

MISSION COMMITTEE REPORT



INTRODUCTION



Jean-Philippe Daull
Mission Committee
Chairman

I have been engaged with SOCAPS since 2021, as Chairman of its Mission Committee. I run a cleaning company called Candor, headquartered in Val-de-Reuil, in the Eure region of France, which employs a staff of 1,600 in Normandy, who work in all business sectors (from stairwells in apartment buildings to operating rooms in hospitals and clinics).

We want to promote our business and our employees through four core values that we share with them. We have also been very involved in a CSR approach for many years now, with the goal of becoming a mission-driven company in 2023.

My role on the Mission Committee is to chair its meetings and ensure that:

- Meetings are held on a regular basis;
- The Committee members receive the relevant documents ahead of time, so they can effectively contribute to the meeting;
- The members receive the minutes of all Committee meetings, including the points listed on the agenda, a summary of discussions and the decisions made;
- The company's decisions are in line with its members, its purpose and the social and environmental goals it has set for itself;
- The annual report is produced.

I found the duties that were offered to me to be particularly interesting, and I am very proud to accompany SOCAPS in this approach!

“

More than a goal, we believe it is our duty to protect biodiversity and reduce our carbon footprint, all while participating in an approach based on eco-awareness and the circular economy, within our industry.

Thanks to SOCAPS's members, employees and stakeholders, we are convinced of our role, on our modest level, in building a more responsible and more sustainable future.

Nowadays, it is essential that intentions and priorities be revisited and questioned, so companies can adapt to their environments, and so the environment can be spared.



Pauline Raoult
Sustainability and Purpose
Officer

If we can do it at SOCAPS, then anyone can do it!

INTRODUCTION



Henri Duquesne
President
SOCAPS S.A

As a cooperative company, we are guided by the seven international cooperative principles. As a result, we have long focused our business model and day-to-day operations on concepts like regional roots, shared governance, engagement in the service of humankind, and the list goes on.

In addition to our cooperative governance arrangements, we decided to incorporate our purpose and our impact goals into our statutes in 2021, when we adopted the status of mission-driven company, to further reinforce our societal and environmental commitments.

Today, we are following an approach based on transparency to report on the concrete expressions of those commitments **in this first Mission Committee Report.**

“

Every company must now play its part in the global struggle to achieve the 17 Sustainable Development Goals. At this point, no one can honestly tell the next generation, “we didn't know.” This is a matter of moral responsibility for any company, its leaders and its employees, but also one of strategic interest.

SOCAPS is actively engaged in that struggle, assuming its role in city life by making strong, lasting commitments to the implementation of our “People, Profit, Planet” action plans, derived from our impact goals, as defined in our statutes once we adopted the status of mission-driven company on June 24, 2021.



Thomas Meyer
CEO
SOCAPS GROUP

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PLANET**

A MULTI-LOCAL OPERATOR DEDICATED TO INDUSTRY

Our business: Industrial technical support

SOCAPS offers technical support and consultancy to industrial equipment manufacturers and industrial sites around the world.

We help our clients:

- design, assemble, install, maintain, upgrade, connect, and optimize their machinery;
- design, organize, train, and transform the structures and teams that bring industry to life.



€72M in
sales
(financial year
2021)



65
local
teams



1,055
members



115 countries
covered

63%

FOOD & BEVERAGE

20%

HEALTH & CARE

16%

LOGISTICS & ASSEMBLY

1%

CLEANTECHS

Our aim: Profitable growth around €100 million

To balance our risks (related to our countries, clients, structures, etc.), SOCAPS has rolled out a development plan with a goal of €100 million in revenue and 1,500 members by 2025, achieved by leveraging three growth pillars: internationalization, sectoral diversification and enhancement of our portfolio of services (premiumization and digitalization).



Our locations in 2021

MODEL, VALUES & PHILOSOPHY

THE COOPERATIVE MODEL

Our innovative business model is the result of the partnership between the artisanal cooperative company SOCAPS S.A. and the network of regional sales offices under SOCAPS Group. In Europe, our shareholder technicians work on site as technical contractors and also hold shares in SOCAPS S.A. In the rest of the world our members are contractors who adhere to SOCAPS's cooperative principles and values, and who contribute to the expansion of our international network.

Our cooperative business model allows us to focus our strategic thinking and our democratic governance model on people.

OUR VALUES: "E.T.R.E." SOCAPS

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.



TALENT



Our success comes down to the skill of our SOCAPS employees and members. Our aim is to identify, assimilate and develop these talents and build loyalty.

RESPECT

As people are at the heart of our business model, respect is vital to our relationships with our employees, managers, members, and customers.



ENGAGEMENT



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

OUR PHILOSOPHY: PEOPLE - PROFIT - PLANET

At SOCAPS, we believe that, by investing in our teams **(People)**, we can achieve our financial targets **(Profit)**, allowing us to act virtuously toward our communities **(Planet)**.

It is a virtuous circle that allows us to think differently about the strategic issue of benevolence and places corporate social responsibility at the heart of the company's purpose. Which is how we are able to reconcile capital with human beings and production with the environment.

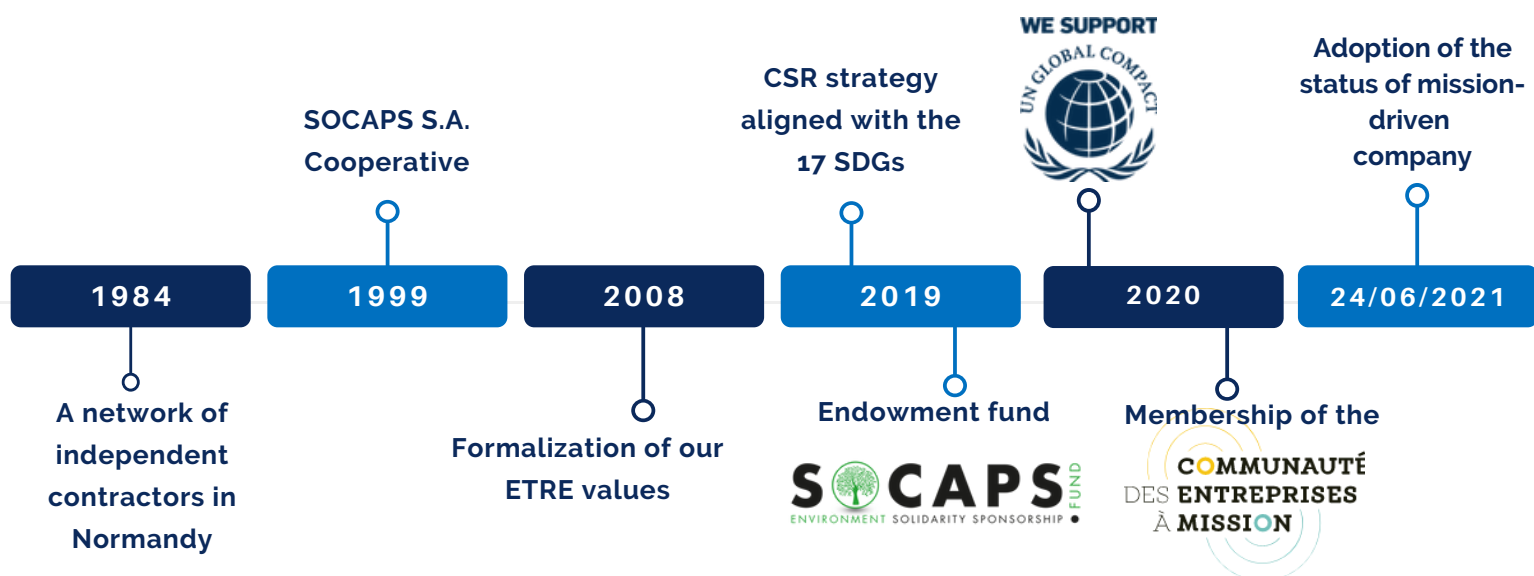


THE PATH TO DEVELOPING A MISSION-DRIVEN COMPANY

France's PACTE law, announced in 2019, **enables companies to incorporate a mission into its statutes**. This mission is composed of a purpose (describing the future the company wishes to help build) and associated objectives (the company's commitments to itself and its ecosystem).

It supports the implementation of a specific governance tool, **the Mission Committee**, which is composed of at least one employee and various external figures, and includes assessment by an **independent third-party organization**.

In other words, the status of a mission-driven company is a public, voluntary, statutory, conditional, governed, and audited commitment that is binding on the company's leadership.



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.

In doing so, we further enhanced the attention we already paid to our governance, thanks to environmental and societal objectives ranked on equal footing with our economic performance target.

This capacity as a mission-drive company has resulted in the inclusion of a purpose and impact goals in our statutes. Collectively, they form the mission that we have given ourselves. This mission is subject to dual control, by our Mission Committee and our independent third-party organization.



THE MISSION COMMITTEE

THE COMMITTEE'S MEMBERS

GUESTS

Partners



Jean-Philippe Daull

Groupe Candor CEO
Committee Chairman



Laurent Muratet

Agro-ecology expert
Founder
TerraVita Project

Employees



Lucie Debliqui

CFO & CPO
Employee
Representative



Elise Meyer

COO
Executive Committee
Representative

Associations



Mathilde Milot

Citémômes
founder



Pierre Paillereau

Citizens
founder

Shareholders



Alice Care

Shareholder
Representative



Hervé Dessolle

Board of Directors
Representative



Thomas Meyer

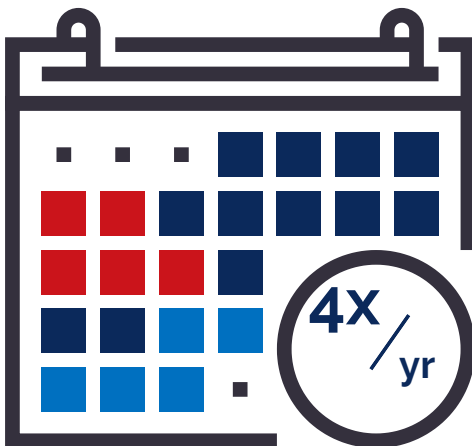
CEO
SOCAPS



Pauline Raoult

Sustainability and
Purpose Officer

The committee's role is to ensure the governance of the mission shared by SOCAPS S.A. and SOCAPS Group: tracking of the company's strategic outlook, KPI results, action plan reviews, and coordination of relations with the external, independent third-party organization.



- 29/06/2021
- 11/10/2021
- 31/01/2022
- 30/05/2022



Equal representation: 50% women/50% men



Balanced representation of parties: Internal = 25% Employees + 25% Shareholders External: 25% partner suppliers + 25% associations supported by SOCAPS.



A composition that reflects internal members (50%) and external members (50%).

MISSION: PURPOSE & OBJECTIVES

Working together for a more sustainable and responsible industry

OUR PURPOSE

SOCAPS supports the growth of worldwide industrial operators through innovative phygital (physical & digital) solutions, delivered by teams of experts committed to responsible, sustainable industry.

OUR THREE STATUTORY OBJECTIVES



Because we realize we cannot address all 17 of these issues at once, we decided that SOCAPS would focus on the SDGs that apply to our business and our approach. Those priority and secondary goals are attached to our statutory impact goals and guide our choices (project funding decisions, organization of action plans, etc.):

#1: A SAFE, EQUITABLE AND INCLUSIVE WORKING ENVIRONMENT

8 DECENT WORK AND ECONOMIC GROWTH



#2: TECHNICAL ASSISTANCE SOLUTIONS FOR A SUSTAINABLE INDUSTRY

9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



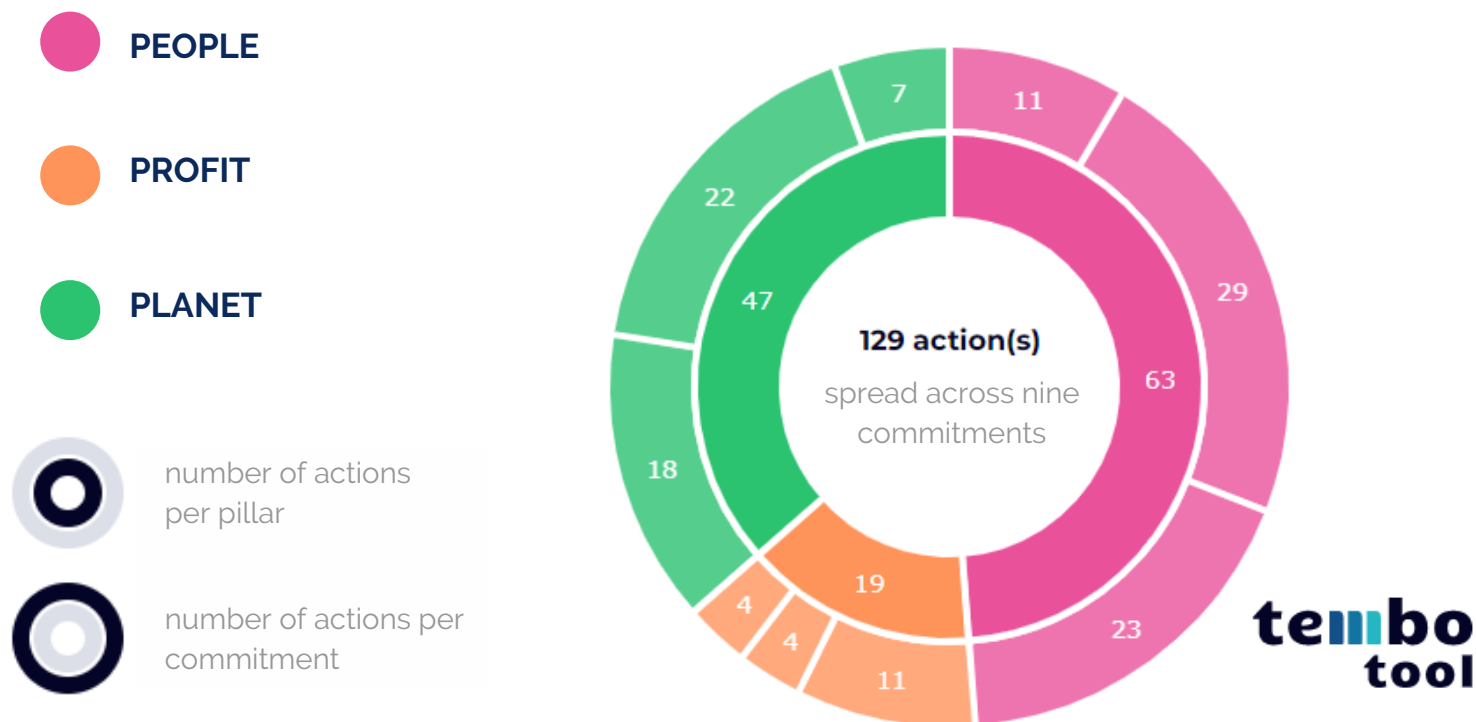
#3: PROMOTE AND IMPLEMENT ECO-TRANSITION

13 CLIMATE ACTION



THE STATUS OF OUR ACTIONS

DISTRIBUTION OF ACTIONS BY COMMITMENT AND PILLAR:



DISTRIBUTION OF ACTIONS ACCORDING TO THE 17 SDGs :



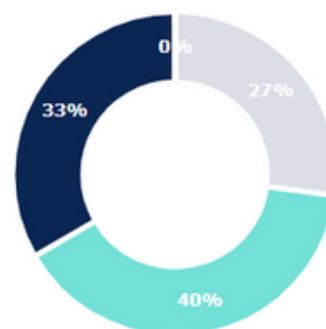
THE STATUS OF OUR ACTIONS BY OBJECTIVE

129

concurrent ACTIONS
for all three main
objectives

Actions status

- Not started
- In-progress
- Completed
- Archived



Socaps Tembo Tool data on 24 May 2022

tembo
tool

GOAL 1 - PEOPLE

63 actions

1.1 Health, safety and security

4

6

1

1.2 Employability and equal opportunities

14

10

5

1.3 Wellness, diversity and inclusion

7

10

6

GOAL 2 - PROFIT

19 actions

2.1. Develop technical support for Clean Techs

3

7

1

2.2. Eco-transition products in traditional industry

4

2.3. Develop Consultancy/Training on the eco-transition

2

2

GOAL 3 - PLANET

47 actions

3.1. SOCAPS's carbon path

4

8

6

3.2. Contribution to the preservation of biodiversity

6

4

12

3.3. Advocacy: internal/external responsible and sustainable transition

5

2

Socaps Tembo Tool data on 24 May 2022

COMPLETE

IN PROGRESS

STILL TO COMPLETE



GOAL 1 - PEOPLE

A SAFE, EQUITABLE AND INCLUSIVE WORKING ENVIRONMENT

Statutory objective

Ensure a working environment where all individuals contributing to our business are safe, are treated fairly and can express their authenticity.

8 DECENT WORK AND ECONOMIC GROWTH



63

OPERATIONAL ACTIONS

- 1.1. Health, safety and security
- 1.2. Employability and equal opportunities
- 1.3. Wellness, diversity and inclusion

Our cooperative business model allows us to focus our strategic thinking and our democratic governance model on people. "A cooperative is more than just an original economic structure. It is, above all, a profoundly humanist and humanizing school" (Martin, 2008*). The concepts of ethics, transparency, openness, equity, cooperation, and more are all essential in guiding our decisions.

* Martin A., Molina E. & Lafleur M., 2008, "Le paradigme coopératif : proposition renouvelée pour répondre aux attentes de la société actuelle" ["The cooperative paradigm: A revised proposal to meet the expectations of today's society"]

The committee's perspective

“

Probably the most advanced statutory objective when the Mission Committee was created, this pillar is reinforced on a daily basis through the actions completed by SOCAPS members and employees.

We hope in particular to highlight the work carried out to develop the MYSOCAPS ACADEMY platform, for which efforts will be intensified to encourage its adoption by members and employees.

Additionally, the skills donation program has made it possible to launch a host of concrete actions and widespread adoption of sustainable development objectives on the ground.

”



GOAL 1 - PEOPLE

1.1. HEALTH, SAFETY AND SECURITY

As contractors or artisans, the members and shareholders in SOCAPS are wholly responsible for their own safety and for the safety of their employees. In our business model, everyone is responsible for their own decisions when engaged in on-site operations.

That being said, all of the operations conducted with SOCAPS are governed by the rules set out in the SOCAPS Safety Handbook and in the Prevention Plans developed in collaboration with our clients and shared with all of the members on site, which are scrupulously applied by SOCAPS.

Finally, the SOCAPS Code of Business Conduct and Internal Rules & Regulations specify that failure to comply with health, safety and security rules exposes the infringing party to an appropriate response.

11 OPERATIONAL ACTIONS

- SOCAPS Code of Ethics – Code of Business Conduct and “whistleblower” procedure fully formalized
- Digitalization of dangerous situation reporting
- ISO 45001 certification



KPIS

Safety awareness indicator

Safety awareness indicator (number of dangerous situations reported, based on the number of technicians). **Our objective for the end of 2022: One dangerous situation reported for every 100 technicians**

The severity rate, i.e. the severity of accidents based on the length of time off work (severity rate = number of days lost due to temporary incapacity for 1,100 hours worked) at SOCAPS for the year compared with the market's benchmark average*.

Severity rate VS Benchmark

Frequency rate VS Benchmark

The frequency rate measures the number of accidents resulting in more than one day off work occurring in a period of 12 months per million hours of work, (frequency rate = number of accidents at work leading to sick leave/number of hours worked x 1,000,000) vs the market's benchmark average*.

(*)a panel representing 12 companies in the CAC 40 from the business sectors SOCAPS operates in).



GOAL 1 - PEOPLE

1.2. EMPLOYABILITY AND EQUAL OPPORTUNITIES



Through MySOCAPS Academy, a free platform that is open to the whole community, SOCAPS wants to build up skill sets and improve employability and equal opportunities, regardless of a person's status, nationality or position.

Current categories



Better
company
management



Occupational
health and
safety



Sustainable
development



Industry 4.0
and
digitalization



Cooperative
model and
values

Upcoming categories (June 2022)



Agri-food



Health and
cosmetics



Automation



CleanTech



Every business
sector

29 OPERATIONAL ACTIONS

18 additional training courses per quarter on the MYSOCAPS ACADEMY platform!

Recruitment: 0% discrimination and 100% inclusion!

Implementation of a standard assessment grid for recruitment interviews to prevent discrimination and raise awareness of inclusion among HR staff and managers

KPIS

+6

MYSOCAPS training courses available

6 additional training courses available per month on the platform

MYSOCAPS Academy connection rate

+5

Increase in the number of profiles connected to the platform **+5 pts per year**



GOAL 1 - PEOPLE

1.3. WELLNESS, DIVERSITY AND INCLUSION

Diversity and inclusion refer to the variety of people and ideas at a company and to the creation of an environment where everyone feels like they belong and feels respected, valued, connected and able to express their “authenticity.”

23 OPERATIONAL ACTIONS

Civic engagement

137 hours of civic engagement for local associations thanks to the skills donation program.

A multi-department team worked with RECNOREC through the **Skills Donation Scheme** for a total of 112 hours as part of the **Entrepreneurs for the Planet** program.



Positive Workplace certification

In 2021, SOCAPS was the first company to earn the coveted 3 stars from Positive Workplace.

Inclusion and diversity

Implementation of an approach working with organizations that represent members of the LGBTQ+ community and people with disabilities, and projects to support people who are out of the job market through associations.

Wellbeing

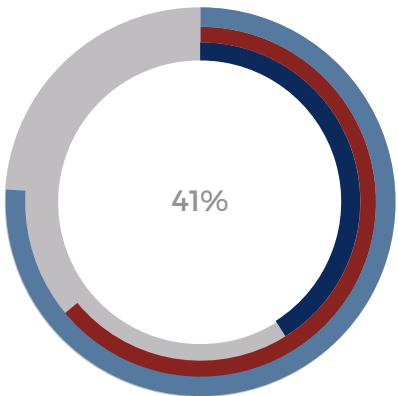
Parenthood support, flexible hours, customer satisfaction surveys.

KPI

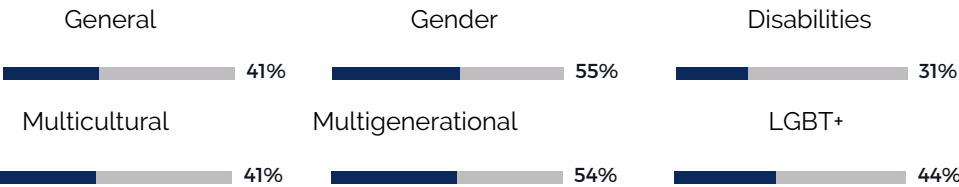
Mixity Indicator

Objective:

Achieve a score of **64% for 2023**



- SOCAPS GROUP
- Average score in my sector
- Average score across all companies





GOAL 2 - PROFIT

TECHNICAL ASSISTANCE SOLUTIONS FOR A SUSTAINABLE INDUSTRY

Statutory objective

Become a world-class operator, in terms of skills and activity, in technical support solutions for responsible technologies (equipment and solutions to conserve natural resources, minimize or mitigate the negative impacts of human activities on the environment and ensure industry sustainability).

2.1. Sustainable energy

2.2. Sustainable water management

2.3. Circular economy technologies

2.4. New agricultural technologies

The committee's perspective

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The Mission Committee highlights the high level of progress surrounding this objective, with 12 actions completed or in progress out of the 19 scheduled, and the aim of making CleanTechs a priority in overall activity.

One year on from adopting the status of Mission-Driven Company, reflection is under way to formulate the Profit statutory objective and its scope, in order to include two new concepts: eco-transition projects in traditional industry; and development of consultancy and training on the industrial eco-transition.

This proposed new formulation, which is likely to change and develop, will need to be voted on by the Mission Committee and approved by the Extraordinary General Meetings of the SOCAPS GROUP and SOCAPS S.A. before it can be incorporated into the statutes.

”

Statutory objective

Become a world-class operator, in terms of skills and activity, in technical support solutions for CleanTechs, implementation of eco-transition projects for traditional industry (circular packaging, etc.), consultancy/training for the eco-transition in industry.

19 OPERATIONAL ACTIONS

2.1. Develop technical support for CleanTechs

2.2. Eco-transition products in traditional industry

2.3. Develop Consultancy/Training on the industrial eco-transition

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION





GOAL 2 - PROFIT

2.1. DEVELOP TECHNICAL SUPPORT FOR CLEANTECHS

In 2021, SOCAPS redirected some of our marketing, training and sales resources to support this new, strategic branch of business for the group, in order to generate a growth engine in CleanTech technology in the form of advanced solutions and tools to conserve natural resources, minimize the negative impact of human activities on the environment, and ensure sustainability.

11 OPERATIONAL ACTIONS

- Training of technicians for work on CleanTech client sites
- Identification of key players in the four CleanTech segments targeted
- Monitoring of CleanTech client openings via IT tracking mode

"CleanTechs" are companies that offer combinations of advanced tools and solutions for conserving natural resources, minimizing the negative impacts of human activities on the environment, and ensuring industry sustainability.

KPI

Sale of
CleanTech
services

Active
CleanTech
clients

Active
CleanTech
technicians

13 CLEANTECH CLIENTS
since June 2021

2.2. ECO-TRANSITION PROJECTS IN TRADITIONAL INDUSTRY

4 OPERATIONAL ACTIONS

The aim is to further develop our knowledge of responsible packaging trends, in order to develop a specialized commercial offering. Additionally, SOCAPS aims to define criteria for determining the responsible nature of a project via a system of approval, IT alerts, and reporting solutions.

2.3. DEVELOP CONSULTANCY/TRAINING ON THE INDUSTRIAL ECO-TRANSITION

SOCAPS' goal is to define an offering from a product marketing perspective for the eco-transition, to accelerate the recruitment of shareholder consultants specializing in technical consultancy, and to build a commercial action plan in order to identify how and through whom eco-transition consultancy solutions will be rolled out.

Example of an action: Development of a marketing solution concept for the eco-transition

4 OPERATIONAL ACTIONS



GOAL 3 - PLANET

PROMOTE AND IMPLEMENT ECO-TRANSITION

Statutory objective

Contribute to carbon neutrality (by adopting a path of gradual reduction of our emissions and preservation of our carbon sinks), eliminate (or reduce) the sources of pollution generated by our activities, help to preserve natural resources and promote the 4Rs of the circular economy (Reduce, Reuse, Repair, Recycle).



The committee's perspective

“

The Mission Committee highlights SOCAP's engagement through the focus placed on advocacy work and the tangible impact already observed on its ecosystem.

As for Goal 2 - Profit, the Planet goal is the subject of ongoing discussions regarding its scope and is likely to change and develop. A new version will be submitted to the Mission Committee that will require approval from the Extraordinary General Meetings of the SOCAPS GROUP and SOCAPS S.A to become statutory if necessary.

”

47
OPERATIONAL ACTIONS

3.1. SOCAPS's carbon path

3.2. Contribution to the preservation of biodiversity

3.3. Advocacy: Internal/external responsibility and sustainable transition

Statutory objective

Contribute to carbon neutrality (by adopting a path of gradual reduction of our emissions and preservation of our carbon sinks), help to preserve natural resources, and promote more responsible and more sustainable industry.



GOAL 3 - PLANET

3.1. SOCAPS'S CARBON PATH

Our climate strategy consists of a strong, pro-active approach that contributes to our path to global carbon neutrality.

Our carbon reduction targets are also in line with the twofold objective of the SBTi (Science Based Target Initiative), which aims to reduce Scope 1 & 2 carbon footprints by 50% by the year 2030, and the COP 21 Paris Agreement, which targets a 55% reduction in total carbon footprint (Scopes 1-3) by 2050.

We send the action plan for Scopes 1 and 2 to an internal task force working on the continuous improvement of our operations (Responsible Procurement, Offices & Mobility), and our action plan for Scope 3 to a task force of internal and external stakeholders (Decarbonized Field Service Engineering).

Our action plans and results are published regularly, in connection the SBTi, the UN Global Compact (of which we are a signatory).



SOCAPS's carbon path reduction program is supported by ADEME (French Environment & Energy Management Agency), as part of the Recovery Plan.



18 OPERATIONAL ACTIONS



Reduction of 21.5%
in SOCAPS' CARBON ASSESSMENT

between 2019 and 2021

- Soft mobility solutions for employees and members
- Energy savings in every office
- Creation of the SOCAPS Sustainability Club to work with members to look at sustainable practices on the ground.
- Raising awareness among employees of climate issues and our personal carbon footprints
- Renewal of our partnership with Reforest'Action: 1,244 tons, CO2 equivalent offset



SOCAPS was awarded the "2022 CSR Collaborative Prize" at Mines ParisTech on 24 May 2022 for its "FSE Decarbonization" project

KPI



Carbon footprint scope 1 & 2

Carbon footprint scope 3 upstream internal



Carbon footprint scope 3 upstream members





GOAL 3 - PLANET

3.2. CONTRIBUTION TO THE PRESERVATION OF BIODIVERSITY

- ▶ Accelerate the transition and support the OKR 2021 collective, in the interest of the sustainable (recycled/recyclable and local) and responsible (societal) procurement of supplies and other inputs for all SOCAPS offices around the world.
- ▶ Assist the OKR 2021 collective and set up waste recycling at the group's offices (for paper, brochures, secondary packaging, batteries, light bulbs, ink cartridges, etc.).
- ▶ Devise the tools, methods and practices of the future, to reduce the intensity of our Scope 2 carbon footprint (our offices and teams: power utilities, vehicle fleet, etc.) and help us achieve our statutory goal #3: achieve carbon neutrality by 2050.

- Recycling of waste (supplies, IT equipment) in offices and raising of employees' awareness of recycling
- Inventory and scanning of all the group's suppliers in order to assess their environmental and sustainable engagement
- Implementation of the "contribute to carbon offsetting" option in client offers
- Support for projects working to promote biodiversity via the SOCAPS FUND (endowment fund created in 2019)

22
**OPERATIONAL
ACTIONS**

- 50%
**of our SUPPLY
PURCHASES**

for each SOCAPS Group office

KPI

**Recycling solution for all
waste at all SOCAPS offices**

**Eco-responsible
procurement
policy**

**Reduction of consumption,
and use of 100% recycled
inputs**

**Minimum rate of support for
approved environmental and ocean
protection projects, provided by
SOCAPS Fund**



GOAL 3 - PLANET

3.3. ADVOCACY: SUPPORT OUR OWN AND OTHERS' SUSTAINABLE AND RESPONSIBLE TRANSITION

SOCAPS aims, at its own humble level, to help support the development of the sustainable and responsible transition among all its stakeholders and, more widely, through groups that share the same values and play an advocacy role, at both a local and international level, with the simple message, "it is possible and anyone can do it".

MEMBERSHIP OF INFLUENTIAL NETWORKS TO TAKE ACTION AT EVERY LEVEL:



WE SUPPORT



National: Communauté des Entreprises à Mission (community of mission-driven companies), UN Global Compact, Impact France Movement,

Regional: Club ETI Normandie, N'Way

Local: Réseau Entreprendre, Mouvement Citizens

7 OPERATIONAL ACTIONS

EXAMPLES OF CONCRETE ACTIONS:

Community of mission-driven companies



Participation in training modules on "becoming a mission-driven company"

N'WAY

Joint steering of the initiative to adopt the status of Mission-Driven Company for the network to boost the transition of partners in Normandy.



BPI Université



Speaker in the module "Purpose and Mission-Driven Company"

Club ETI NORMANDIE

Joint steering of the Club's CSR challenge designed to share basic and best practices among intermediate-sized businesses in Normandy





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