



CORPORATE PRESENTATION

Mecachrome Group

Our values

COMMITMENT

PASSION

BOLDNESS

COOPERATION

TRUST

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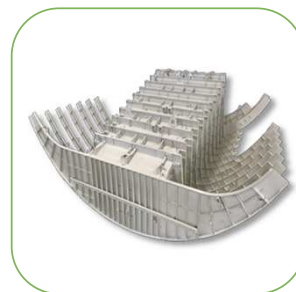
Mecachrome key facts & figures

● **1937** Established

● **24** Sites

● **5 000+** Employees

● **640 M€** 2024 Revenues



Aerostructures



Aeroengines



**Defense, Naval, Energy
& Space (DNES)**

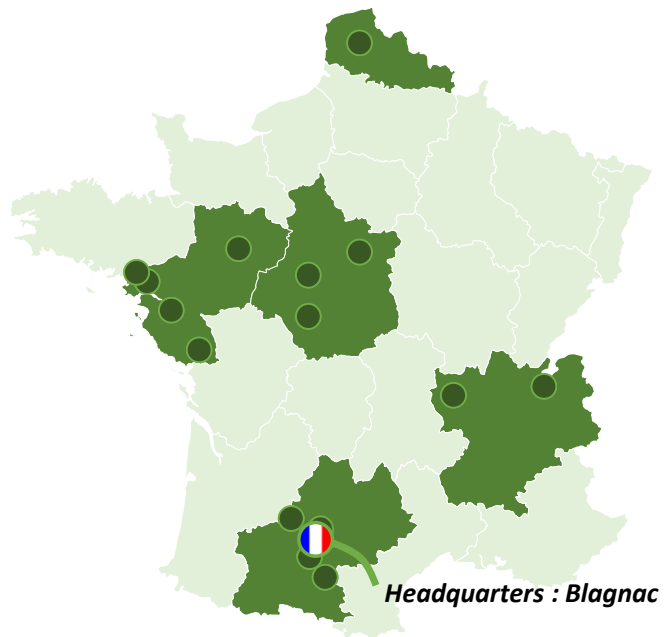


**Premium Auto &
Motorsport**



An international group with 24 sites worldwide

16 sites in France



8 sites worldwide

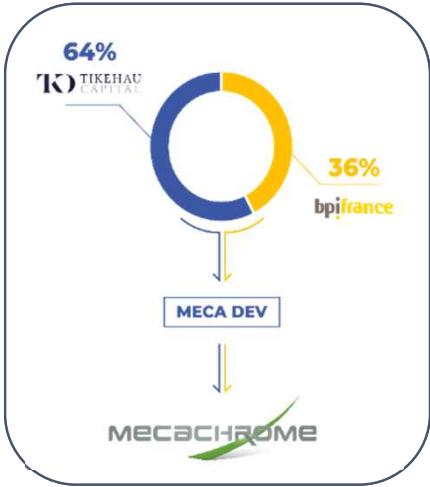


Our shareholders & our board



Stéphane MAYER

President



Henri MARCOUX
Tikehau Capital



Cyril MOULIN
Tikehau Capital



Manon MOUREY
Tikehau Capital



Aurélien AUVRAY
BPI



Eric LEFEBVRE
BPI



Yannick ASSOUAD
Independent



Olivier HORAIST
Independent



Our executive committee



Christian CORNILLE
President



Pascal FARELLA
Deputy CEO
& Chief Operating Officer



Stéphane LEGRAND
Human resources



Alexandre BONNARME
Programs



Olivier COEURDRAY
Operations – Major Technical Components



Aurélie LEMAHIEU
Finance, Legal & CSR



Frédéric LECHA
Business / Sales / Development



Benjamin TICHANÉ
Operations – Detail Parts



Jean-Dominique THEVENIN
Strategy & Quality Smart factory



Our business segments

AEROSTRUCTURES



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AEROENGINES



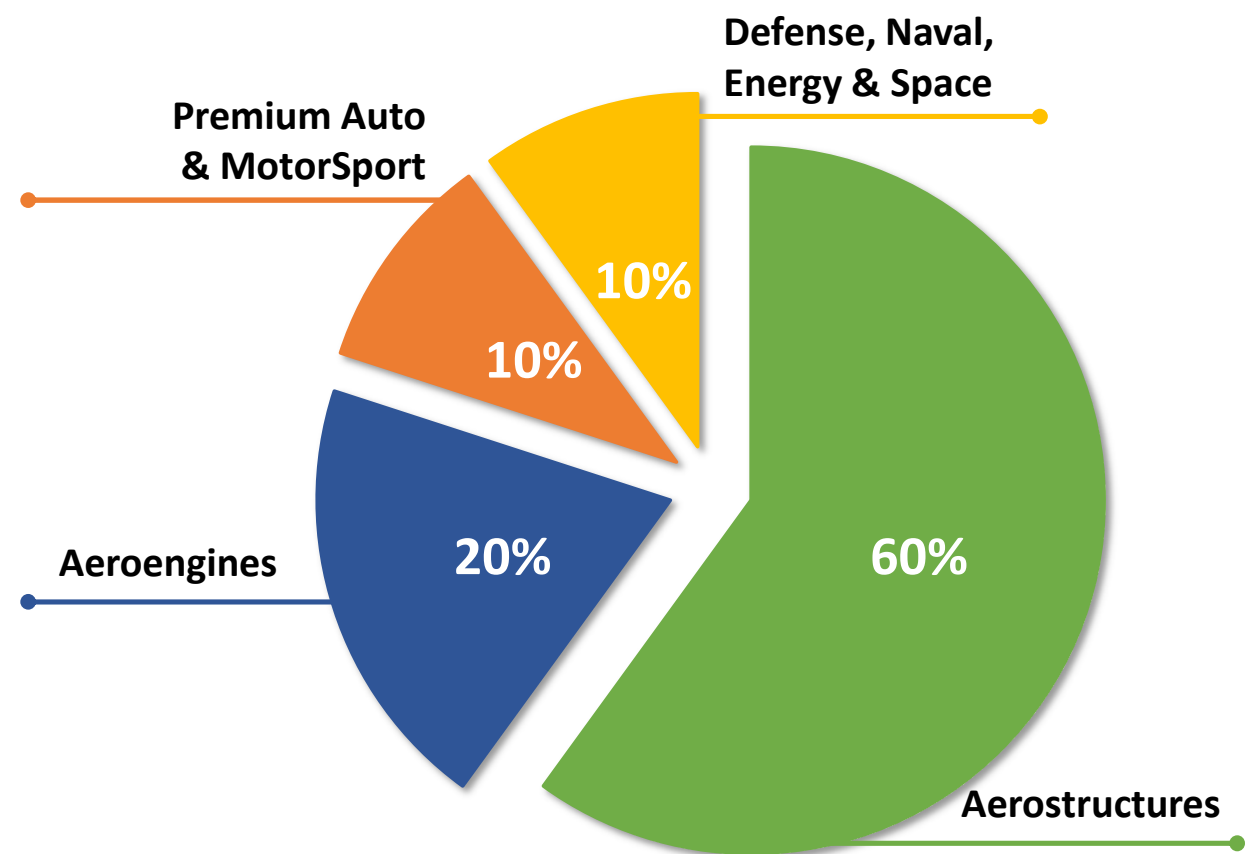
PREMIUM AUTO & MOTORSPORT



DEFENSE, NAVAL, ENERGY & SPACE



Revenue breakdown by activity

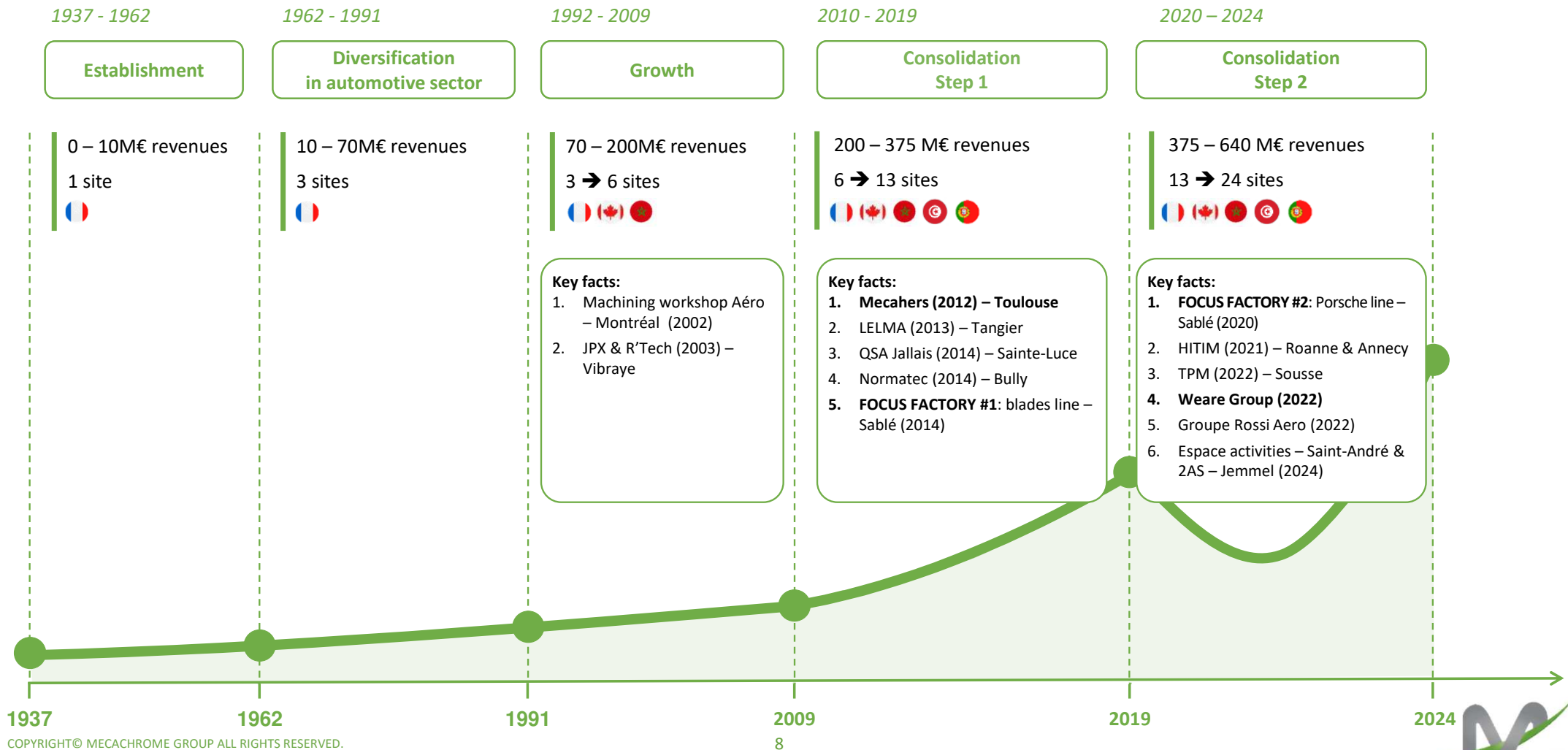


Major customers

- Aerostructures**
 - Airbus Atlantic (30%)
 - Airbus Commercial (20%)
- Aeroengines**
 - Safran Aircraft Engines (10%)
 - Rolls-Royce (5%)
- Premium Auto & MotorSport**
 - Porsche (7%)
- Defense, Naval, Energy & Space**
 - Thales (2%)
 - CEA (1%)



A long story made of organic growth and acquisitions



Our strategic project to meet the challenges of our customers, employees and shareholders

**Be the key player
in elementary parts
and sub-assemblies**

**Be a responsible
and committed
industrial company**



**Differentiate by mastering innovative
technologies, production systems and
supply chain management**

**Diversify our activities and
geographical presence through
internal and external growth**



Our values



COMMITMENT

Mecachrome sees commitment as a lever for **performance** and **excellence**.
We want to be a reliable company which organizes its production system to meet its commitments.



PASSION

Our commitment to our industry is our driving force.
Every employee is driven by the **challenges of our sectors**.



BOLDNESS

Constantly developing, Mecachrome values the **risk-taking necessary for innovation**.
Everyone in the company shares the entrepreneurial spirit and is encouraged to take initiatives.



COOPERATION

Mecachrome believes in **collective intelligence** and aims to be a company in which each employee, customer and supplier contributes to **achieving common goals**.



TRUST

Mecachrome values **trust** above all else.
We want to continue to build **strong, lasting relationships** with our entire ecosystem.



Our CSR priorities



RESPECT THE ENVIRONMENT

Reduce our GHG emissions

-10% CO2e issued in 2023 vs 2022 (via energy consumed in French sites) – **2026 target: -25% vs 2022**

Bilan Carbone © on our French sites with support from Take[Air] & associated action plans

Preserve natural resources

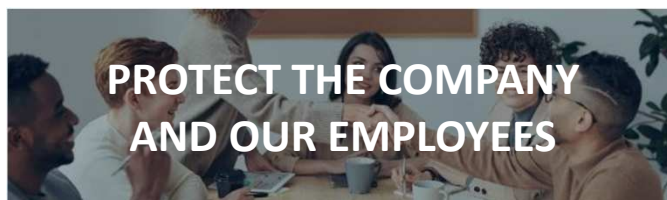
Employee training via **Fresque du Climat ©** workshops

5 sites ISO14001 certified – **2026 target: 8 sites**

Change our behavior

« **Green IT** » approach: reconditioned equipment, pooling of hosted infrastructures, etc.

Electrification of the vehicle fleet and deployment of a **car-sharing platform** for employees in France



PROTECT THE COMPANY AND OUR EMPLOYEES

Comply with the Code of Conduct

Code of conduct published in 2023

Raising awareness among « exposed » employees on corruption risks

Launch of the whistle-blowing platform « **Vispato** »

Build a sustainable purchasing policy

Supplier Code of Conduct

Secure our information systems

AirCyber certification roadmap (target for 1st pilot site: 2025)



PROMOTE EQUALITY AND RESPECT RIGHTS

Set up optimal working conditions

Convergence of the social base: new collective agreement, group annual negotiations,...

Mecachrome **#8 in Capital's 2025 ranking of the industry' « best employers »**

Feminization of workforce : 20% female employees; ~18% female managers (COMEX to N-4, France)

Group frequency rate (TF1) : 10,5 in 2024 (vs 13,7 in 2023 and 16,0 in 2022)

Enrich and secure skills

Internal training agency (MecaStudy) and **key partnerships with training programs** (Campus des Métiers Aéronautiques & Spatial)

Anticipate the future and invest in the community

Promoting apprenticeship: 10% of apprentices

7,7% of employees with disabilities in our French sites



Our industrial strategy



Site specialization
by core competencies
and by technology



Balanced industrial footprint
near our final customers,
with complex activities in
France & Canada, and a
« Best Cost Countries » offer



Dedicated capacities:
Focus Factory, dedicated
workshops, product lines,
NPI⁽¹⁾

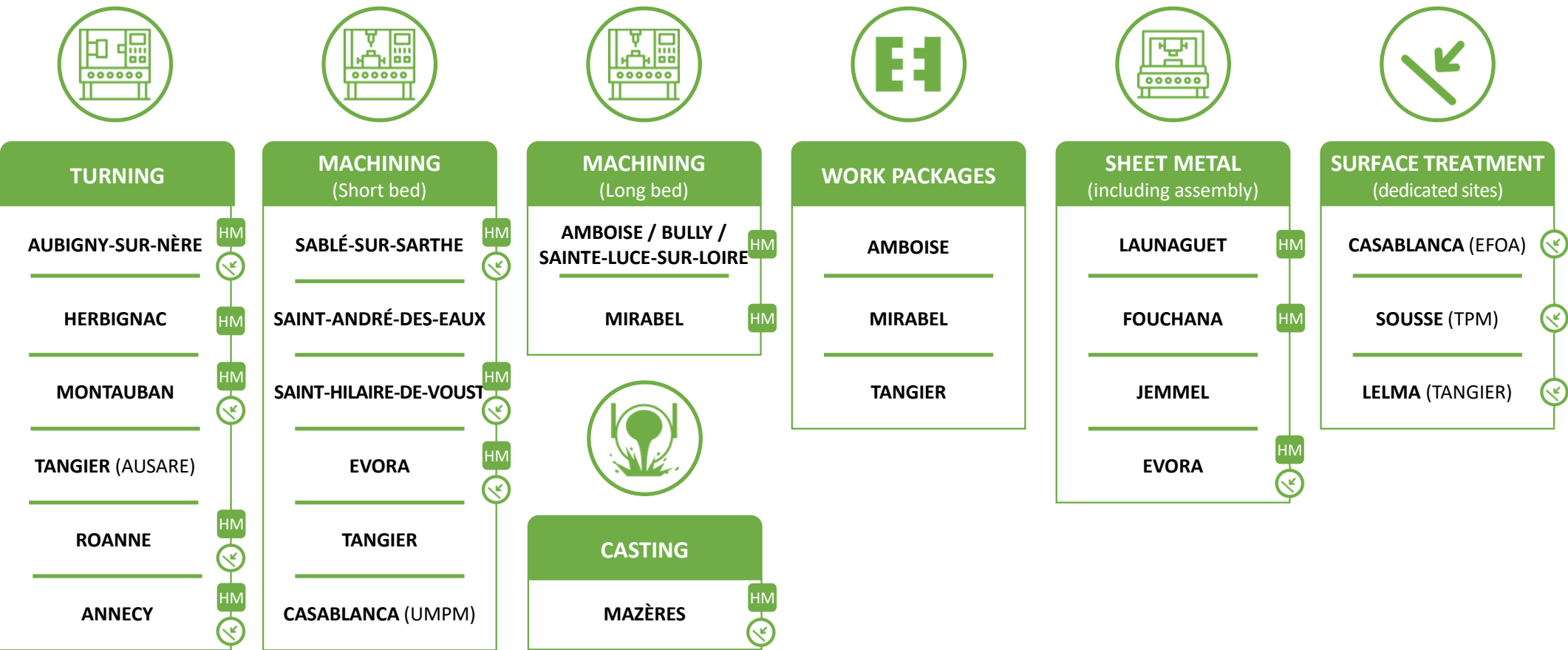


Internal special processes
for generic or very specific
processes with high volumes,
generating an integrated
production flow

(1) New Product Introduction



Mecachrome industrial footprint is built around a strong site specialization



Our services



Large product
portfolio



Technical
expertise







Supply chain
management



Customer
intimacy



Available
capacity

	TURNING	MACHINING (Short bed)	MACHINING (Long bed)	SHEET METAL (including assembly)
	~3 million parts / year	~1 million parts / year	~0.5 million parts / year	~3 million parts / year
Industrial capacity <i>Available capacity</i>	310 machines 10 machines	370 machines 25 machines	110 machines 7 machines	50 000 parts / week
Standard industrialization cycle	60 days	60 days	80 days	Small dimension: 40 days Large dimension: 70 days
« Fast track » industrialization cycle	20 days	30 days	50 days	Small dimension: 20 days Large dimension: 40 days
New parts launched per month	80 parts per month 	80 parts per month 	20 parts per month 	140 parts per month 



2 sites certified AeroExcellence Bronze in 2024




MONTAUBAN

June 2024, 1st to be certified worldwide  **Bronze**



AMBOISE

December 2024  **Bronze**



Focus Factory

Mass production efficiency

Operational performance (OTD 100%, 0 PPM)

Economic competitiveness

4.0 & Data exploitation and Innovation process

Optimized cycles (engines: 21 days; blades: 4 hours)

Relocation and economic sovereignty

Reduced environmental footprint
(CO2 emissions, water consumption)
Traceability and reduction of material consumption

« One-piece-flow » production



Rossi Aero : our integrated speedshop offer

OTD 100% OQD 100%

More than **5,000** parts designed and manufactured each year, from design analysis to final production

Average production time : **7 days**

Over **500** FAI per month

Machining and sheet metal capabilities

280 qualified process for Airbus, Dassault & Bombardier

