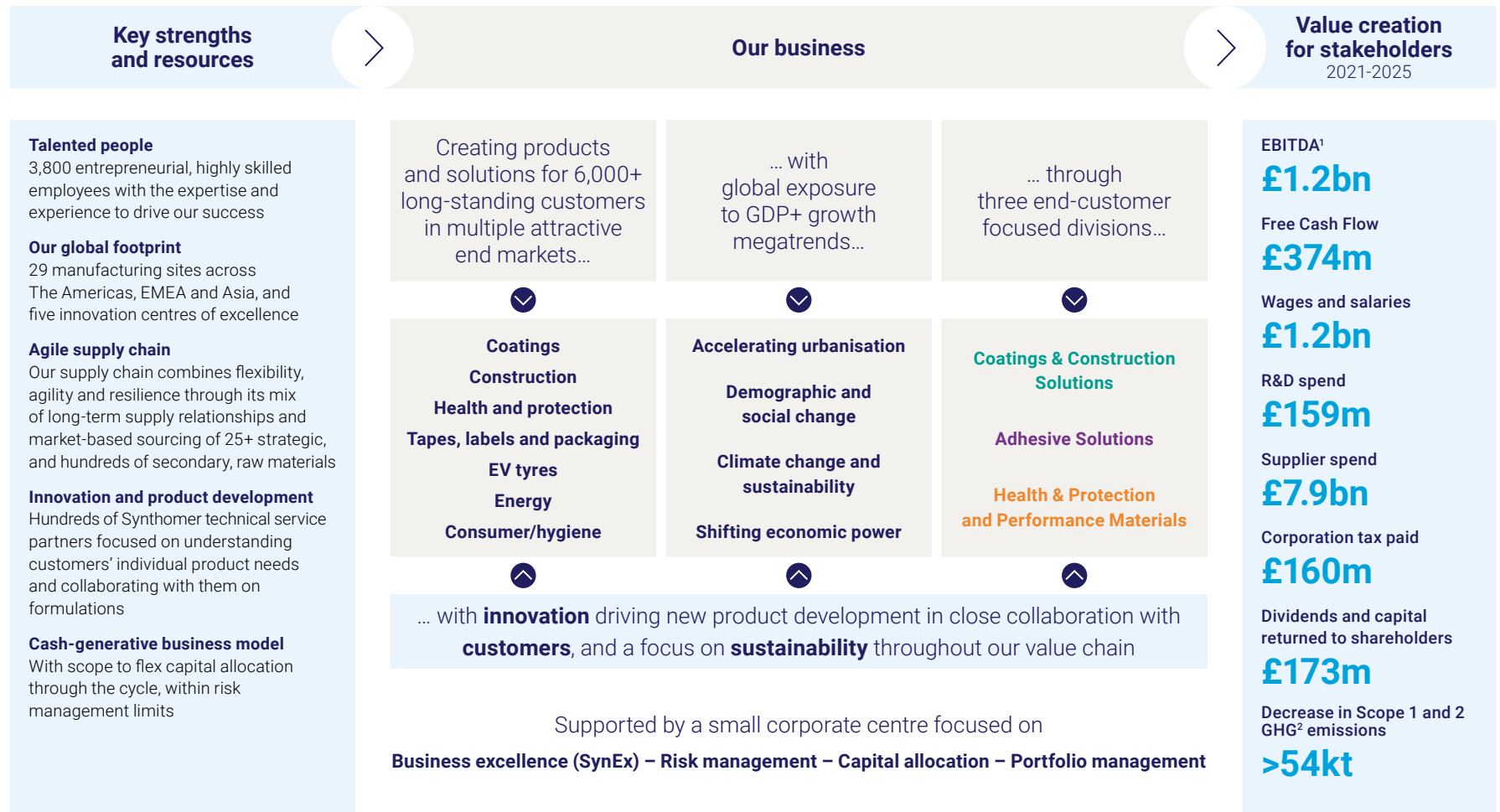


Who we are and what we do

Our business model

We are a business-to-business speciality chemicals producer. We create value for all our stakeholders by applying our expertise and innovation capabilities to provide high-performance water-based polymers and ingredients to a wide range of blue-chip customers in multiple attractive end markets.



¹ EBITDA is calculated as operating profit before depreciation, amortisation and Special Items.

² GHG emissions definition as GHG Protocol Corporate Accounting and Reporting Standard.

Who we are and what we do

Our strategy

Since 2022, Synthomer has been delivering on our transformational strategy to become a more focused, stronger speciality chemicals business and fulfil **our purpose: creating innovative and sustainable solutions for the benefit of customers and society.**

The five pillars of our strategy...

... are each underpinned by three critical principles...

... in pursuit of our long-term ambition.

- Organic growth in attractive end markets
- Rigorous and consistent portfolio management to build focused, leading positions
- Operational and commercial excellence in how we run our business
- Differentiated steering in how we allocate capital and talent
- Diversity, equity and inclusion and holistic people development

End-market orientation
in everything we do
[See pages 20-25](#)

Sustainability
as a value driver and a principle for how we run our business
[See pages 26-33](#)

Innovation
as a critical enabler
[See pages 34-35](#)

A speciality chemicals company focused on selected attractive end markets

Increasing our specialisation, global reach and simplicity

Greater speciality weighting (by revenue)

Speciality %	Base %	Year
50	50	In 2022
55	45	In 2025
70	30	Future

More balanced geographic distribution (by revenue)

USA/Asia %	EMEA %	Year
45	55	In 2022
50	50	In 2025
60	40	Future

Less complexity

Manufacturing sites	Year
43	In 2022
29	In 2025
<25	Future