FONDATION
CLÉMENT
FAYAT

Fighting neurodegenerative diseases

Fostering talent

Bringing heritage to life





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ACTIVITY REPORT

2025

Editorial

Opening new pathways and engaging in larger scale initiatives



JEAN-CLAUDE FAYAT
President of the Clément Fayat Foundation



LAURENT FAYAT
Vice-President of the Clément Fayat Foundation

Since its creation, the Clément Fayat Foundation — a shareholder foundation with official charitable status — has been firmly committed to supporting projects serving the public interest. After asserting our role in addressing major societal challenges in 2023 and strengthening our visibility in 2024, the year 2025 marks a turning point: **opening new pathways and acting with boldness.**

In Health, the research projects we support on neurodegenerative diseases — aimed at improving patients quality of life and promoting better care — continue to progress. This year, the Foundation is deepening its long term commitment through an ambitious therapeutic trial on Multiple System Atrophy, opening new therapeutic perspectives. **We choose to invest consistently in research that offers hope for the future.**

In Training, our partnership with the École d'Application aux Métiers des Travaux Publics (EATP) has reached a new milestone. For the first time, the programme has opened to a vocational baccalaureate student in Equipment Maintenance — a development that reflects our conviction: **giving everyone the opportunity to build their own future.**

In Heritage, 2025 marks the completion of an exceptional project: the restoration of the thirty René Lalique stained-glass windows', a unique and emblematic artistic achievement. This year also brings the selection of the organ builder for Bordeaux Cathedral's great organ restoration, along with a new commitment to a prestigious institution: the Collège de France in Paris. **Preserving, transmitting and enhancing heritage — missions that give full meaning to our work.**

These advances reflect our determination to act with responsibility and tangible impact. Together, let us continue to uphold the Foundation's spirit with boldness and engagement.

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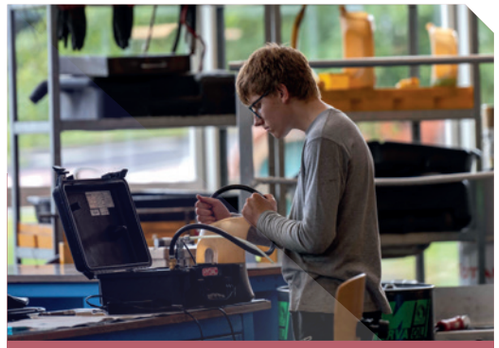
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Shareholder Foundation with Official Charitable Status
Created by the Decree of January 13, 2021
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33000 Bordeaux

01

A Long-Term Commitment

Since its creation in 2021, the Clément Fayat Foundation has remained faithful to its mission. Its status as a **Shareholder Foundation with Official Charitable Status** guarantees stable resources to invest in concrete, measurable and human scale projects.

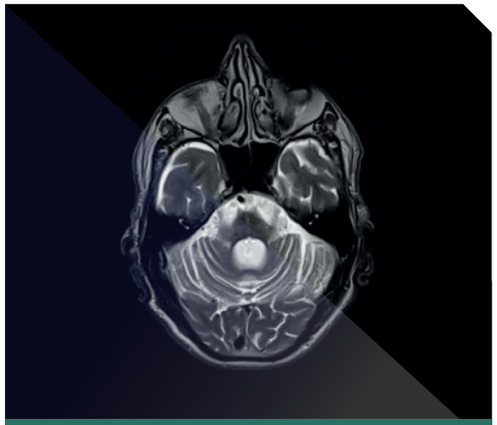


Fostering talent

By supporting training and vocational integration in the construction and civil works sector, particularly for disadvantages young people. Our goal: removing barriers to accessing high quality training.

Progressing with pragmatism and perseverance

We advance step by step, evaluating the impact of our actions in order to develop increasingly large scale programmes. Each year, a substantial and durable budget is dedicated to our three strategic areas of action:



Fighting neurodegenerative diseases

By funding research and innovation projects aimed at improving patient care and supporting their families. We also support social initiatives linked to these diseases.



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Bringing heritage to life

By contributing to the restoration of historic buildings of national and regional importance, and by supporting emblematic projects that highlight the expertise of craftspeople.

02

Our Purpose

↘ Supporting projects that serve the public interest.

↘ Addressing major challenges in three key areas: **health, training, and heritage.**

↘ Initiating concrete actions that open the way to ambitious and innovative projects.

↘ Committing to long-term action, aligned with the Group's vision of social and solidarity-based economy.

03

2025 Key Figures

€2.8 million committed, supporting **26 projects:**

HEALTH

18 projects, including a major commitment of **€1 million** for an innovative therapeutic trial.

TRAINING

4 projects dedicated to supporting and enabling the success of young people facing difficulties.

HERITAGE

4 projects to preserve and enhance exceptional sites and works.



04

2025 Highlights

Health

Therapeutic Education:

First dedicated programme for patients with **Progressive Supranuclear Palsy** (PSP) **— ETP PSP Project**



Positive outcomes from the first programme for **early onset Alzheimer's disease** **— ALOIS Project**

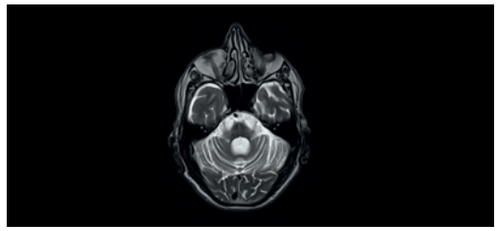


Launch of an online support platform for caregivers and patients with **Parkinson's disease, young onset Alzheimer's or Multiple Sclerosis — e NeuroZen project**

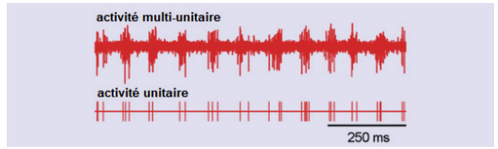


Medical Research, New Projects:

Early prognosis of **Multiple System Atrophy (MSA) — CRI-AMS project**



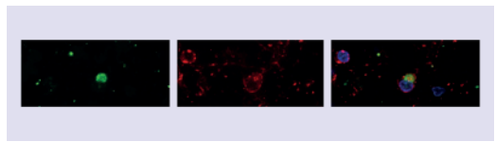
Motor function restoration in Parkinson's disease **— CbgMotDisorders project**



Prevention of **chronic stress in young women at cognitive risk — NEUROFEMZEN project**



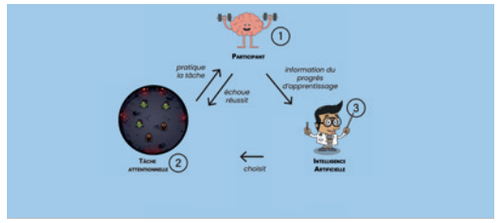
Therapeutic trial for patients with Multiple System Atrophy — EXENATIDE MSA project



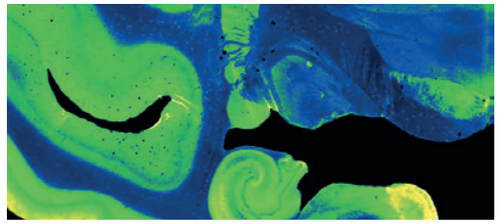
Promising Results:

Thesis defence on innovative nanovector therapeutic approaches for **Parkinson's disease** **— NAPAD project**

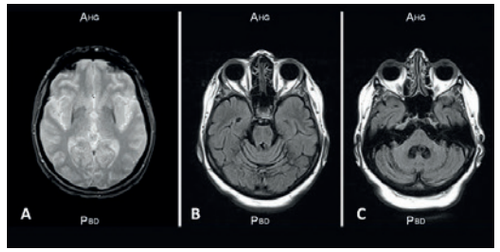
Artificial Intelligence opens new paths for personalised online cognitive training **— TOPAZ project**



First primate model for **Lewy Body Dementia** **— TAP DLB project**



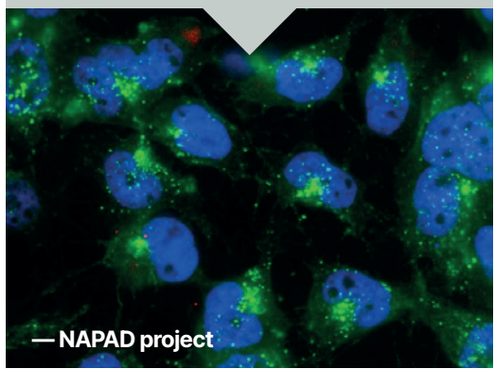
Identification of early biomarkers for Multiple System Atrophy diagnosis **— IPPLAMS project**





‹‹ Thanks to the Foundation's support, we have been able to advance this research and open new therapeutic perspectives. ››

Benjamin Dehay
INSERM Research Director, NAPAD project



— NAPAD project



05

2025 Highlights

Training

Clément Fayat Scholarships at EATP Égletons

2023 CLASS

Two first graduates:

> Léo C. and Nathan M. obtain their **CAP Equipment Operator diploma** with highest honours.

> Léo C. continues with a **Vocational BAC in Civil Works** under a professional contract with Razel Bec.

> Nathan M. pursues a **Vocational BAC in Civil Works** in Béziers.


Léo C.


Nathan M.

‹‹ We have come so far thanks to you, René, and the Clément Fayat Foundation. Nathan will continue to grow... Thank you for everything... ››

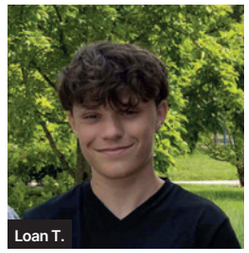
Nathan's mother
who graduated with a CAP Equipment Operator diploma from the EATP Égletons in June 2025

2024 CLASS

New Successes:

Léo T. and Loan T. continue in the **second year of their CAP Equipment Operator diploma**, graduating in June 2026.


Léo T.


Loan T.


Hugo V.

Exemplary Mentoring:

Hugo Vigroux, former EATP scholar and now works supervisor at Razel Bec, mentors the Foundation's four first scholarship recipients.

‹‹ ...We've come full circle: Hugo is now Léo's apprenticeship supervisor, who is continuing his training in Vocational BAC in Civil Works. ››

René de Rycker
PRO BTP Ambassador in middle schools in the Southeast, mentor to Léo C. and Nathan M.

2025 CLASS

Back to school in September 2025:

Esteban P.,
CAP Equipment Operator diploma


Esteban P.

‹‹ Consistent effort and promising results. ››

Teacher' feedback

Yannis C.,
CAP Equipment Operator diploma


Yannis C.

‹‹ Serious and committed student. ››

Teacher' feedback

Ludovic B.,
Vocational BAC in Equipment Maintenance


Ludovic B.

‹‹ A driving force for the class, very motivated. ››

Teacher' feedback

06

2025 Highlights

Heritage



REIMS

Completion of the restoration of the **30 René Lalique stained glass windows** at Saint-Nicaise Church.



‹‹ The Foundation's support was decisive... ››



Ghislain de Montgolfier
President of the Association
Les Amis de Saint-Nicaise
du Chemin Vert

LOURON VALLEY

Start of restoration work on **centuries old mural paintings** at Saint-Calixte Church.



‹‹ Without this sponsorship, it would have been impossible... ››



Alain Lacoste
Painting restorer,
Atelier 32

PARIS

New commitment to restoring the **Letarouilly portico at the Collège de France**, ahead of its 500th anniversary in 2030.



BORDEAUX

Rieger Orgelbau selected for the construction of the **new great organ of Bordeaux Cathedral** — 6,800 pipes, set to become the third largest organ in France.



HERITAGE

Immersion into the Great Organ Project:

7 October 2025

Employees from **Fayat Mixing Plant** discover the technical complexity of the Bordeaux Cathedral organ project during an immersive visit, alongside the rector, the organist, and the workshop director.





19 November 2025

The **FAYAT ROAD ACADEMY** experiences the same unique visit, reinforcing team pride and enthusiasm for this extraordinary heritage project.

"An encounter that reveals the human and cultural dimension of our commitment..."

07

2025 Highlights

Communication

‹‹ My Rendez-Vous with the Foundation ››

12 June: Advances in Neurodegenerative Diseases

During this live meeting with the Group employees connected via videoconference, Professor Wassilios Meissner (Bordeaux University Hospital) reiterated the crucial importance of research in improving the patients' quality of life and their caregivers.



Three projects supported by the Foundation were highlighted:

1 - Preventing the progression of cognitive disorders through personalized learning programs, **TOPAZ project.**

2 - Identifying distinct progression profiles of Multiple System Atrophy, enabling more accurate monitoring, **IPPLAMS project.**

3 - Bypassing the damaged area and stimulating the motor neurons involved in certain motor behaviorss, **COUNTER-PD project.**



‹‹ The Foundation enabled me to extend my postdoctoral studies and take my research further. ››

Marion Pech
TOPAZ project



‹‹ Thanks to the Foundation, we have been able to identify specific Multiple System Atrophy profiles. I have submitted a new funding application to explore the impact of inflammation on these profiles. ››

David Bendetowicz
IPPLAMS project



‹‹ The Foundation is fully funding my three-year thesis, which aims to explore new avenues for electrical stimulation in Parkinson's disease, with close monitoring by the board of directors. ››

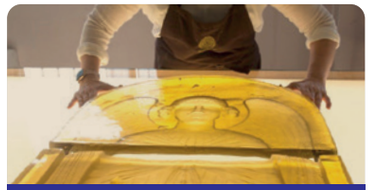
Abderrahman Fettah
COUNTER PD project

‹‹ My Rendez-Vous with the Foundation ››

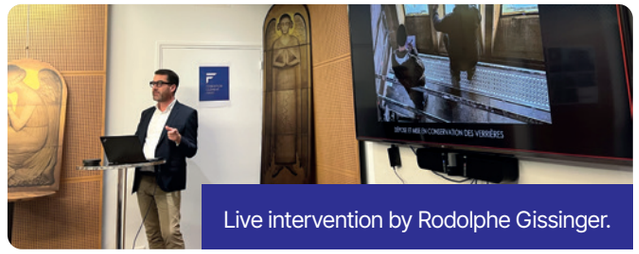
20 November : Immersion in the restoration of Lalique stained glass windows



Thouraud's employees participated in person at this event.



Vincent-Petit Manufacture.



Live intervention by Rodolphe Gissinger.



Decisive support

‹‹ Without the Foundation, this project would never have gotten off the ground. Its involvement attracted many other partners to the aventure. ››

Ghislain de Montgolfier
President of the Association Les Amis de Saint-Nicaise du Chemin Vert



A heritage rich in meaning

‹‹ When beauty becomes an act of solidarity: after the war, Georges Charbonneaux designed garden cities and a church decorated by René Lalique, symbolizing a heritage that unites art and humanism. ››

Dominique Potier
Vice President - Treasurer of the Association Les Amis de Saint-Nicaise du Chemin Vert



An exemplary project

‹‹ A groundbreaking protocol to save the Lalique stained glass windows, restored using innovative and reversible techniques. This project is now a benchmark for Historic Monuments. ››

Rodolphe Gissinger
Heritage architect
Project manager

08

Governance

Governance involved in projects

We would like to express our deep gratitude to **Étienne Guyot, Prefect of the Nouvelle-Aquitaine region and Gironde, Government Commissioner,** as well as to the **members of the Board of Directors, the four scientific committees evaluating project proposals,** and t**he committee dedicated to training**, for their commitment to promoting the Clément Fayat Foundation in the service of projects of general interest.

Our thanks also go to the **project leaders** for their contributions to the board of directors and during the “My Rendez-Vous with the Foundation” events, sharing the progress of their work in **medical research** and **heritage restoration**.

We would like to extend our special thanks to the **recipients of the training grants for careers in construction and civil works**, who share their success stories with us with such emotion.

We salute our **partners**, who work to promote careers in construction and civil works, identify our future scholarship recipients, and support them throughout their training programme. Thank you for your commitment and example, which inspire us to spread the word more widely.

Finally, we are grateful for the commitment of Hugo Vigroux, the Foundation’s **first mentor**, who paves the way for possibilities and embodies the valuable principle of companionship in the construction and civil work sector.

Board of Directors

The Founders’ College and Members of the Founders’ College



Jean-Claude Fayat
Founder



Laurent Fayat
Founder



Olivier Lesur
Member of the Founders’ College

College of Qualified Persons



François Rouanet
Neurologist



Wassilios Meissner
Professor of Neurology



Jacques Rougerie
Architect



Guy Lacroix
Honorary President of Serce



Sophie Sidos
Chair of the Louis Vicat Foundation



Matthias Fekl
Lawyer

Government Commissioner



Étienne Guyot
Prefect of the Nouvelle-Aquitaine Region and Gironde

College of Institutions



Patrick Seguin
President and Representative of the Bordeaux Gironde Chamber of Commerce and Industry

09

Financial Reporting

2025 in figures

Cash surplus : €680,161

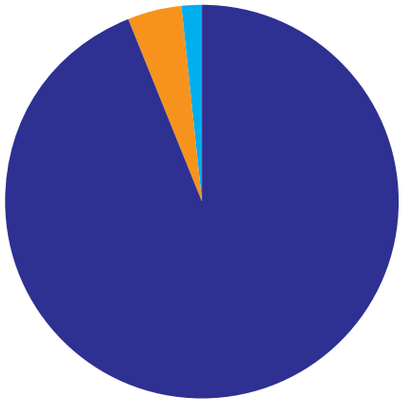
Cash flow amounted: **€1,284,829**

The amount of the retained earings: **€564,658**

Balance of commitments

The balance of commitments standing at **€1,442,066** under agreements signed up to 2025 represents **€384,610** spread over 2026, 2027, 2028, 2029.

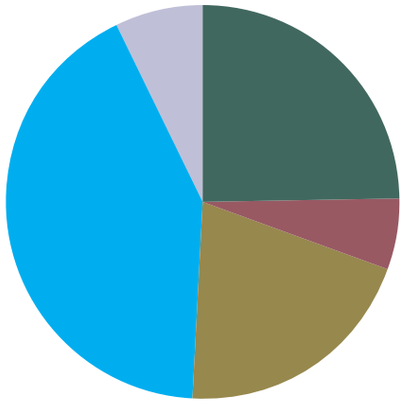
Revenue: €1,095,579



Revenue can be broken down as follows:

- **€1,074,709** in financal income
- **€5,210** in donations
- **€15,647** in the return of unused funds from 4 closed projects, in accordance with the terms of the financial support agreement signed between the parties

Expenditure: €415,418



Expenditure on support actions: **€211,985**

- **Health: €102,819** to support six of the twelve planned projects: six of these have been delayed or their funding has been postponed until 2026
- **Training: €24,166** to support five training grants for civil works professions
- **Heritage: €85,000** to support two restoration projects: the grand organ at Bordeaux Cathedral and the wall paintings at Saint-Calixte Church (Louron Valley)

Other expenses:

- Payrol, expenses and taxes: **€174,432**
- Other operating expenses: **€29,001**

including communication: **€11,404**

10

A Word from **Sophie Sidos**

Treasurer of the Clément Fayat Foundation



The Foundation embodies a bold and innovative commitment to social responsibility.

The Clément Fayat Foundation ended 2025 with **26 projects supported**, representing a total investment of **€2.8 million**. True to its desire to anchor its actions in concrete terms and pave the way for large scale initiatives, this year stands out for its unprecedented and ambitious support: **participation in a therapeutic trial for a rare disease.**

The Foundation's resources come from **annual dividend payments** and **financial income from the investment of surplus cash**.

11

A Word from **Axelle Pinseau**

Director of the Clément Fayat Foundation



Strengthening our commitments and preparing for the future

In 2025, the Clément Fayat Foundation consolidated its actions around three strategic areas: **Health, Training and Heritage**. This dynamic is part of our desire to create a lasting impact and respond to societal challenges with ambition and responsibility.

For 2026, we want to **intensify our presence among the Group's employees** by promoting the Foundation's initiatives and encouraging their involvement in projects of general interest, particularly in the area of **Training**. Through the development of a **network of Clément Fayat Foundation Ambassadors**, we will visit the Group's subsidiaries to strengthen the link between the Foundation and the Group.

We also plan to **develop mentoring** and **promote awareness of careers in construction and civil works** among disadvantaged young people in targeted secondary schools and associations. These initiatives aim to offer concrete prospects and support professional integration.

Finally, we are continuing our efforts to **raise the Foundation's reputation and attract new private donors**, particularly in the area of health, in order to support innovative and meaningful projects.

12

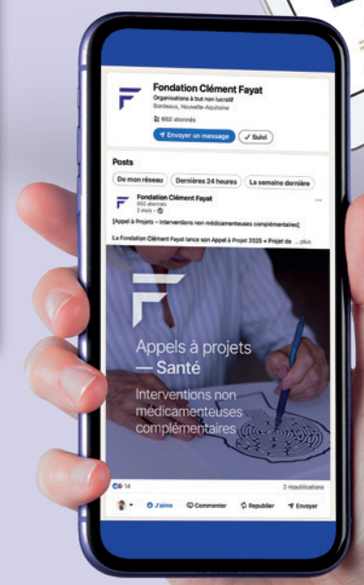
The communication tools at your disposal

Website →
https://fondationclementfayat.com



↑ Annual Activity Report
Available on the Foundation's website in the Foundation tab





LinkedIn page ↗
Fondation Clément Fayat



↙ ‹‹My Rendez-Vous with the Foundation››
For all employees

Two meetings per year :
> via videoconference.
> Learn from project leaders about the progress of supported projects.

June 20, 2024	**1st event/health**
Nov. 28, 2024	**2nd event/training**
June 12, 2025	**3rd event/health**
Nov. 20, 2025	**4th event/heritage**

↓ FAYATNEWS.
Two news items per month



↖
Neurodegenerative Disease Focus
In 2025, the Foundation began publishing short articles in the FAYAT NEWS, an internal newsletter for FAYAT Group employees, to provide information and raise awareness about neurodegenerative diseases.

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