people attending in total)

16 **linkedin
posts**



Students Testimonials

Kevin Gama teaching at Paris - Rives de Seine Institute of Technology

« Thank you for this class ! »

« It's a very interressant course and dynamic, I like this method. »

« It was an interesting class and the materials are very complete. »

« It was great and learnt much more about strategy. »

« Very nice class! Super interesting and very important. »



36 **Communications in 2025**
vs 48 in 2024



The Committee's Perspective

SOCAPS was able to restore balance in our messaging, so that our advocacy efforts are not counterproductive for our stakeholders but, instead, give us the broadest possible reach, thanks to a more measured frequency of communications.



Mission Committee Conclusion



The Mission Committee would like to acknowledge the efforts made by SOCAPS's teams in service of our mission in 2025. While some adjustments could be made at this point, the results are certainly noteworthy!

100% of operational actions were completed, and all key performance indicators were in the black, in spite of ongoing political and economic hardships in 2025, in terms of both greenbashing and the economic position of companies in general.

Buy-in by our teams will continue to be a major topic in the coming years. It is likely that the mission is also a source of peace of mind for our teams in today's stress-inducing geopolitical environment, so a sense of belonging to a corporate community will stay a necessity!

The Committee salutes the evolving pursuit of our mission and remains convinced that the efforts made over the last six years will be a key asset in bolstering our business model's robustness in the long term.



Glossary

- **COFRAC:** French Accreditation Committee, the national organization responsible for accrediting laboratories and certification and inspection organizations in France.
- **Member:** A SOCAPS S.A. shareholder or independent contractor.
- **PACTE Law:** Action Plan for Business Growth and Transformation, a French law whose goal is to improve considerations of social and environmental issues in business strategies.
- **Rochdale Pioneers:** In the 1840s, a group of weavers in Rochdale, near Manchester, were suffering from the low wages and high prices imposed by merchants and manufacturers. To improve their standard of living and guarantee the availability of quality products at fair prices, 28 weavers banded together in 1844 to create a consumers' cooperative, the Rochdale Equitable Pioneers Society, which was financed by modest capital contributions from its members. Their goal was to meet consumers' needs, rather than selling their own products. (Source: Wikipedia)
- **Premiumization:** Upgrading and/or improving the quality of products and/or services.
- **Near accident:** An undesirable event that could have caused an injury or other harm but that, in the end, did not.
- **Turnkey project:** A turnkey project that covers all project management, as a whole.



Thanks to all of our teammates,
members and partners for their
dedication!

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Julie Adrien, Thomas Meyer

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Photo credits : Coline Morisse and Ryan Vollard

APPENDIX :
Table of Operational
Actions in 2025



ACTION	DESCRIPTION
EMERGENCY RESPONSES	<ul style="list-style-type: none"> The goal is to provide information sheets at our offices, providing instructions on how to respond to serious, urgent issues.
AVAILABILITY OF PREVENTION PLANS	<ul style="list-style-type: none"> The goal is to gain better control over the availability of prevention plans across all of our zones.
ACCESS TO TRAINING	<ul style="list-style-type: none"> The goal is to devise solutions that will make it easy for members to find professional training courses and also allow them to acquire new knowledge through training provided on MySOCAPSAcademy.
SECURITY – CRISIS EXERCISES	<ul style="list-style-type: none"> The goal was to hold three crisis exercises in 2025, in the US and Europe zones.
DEFINITION & EVALUATION	<ul style="list-style-type: none"> Present the Fair Wages and Human Rights strategy. Establish targets and conduct a review of the current situation.
BENCHMARKING & BEST PRACTICES	<ul style="list-style-type: none"> Following target definition and the situational review, look at what is being done on the market and compare it to what SOCAPS currently has in place.
ACTION PLAN & IMPLEMENTATION	<ul style="list-style-type: none"> Following Actions 1 and 2, produce a map and prioritize the actions to be taken.
FORMALIZATION OF THE ISM PROPOSAL	<ul style="list-style-type: none"> Discuss and decide on a concrete proposal to facilitate knowledge-sharing between ISMs
IDENTIFICATION OF 5-10 ISMs	<ul style="list-style-type: none"> After formalizing the TSM proposal, identify five to ten TSMs, based on their profiles, for inclusion in the project.



ACTION	DESCRIPTION
LAUNCH OF THE ISM COMMUNITY	<ul style="list-style-type: none"> • After identifying the 5-10 ISMs, add them to the project and launch the TSM community, with the aim of encouraging knowledge transfers.
FEEDBACK & AREAS FOR IMPROVEMENT	<ul style="list-style-type: none"> • Review the satisfaction questionnaire database and examine the most relevant feedback to identify areas for improvement.
MEMBER RELATIONS	<ul style="list-style-type: none"> • Contact shareholders willing to help develop an action plan and ask them what input they have about our relationship with them.
ANALYSIS OF 2024 SATISFACTION SURVEYS	<ul style="list-style-type: none"> • Compile the satisfaction survey responses for 2024.
AUTOMATION OF SATISFACTION SURVEYS (per intervention)	<ul style="list-style-type: none"> • Develop an email to be automatically sent out at the end of each on-site intervention.
2025 SATISFACTION SURVEYS	<ul style="list-style-type: none"> • Review the survey responses with the sales force, to make sure they align with the teams' day-to-day experiences.
2025 GENERAL MEETING	<ul style="list-style-type: none"> • Plan and hold the 2025 General Meeting.
LGBTQIA+	<ul style="list-style-type: none"> • Carry out two actions (one in the US and the other in France) to promote LGBTQIA+ issues: <ul style="list-style-type: none"> ◦ SOCAPS US awareness action ◦ Sponsorship of Rouen's Pride Parade.



ACTION	DESCRIPTION
PEOPLE WITH DISABILITIES	<ul style="list-style-type: none"> • Participation in DuoDay • AGEFIPH speaker and stand at the GM to talk about disabilities.
CULTURAL DIVERSITY	<ul style="list-style-type: none"> • Awareness-raising about prejudices. • Selection of interns from non-profit partners
INTER GENERATIONAL	<ul style="list-style-type: none"> • Organize an awareness action. • Find one job-seeking intern who is five to ten years away from retirement.
EXPANSION OF THE SOCAPS WOMEN SHAREHOLDERS' NETWORK	<ul style="list-style-type: none"> • Develop partnerships to help expand the network. • Examine the feasibility of mentoring women in industry.
AWARENESS	<ul style="list-style-type: none"> • Hold awareness actions at schools, training centers, etc.



ACTION	DESCRIPTION
PET RECYCLING IN INDUSTRY	<ul style="list-style-type: none"> • Study the capacity to recycle PET packaging in industry.
SUSTAINABLE ENERGY STORAGE	<ul style="list-style-type: none"> • Conduct market research into sustainable energy storage options.
SALES DEVELOPMENT	<ul style="list-style-type: none"> • Develop sales of eco-transition services.
PARTNERS	<ul style="list-style-type: none"> • Develop key partnerships to help materialize our eco-transition ambitions.
SHAREHOLDERS	<ul style="list-style-type: none"> • Boost shareholder involvement in different areas.
DEFINITION OF THE SCORING PROJECT	<ul style="list-style-type: none"> • Define what scoring means for SOCAPS's clients' projects. • Identify what is already being done. • Define scoring criteria.
SCORING FRAMEWORK	<ul style="list-style-type: none"> • Create a framework covering the business sector, project type, travel, etc.
BETA TEST SCORING	<ul style="list-style-type: none"> • Identify a turnkey project for beta testing in 2025.



ACTION	DESCRIPTION
FORMALIZATION OF A CEC ROADMAP	<ul style="list-style-type: none"> • Draft and formalize our regenerative roadmap as part of our participation in the Climate Enterprise Convention (Industry group) in 2024/2025.
ROLLOUT OF THE CEC ROADMAP	<ul style="list-style-type: none"> • Roll out a precise, realistic action plan to bring our regenerative roadmap to life for all of our stakeholders.
MEMBERS' DIGITAL ACCESSIBILITY	<ul style="list-style-type: none"> • Assist our members in order to reduce the digital divide.
SUSTAINABLE IT STRATEGY	<ul style="list-style-type: none"> • Formalize a strategic document presenting SOCAPS's key issues, and review the work that has already been done, as well as the main projects (mobility, real estate and sustainable tech) to be run with our stakeholders (mapping).
EMPLOYEE DIGITAL AWARENESS	<ul style="list-style-type: none"> • Raise awareness about eco-habits and the impacts of digital technology. • Raise awareness about the uses and impacts of artificial intelligence.
SOCAPS STATEMENT	<ul style="list-style-type: none"> • Write a statement for the SOCAPS cooperative.
COMMUNICATION	<ul style="list-style-type: none"> • Publish and communicate about SOCAPS's key issues (mission, CSR, values, etc.) in interactive formats that everyone can understand, like employee and member interview videos (possibly shot during the GM).



ACTION	DESCRIPTION
COMMUNICATION	<ul style="list-style-type: none">• Develop a logo and graphic charter for Eco-Domaine du Plessis.• Set up a variety of communication tools.
MARKETING	<ul style="list-style-type: none">• Identify, pursue and set up marketing partnerships.
SEMINARS – ORGANIZATION & ACTIVITIES	<ul style="list-style-type: none">• Formalize the planning and organization of seminars using a precise organizational checklist, and produce a catalogue of activities.
LANDSCAPING	<ul style="list-style-type: none">• Landscape the grounds and launch the various associated projects (vegetable garden, reforestation, thematic trail, signage, etc).• Write up an ongoing groundskeeping plan.