FONDATION
CLÉMENT
FAYAT

2022 ACTIVITY REPORT

Shareholder Foundation with Official Charitable Status
Created by the Decree of 13 January 2021
Headquarters: 137 rue du Palais Gallien
33 000 Bordeaux

contents

01
Annual Report

Introduction page 4
A Message from the Chair page 5
Our Organisation page 6
Governance page 10
Action page 11
Communication page 14
2023 Objectives page 15

02
Financial Report

A Message from the Treasurer page 17
Balance Sheet and
Profit & Loss Statement page 18

03
2023 Budget

Provisional Budget for 2023 page 20

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01

Annual Report

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01
Annual Report

Introduction

The Clément Fayat Foundation is a shareholder foundation with official charitable status granted by the Decree of 13 January 2021, created by Clément Fayat, a great visionary and founder of the Group that bears his name.

The decision to create this foundation was born out of the desire to preserve the independence and economic model of the Fayat family group, a remarkable example of a successful company committed to "social business". For over 60 years, Clément Fayat has chosen team spirit over individual success, frugality over excess, by reinvesting the Group's dividends to solve our society's challenges with autonomy, commitment and audacity.



Now, the Clément Fayat Foundation is dedicating this legacy to three areas, Health, Training & Education and Heritage, to fight neurodegenerative diseases, give support to talented individuals and revitalise heritage.

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A Message from the Chair



I have the pleasure of chairing the Clément Fayat Foundation alongside my brother, Laurent, who acts as Vice-Chair.

2022 was a year that will not be forgotten. It was marked by the death of our father, Clément Fayat.

It was also the year that the Foundation accepted 5% of the Group's shares, thereby granting it stable resources, and that the Foundation's visual identity was created.

In January, a road map was presented by Director of the Foundation Axelle Pinseau, and approved by the Board, covering both the division of resources allocated to projects and their selection criteria. This placed the Foundation in prime position to take action and support concrete, audacious, committed and legible projects.

The Foundation relies on four Scientific Committees to assess the applications submitted for each of the four calls for projects around neurodegenerative diseases: the Clément Fayat Thesis Scholarship, Research Grants, Complementary Non-Medication Treatments and Therapeutic Education.

The first internal and external communication initiatives have been launched. They informed the Group's employees about the Foundation's mission, the spirit uniting the projects supported, and the possibilities to get involved for those who wish to do so.

I would like to thank the Prefect of the Nouvelle-Aquitaine region, the government commissioner, the members of the board, the members of the scientific committees, and the members of the training committee, for their work and commitment to promote the Clément Fayat Foundation in service of the public-interest projects that it supports.

The Clément Fayat Foundation is a wonderful philanthropic tool that reflects the values of the Group and the history of the Fayat family.

Jean-Claude Fayat

Chair of the Clément Fayat Foundation

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Photo credit: Sébastien Ortola - REA

01
Annual Report

Our Organisation

Our Aims

The Foundation supports causes in three areas, Health,Training and Education, and Heritage, to:

>***Fight neurodegenerative diseases***, by contributing to research and innovation projects, mainly those fighting neurodegenerative diseases, and by creating or participating in social projects in connection with these diseases

> ***Foster talent,*** by supporting projects to help integrate people wishing to work in the construction and civil works sector or looking to retrain and acquire skills in another sector, mainly aimed at those who are the most disadvantaged

>***Bring heritage to life,*** by contributing to the rehabilitation of historic buildings, both nationally and regionally, with support for restoration and/or renovation projects for heritage monuments

Our Vision

The Clément Fayat Foundation will begin by contributing to specific, concrete and visible projects, on a human scale and with quantifiable results, and then move on gradually to projects of greater scope.

Our Strategy

Using our stable financial resources, the mobilisation of recognised experts and skills sponsorship, the Clément Fayat Foundation will roll out its support in close collaboration with talents from universities, university hospitals, research centres, schools, and private and public bodies, to help contribute to a better quality of life for families affected by neurodegenerative diseases, assist people who are excluded from society, and breathe life into heritage projects as the living memory of our country's history.

Our Role

> Mobilise qualified persons,

> Launch calls for projects,

> Select projects to be supported,

> Identify needs and create and/or support audacious and committed projects,

> Unite employees, partners and institutions around projects,

> Monitor actions, projects and organisations in connection with our aims.

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01
Annual Report

Our Organisation

Key Moments of 2022

10 January 2022

The Foundation Director began her role, initially part-time, until September when she transitioned to full-time.

2 February 2022

The Board,

> Approved the allocation of €390,000 of resources per year to calls for projects in the area of Health,

> Confirmed the themes of the three new annual calls for projects in the area of Health, alongside the annual "Clément Fayat Research Thesis Scholarship" call for projects, launched in 2021:

- A call for projects to award two grants of €50,000 to final-year research projects (or as additional funding for a research project underway),
- A call for projects to award two grants of €50,000 to pilot programs on holistic, non-medication treatments,
- A call for projects to fund a therapeutic education project up to €50,000,

> Decided that the choice of subjects supported in the area of Health should be guided by the aim to open the way to more ambitious projects and to not invest at this point in care homes and to not respond favourably to requests from Alzheimer's foundations and for stroke research,

> Decided that calls for projects in the area of Health will be disseminated by the network of University Hospitals in Bordeaux, Poitiers and Limoges for this initial phase,

> Gave its support to formalise the Scientific Committees so as to assess applications for the various calls for projects. They will be made up of five to seven people for three years,

> Gave its approval to allocate the annual budget of €130,000 to Heritage projects,

> Approved support for the first Heritage project for a maximum of €180,000 across three years for the restoration of the Angel windows designed by René Lalique in the Saint-Nicaise Church in Reims,

> Approved the allocation of the annual budget of €130,000 to Training and Education projects.

12 September 2022

The College of Founders, following the death of Clément Fayat, administrator during his lifetime in his role as Founder,

> Confirmed the nomination of Olivier Lesur to succeed Clément Fayat as administrator, as a Member of the College of Founders for a period of six years.

Our Organisation

Key Moments of 2022 (cont.)

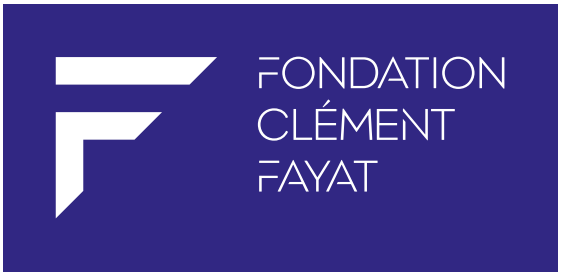
27 September 2022

The Board,

> Confirmed the acceptance, by the Chair of the Foundation on behalf of the Foundation, of the donation representing 5% of the Group's shares held by the Fayat family,

> Approved the 2021 statement of accounts certified by the statutory auditor, the 2022 – 2025 budget, and grants full discharge,

> Chose the logo for the "Do" area as the visual identity of the Clément Fayat Foundation,



> Approved the memos of intention for internal and external communication of the Clément Fayat Foundation,

> Approved the choice of subject for the second Clément Fayat Thesis Scholarship recommended by the Scientific Committee responsible for assessing the applications,

> Approved support for the Centre of Excellence for Neurodegenerative Diseases located at the Bordeaux University Hospital of an amount of €5,500 per year, corresponding to the hours of scientific expertise provided as part of the four calls for projects per year,

> Approved the Training pilot project created with the EATP (Civil Works School of Application) in Égletons, for an amount of €20,000, corresponding to two "Clément Fayat Academic Scholarships" to fund two years of tuition fees for two disadvantaged young people with qualification level below CAP-level (vocational degree), for a machine operator course,

> Approved the second Heritage project dedicated to supporting the creation of a raised console as part of the pipe organ restoration in Saint-André Cathedral in Bordeaux, for an amount of €300,000 across four years.

Our Organisation

Key Moments of 2022 (cont.)

20 October 2022

> Sponsorship agreement signed for the restoration of the Angel windows designed by René Lalique, as a preamble to an event organised by the Beneficiary and project leader, the Association des Amis de Saint-Nicaise du Chemin Vert,

> Press release produced by the signatories of the funding agreement for the restoration of the Angel windows designed by René Lalique, the Fondation du Patrimoine, the Foyer Remois, and the Association des Amis de Saint-Nicaise du Chemin-Vert, and sent to the local press. (Photos of the signatories, photos of the first restored window). Press coverage in L'UNION, REFLETS ACTUELS, LHEBDO DU VENDREDI and interview with Laurent Fayat, Vice-Chair of the Foundation, by France 3 Champagne.



Governance

At the session on 12 September 2022, the College of Founders met and appointed Olivier Lesur to fill the vacant seat, following the death of Clément Fayat, as Member of the College of Founders.

The Members of the Board, of the Administration and legal representatives of the Foundation are:

The Board



JEAN-CLAUDE FAYAT
FOUNDER, CHAIR



LAURENT FAYAT
FOUNDER, VICE-CHAIR



OLIVIER LESUR
MEMBER OF THE COLLEGE OF FOUNDERS



Dr FRANÇOIS ROUANET
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS



Prof WASSILIOS MEISSNER
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS



JACQUES ROUGERIE
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS



GUY LACROIX
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS



SOPHIE SIDOS
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS, TREASURER



MATTHIAS FEKL
MEMBER OF THE COLLEGE OF QUALIFIED PERSONS



PATRICK SEGUIN
MEMBER OF THE INSTITUTIONAL COLLEGE, PRESIDENT AND REPRESENTATIVE OF THE BORDEAUX GIRONDE CHAMBER OF COMMERCE AND INDUSTRY

Government representative:



FABIENNE BUCCIO
PREFECT OF THE NOUVELLE-AQUITAINE REGION AND GIRONDE, GOVERNMENT COMMISSIONER

Legal representatives

Mr Jean-Claude Fayat, as Chair of the Foundation
Mr Laurent Fayat, as Vice-Chair of the Foundation
Ms Sophie Sidos, as Treasurer of the Foundation

Bureau

Mr Jean-Claude Fayat, as Chair of the Foundation
Mr Laurent Fayat, as Vice-Chair of the Foundation
Ms Sophie Sidos, as Treasurer of the Foundation

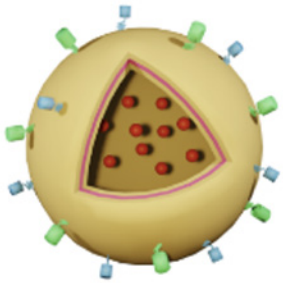
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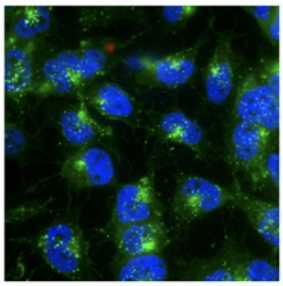
2022 Actions

Health

1st Clément Fayat Thesis Scholarship – NAPAD PROJECT – 2022 to 2024

Initial results of research by the Physiopathology of Proteinopathies team, Neurodegenerative Diseases Institute (IMN), Bordeaux: The preliminary tests performed in 2022 for non-toxicity and good diffusion of nanocapsules in nerve cells were conclusive and encouraging for the next phases of research.







2nd Clément Fayat Thesis Scholarship – COUNTER-PD PROJECT – 2023 to 2025

Research by the Development and Neurobiology of Neural Networks team at the Aquitaine Institute for Cognitive and Integrated Neurosciences: fixed-term contract for Mr Abderrahman Fettah, PhD student, funded from December 2022 for a period of three years, for an amount of €117,000. This thesis aims to characterise the anatomic organisation of motor function circuits in the brain stem and to restimulate them to restore movement in patients with Parkinson's disease.

Launch of two new calls for projects – last quarter of 2022

The first will provide support in the form of a grant for two research projects on neurodegenerative diseases and the second will back two pilot research projects to evaluate complementary, non-medication approaches for neurodegenerative diseases.

The calls for projects were closed on 9 December 2022.

2022 Actions

Training & Education

This year was dedicated to structuring the Foundation's approach for this area:

> Identifying and raising the Foundation's profile with organisations and structures that welcome disadvantaged persons wishing to receive training in civil works and construction,

> Understanding areas with labour shortages in the civil works and construction sector, and the specific issues for these areas,

> Creating a Group HR Expert Unit to evaluate projects,

> Proposing a number of initial projects, to provide access to training in civil works and construction to disadvantaged persons, to support the development of new courses for areas with labour shortages, to raise awareness among "invisible" individuals of the opportunities for social reintegration through personalised support for training for civil works and construction jobs.

Creation of the Group HR Expert Unit, made official on 17 November during the Group HRD meeting.

Two Clément Fayat Academic Scholarships - Vocational training courses (CAP) in machine operating 2023-2025

Awarded to two young people with qualifications below CAP-level for a course at the EATP (Public Works School of Application) in Égletons





EATP ÉGLETONS

The Foundation will cover the tuition fees for a pilot course adapted by the EATP Égletons teams, to allow two young people with qualifications below CAP-level to study the CAP in machine operating.

2022 Actions

Heritage

Restoration of the 30 Angel windows by René Lalique
Saint-Nicaise du Chemin-Vert Church in Reims


René Lalique windows


Restoration of the Angel windows


Saint-Nicaise Church, Reims

This year, the Clément Fayat Foundation launched its support for the project to restore 30 windows designed by René Lalique. This funding will last for three years.

The first restored window was presented to the regional press in Champagne on 20 October at the event organised in Reims by the Association des Amis Saint-Nicaise du Chemin-vert. The Clément Fayat Foundation, as the founding sponsor, was present.

Support for the pipe organ restoration
Saint-André Cathedral in Bordeaux


Saint-André Cathedral, Bordeaux

Clément Fayat Foundation also confirmed its support for the project to restore the pipe organ at Saint-André Cathedral in Bordeaux, with funding for the creation of a raised console across four years.

Communication

> Visual identity for Clément Fayat Foundation launched

> On 27 September 2022, the Board approved the memo of intention for internal and external communication around projects supported by the Foundation, as well as the Foundation Q&A memo aimed at the Group's communication departments

> Press release issued on the Foundation's involvement to the restoration of the René Lalique windows: Press release produced with the project stakeholders, the Association des Amis de Saint-Nicaise du Chemin-Vert, and the Fondation du Patrimoine, and sent to the local press

> Communication in the FAYAT NEWS monthly newsletter

- November edition: Support for the restoration of the René Lalique windows
- December edition: Presentation of the Clément Fayat Foundation logo

> Presentation by the Foundation at the Fayat Building Convention on 1 April, the Fayat Communication Meeting on 5 July, the Identity Seminar on 21 October, and the HRD meeting on 17 November.



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2023 Objectives

> Increase the number of projects supported in the three areas, Health, Training and Education, and Heritage, according to the road map approved in 2022.

> Monitor the projects launched in the three areas, Health, Training and Education, and Heritage, and maintain internal communication

> Implement a tool to monitor allocated funding and annual progress for supported projects.

> Promote the Foundation both internally and externally.

Communication:

- Implement and mobilise digital communication tools
- Continue to have close contact and gather feedback with Group employees
- Participate in external events in connection with the Foundation's aims
- Promote projects supported by the Foundation in the local press
- Start to create connections with potential major sponsors

Training & Education

- Facilitate the Group HR Expert Unit
- Structure the approach: define objectives and means to be implemented, choose projects
- Consider a call for projects
- Unite employees around projects
- Continue to raise awareness of skills sponsorship with the HRD

Health

- Repeat the four calls for projects: "Clément Fayat Thesis Scholarship", "Research Grants", "Complementary Non-Medication Treatments" and "Therapeutic Education"
- Promote the results of supported research
- Work with the Scientific Committees on a clinical research project
- Expand the audience for disseminating calls for projects
- Identify the project to be supported with the donations received in 2022

Heritage

- Monitor projects underway and embody the artisanal intelligence needed for these projects
- Monitor for new projects
- Raise awareness among employees about nominating a project in this area

02

Financial Report

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A Message from the Treasurer



2022 began with the arrival of the new Director of the Foundation, which gave a boost to activities. In autumn, the Foundation received its first dividends, a total of €1,057,000, which granted it financial autonomy.

This second financial year notably included fees for the donation (€243k) representing 5% of Group shares donated by Jean-Claude and Laurent Fayat, salary expenses and related expenditures, and funding for the first set of projects supported by the Foundation in line with signed agreements (€138k). The treasury advance awarded by FAYAT SAS was fully reimbursed.

Furthermore, the Foundation exceptionally increased its resources this year, with donations received from natural and legal persons in memory of Clément Fayat.

Sophie Sidos

Treasurer of the Clément Fayat Foundation

Photo credit: www.vicat.fr

02
Financial Report

2022 Balance Sheet and Profit & Loss Statement

Balance Sheet

On 18 February 2022, the Foundation's own funds were endowed with a donation of 1,400,000 shares from F. Participations; these own funds represent a non-expendable value of €1,540,000.

On 27 September 2022, Jean-Claude and Laurent Fayat made respective donations of 30,117,976 and 34,948,240 shares from F. Participations, for a total non-expendable amount evaluated at €92,035,571.

To these statutory own funds (€93,575,571) was added the 2022 operating surplus (€634,679), with the 2021 deficit subtracted (-€78,374).

The treasury at the end of the year was at €634,679.

The net 2022 treasury is €556,131.

The total of the balance sheet for the 2022 financial year was €94,156,807.

Profit & Loss Statement

Proceeds / Resources: In September 2022, the Foundation received an advance on dividends from F. Participations of €1,057,336, to which was added €83,300, received following a special call for donations in honour of Clément Fayat. The Foundation's proceeds in 2022 were €1,140,639, rather than the projected €1,057,000.

Costs / Expenses: During this financial year, a total of €506k was spent:

> mission costs: €138k,

> operating costs: €368k.

Only €138k was spent on the Foundation's **mission costs** out of the projected €543,500: this gap in relation to the budget of €405,500 is explained by three calls for projects in the area of Health being rescheduled (-€205,500), funding of the pipe organ project being rescheduled to 2023 (-€75,000), and only one Training project being selected, with funding starting in 2023 (-€130,000). The foundation's **operating costs**, projected at €505k, came in at €368k. This gap of €137k can be explained by reduced costs for travel, communications, wages and expenditure, and telecommunications, and the Director working part-time for 3/4 of the year.

Consequently, the year ended with a surplus of €634,679.

03

2023 Budget

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2023 Budget

Provisional Budget for 2023

Proceeds / Resources: for 2023, the Foundation projects a payment of dividends of €1,057,000, to which is added €4,000 of financial products from placement of the 2022 treasury surplus.

Costs / Expenses: Projected expenses reflect the increase in activity and number of projects funded across the three areas. The respective amount of resources dedicated to each area was determined at the Board meeting of 10 February 2022 as follows:

> Health: €390k,

> Training & Education: €130k,

> Heritage: €130k.

The Foundation's mission expenses will increase in 2023, reaching €755k, which represents 71% of total expenses, including:

> Six additional Health projects (€390k for the year):
  - The third Clément Fayat Research Thesis Scholarship,
  - Five pilot projects (two for complementary non-medication approaches, two for research grants, one for therapeutic education),

> A second Heritage project supported (+€75,000, i.e. €135k for the year),

> One project launched and other projects in the research phase for Training (€130k for the year),

> A budget of €100k for special projects.

The Foundation's operating costs are projected to reach €307k in 2023, representing 29% of the Foundation's total expenditure. These costs include :

> a full year's expenses, wages and costs,

> communications expenses mainly related to the development of the Foundation's website.

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