FONDATION
CLÉMENT
FAYAT

ACTIVITY REPORT 2024

Fighting neurodegenerative diseases

Fostering talent

Bringing heritage to life







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Editorial

TAKING ACTION consistently, and talking about it



JEAN-CLAUDE FAYAT
President of the Clément Fayat Foundation



LAURENT FAYAT
Vice-President of the Clément Fayat Foundation

Across the three areas of our work, 2024 saw the first achievements in several projects supported by our Foundation. This progress reinforces our pragmatic commitment towards practical issues, our focus on **"taking action"**, with the aim of making a quantifiable impact through our long-term support.

Indeed, our particular status as a shareholder foundation enables us to provide long-term support, which is essential in the field of research into neurodegenerative diseases.

As we know, medical research takes decades to complete and requires massive resources. The Clément Fayat Foundation is aware of this challenge and has chosen to **provide long-term support to units working on neurodegenerative diseases** (NDD), giving them a much-appreciated degree of stability. This enables them to stabilise ongoing programmes and launch new approaches. At the end of 2024, €750,000 had been mobilised and 14 projects supported.

The Foundation is also applying this long-term commitment to projects in the growing area of Training. We have achieved our goal of **helping young people in difficulty to train for careers in civil works**, thanks to the partnership formed with EATP Égletons and personalised support! After a very positive first year, the Foundation is stepping up its action by supporting 12 scholarships over three years, including for the "CAP" certificate of vocational aptitude for Equipment Operators, the "BAC PRO" vocational baccalaureate diploma in Equipment Maintenance and the "BAC PRO" in Civil Works.

The three **heritage restoration projects** are continuing thanks to the €500,000 committed over several years. The restoration of the 30 René Lalique stained glass windows, which began in 2022, will be completed in 2025.

In 2024, the Foundation's teams introduced new methods to communicate more widely with all audiences. **Talking about** this positive result also means sharing it externally and with all employees of the FAYAT Group, which thus demonstrates its social commitment through its Foundation.

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01

Taking action over the long term

The Clément Fayat Foundation is maintaining the course it set itself when it was created in 2021. Its operating model as a Shareholder Foundation with Official Charitable Status ensures it has stable resources to invest in projects that benefit society, are quantifiable and on a human scale.

Be practical, pragmatic and persevering

We choose to move forward step by step, measuring the impact of our support, in order to progress towards larger-scale programmes, devoting a substantial and steadfast budget every year to each of the three areas of our action:

> Fighting neurodegenerative diseases

By funding research and innovation, primarily in the fight against neurodegenerative diseases; by creating or participating in projects that address the social issues related to these diseases.

The main aim of the research supported is to improve patient care and promote a better quality of life for the families affected.



"For us, researchers, long-term involvement from financial partners like the Clément Fayat Foundation is priceless."

Erwan Bezard
Inserm Research Director

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Taking action over the long term

> Fostering talent

Through training and education, by facilitating vocational integration projects in the building sector, or retraining projects from the building sector to another field, specifically in the interest of disadvantaged populations.

The aim of our work is to remove the barriers to access to high-quality training.



"Our shared ambition, developed with the Clément Fayat Foundation, is to seek out young people who are motivated by careers in civil works. Once identified, they receive personalised support, both educational and in terms of soft skills."

Emmanuel Bois
General Secretary of EATP Égletons

> Bringing heritage to life

By contributing to the rehabilitation of historical buildings of local or national importance; by supporting heritage monument restoration projects.

Our aim is to highlight and promote the traditional expertise of craftspeople.



"In restoration, we don't recreate exactly the same thing, we find other methods to conserve the object but keep the traces of its past."

Flavie Serrière Vincent-Petit
Curator-restorer of heritage windows

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02

Our commitments

21 projects, both future-focused and looking to the past, are or have been supported, with a total of €1.4 million granted



HEALTH

€750,000
or **53%** of the Foundation's commitment

14 projects: *including 3 coming to the end of their agreement (IPPLAMS, VLHE_EVAL, NAPAD)*

> 3 research thesis grants: NAPAD 2021-2024, COUNTER-PD 2022-2025, VIP-PARK 2023–2026

> 3 grant projects: TAP-DLB 2023-2025, IPPLAMS 2023-2024, AUMASMART 2024-2027

> 5 therapeutic education projects: VERGERS DES BALANS 2023-2025, ALOIS 2023-2025, e - NeuroZen 2025-2027, ETP-PSP 2025-2027, MODULE ETP 2025-2027

> 3 pilot projects in complementary non-pharmacological interventions: MUSIC-HD 2023-2025, VLHE_EVAL 2023-2024, TOPAZ 2024-2025

Note:

> Encouraging initial results (NAPAD, TAP-DLB).

> Two projects on artificial intelligence (AI) that serve the general interest (TOPAZ and AUMASMART).



TRAINING

€160,000
or **11%** of the Foundation's commitment

4 projects: *including 3 projects in progress and 1 completed in 2023*

> 2 training scholarships for the "CAP" certificate of vocational aptitude for Equipment Operators 2023-2025

> 2 training scholarships for the "CAP" certificate of vocational aptitude for Equipment Operators 2024-2026

> From 2025, support for 12 scholarships over three years for the "CAP" certificate of vocational aptitude for Equipment Operators, the "BAC PRO" vocational baccalaureate diploma in Equipment Maintenance programme and the "BAC PRO" in Civil Works - with 4 scholarships per year



HERITAGE

€500,000
or **36%** of the Foundation's commitment

3 projects: *still in progress*

> Restoration of 30 René Lalique stained glass windows (2022-2024) in Reims (51)

> Creation of a raised mobile console as part of reconstruction works on the pipe organs in Saint-André Cathedral (2023-2028), Bordeaux (33)

> Contribution to the uncovering of Medieval frescoes (2025), Saint-Calixte church, Cazaux-Fréchet-Anéran-Camors (65)

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2024 Highlights

On the strength of the initial results obtained, the Foundation committed new funding in 2024 for health and training, in order to ensure the long-term viability of its work.

Health

A research grant of €50,000 for the AUMASMART 2024-2027 project "Evaluating the progression in the autonomy of patients with Alzheimer's disease through the analysis of smartphone usage data".

€50,000 dedicated to the TOPAZ 2024-2025 pilot project "Digital systems for personalising and maximising progress in attention training for elderly people with mild neurocognitive disorders".

€54,850 earmarked for new therapeutic education programme projects:

> e-NeuroZen, €30,250, "Digital support for the online acquisition of mindfulness-based stress management skills for patients and caregivers"

> MODULE ETP "Programme for carers and patients suffering from neurodegenerative disorders", €17,600

> ETP-PSP "Development of a therapeutic education programme for patients with progressive supranuclear palsy", €7,000

Training

€20,000 awarded to two training scholarships for a "CAP" certificate of vocational aptitude for Equipment Operators at EATP Égletons (19).

Funding of €99,992 over 3 years for twelve training scholarships for the "CAP" certificate of vocational aptitude for Equipment Operators, the "BAC PRO" vocational baccalaureate diploma in Equipment Maintenance and the "BAC PRO" Civil Works at EATP Égletons.

Communication

Production of an introductory film on the Clément Fayat Foundation.

Organisation of the first two "My Rendez-Vous with the Foundation" events, one on health in June 2024 and the other on training in November 2024.

Publication of articles in the Group's media to share these events with employees.

Interviews and filmed testimonials from four young people in training at EATP Égletons, supported by the Foundation.

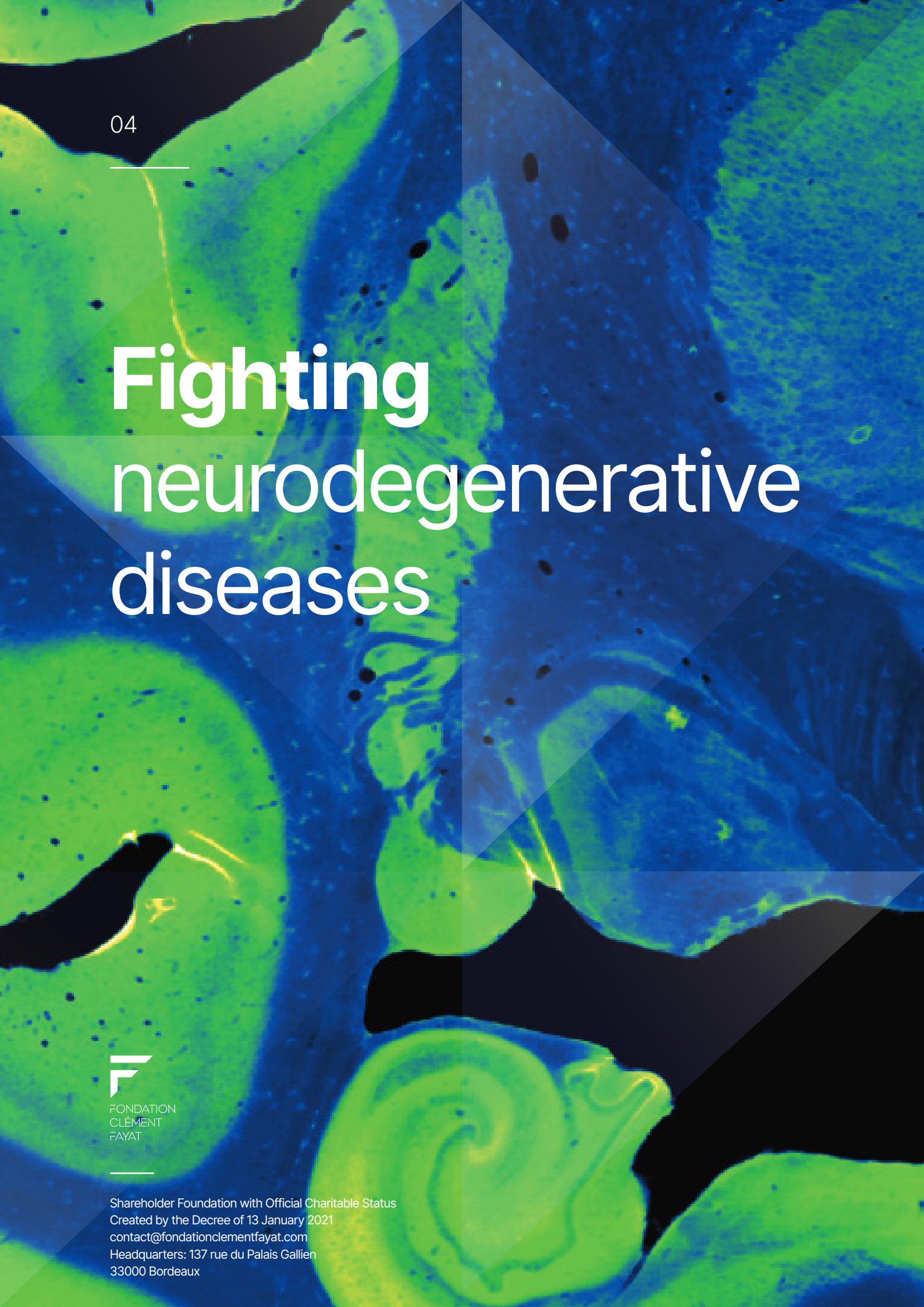
Promising results in all 3 areas

On numerous research projects: IPPLAMS; VLHE_EVAL; TOPAZ; NAPAD; COUNTER-PD; TAP-DLB.

Successful completion of the first year of the "CAP" certificate of vocational aptitude for Equipment Operators.

Lalique windows at Saint-Nicaise Church: 19 stained glass windows restored.

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Fighting neurodegenerative diseases

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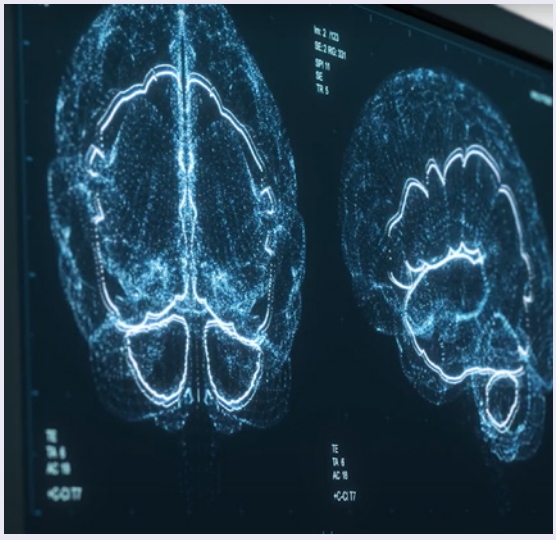
Our Health actions: understand, care and treat

The Foundation's work focuses on helping families and improving the care of patients with neurodegenerative and related diseases such as Parkinson's and Alzheimer's, and rarer diseases such as Huntington's disease, Dementia with Lewy bodies, Multiple system atrophy and progressive supranuclear palsy.

We support multidisciplinary projects to better understand the symptoms and mechanisms of these pathologies, as well as projects on treatments or non-drug interventions to alleviate symptoms and improve quality of life.



The Board of Directors has decided to support a **new therapeutic trial on a rare neurodegenerative disease** on a larger scale. The research will focus on the impact of a molecule in slowing down the disease. Projected funding of €1,000,000 over 6 years.



Watch the full replay of the first "My Rendez-Vous with the Foundation" event here

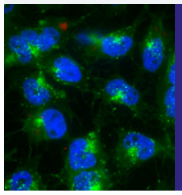
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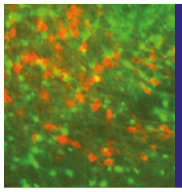
Our Health actions: understand, care and treat

Understand

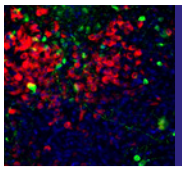
Mechanisms and symptoms



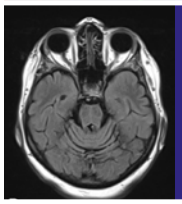
NAPAD: Development of nanovectors for a lysosome-based therapeutic strategy in the fight against Parkinson's disease



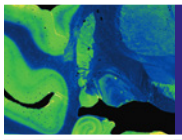
COUNTER – PD: Targeting the pedunculopontine nucleus to restore motor function in Parkinson's disease



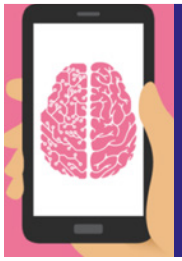
VIP-PARK: Targeting VIP to reduce anxiety in patients suffering from Parkinson's disease



IPPLAMS: Identification of specific evolving profiles in multiple system atrophy via clinical and biological data



TAP-DLB: Towards a primate model of Dementia with Lewy bodies



AUMASMART (86): Using AI to analyse smartphone use, identifying markers of the progression of Alzheimer's disease in order to monitor and predict its development in the interests of more personalised medicine.



"Sponsorship is essential to finance scientific research, especially in my case where I am working on a rare disease, Dementia with Lewy bodies, which is much rarer than Parkinson's disease, for example. This research into rare diseases also helps to advance our understanding of other neurodegenerative diseases.

In this field, it often takes 15 years of research work before we get the first results from human trials, and 10 more years before treatments can be rolled out. The Clément Fayat Foundation has been supporting my work for the past two years."

Erwan Bezard
Inserm Research Director

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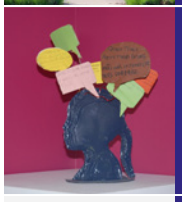
Our Health actions: understand, care and treat

Care

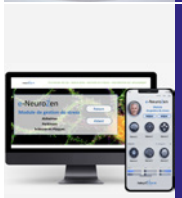
Supporting care initiatives



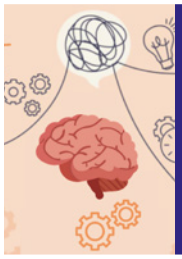
Verger des Balans (24): Living daily with Alzheimer's or a related disease



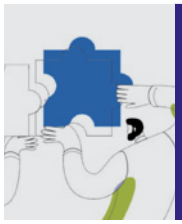
ALOIS (33): Creation of a therapeutic education programme for young Alzheimer's patients and their caregivers



e - NeuroZen (33): Developing a digital platform with modules for acquiring stress management skills, aimed at caregivers and patients suffering from neurodegenerative diseases



ETP PSP (49): Creating the first national therapeutic education programme for patients with progressive supranuclear palsy (PSP), in order to maintain quality of life for patients and their caregivers.



MODULE ETP (64): Developing innovative therapeutic education tools for non-professional caregivers of patients suffering from newly diagnosed neurodegenerative disorders.



"The funding provided by the Clément Fayat Foundation not only enabled the programme to be set up, but also ensures its continuation, providing patients and their loved ones with practical tools to help them live better with the disease. The feedback received has been very positive: it provides useful information and invaluable reassurance. It would not have been possible without the Foundation's support."

Chloé Lazeras
Psychologist specialising in Neuropsychology - ALOIS project

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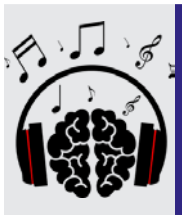
Our Health actions: understand, care and treat

Care

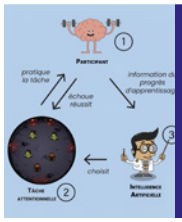
Non-pharmacological interventions



VLHE _ EVAL: Medical-economic assessment of an innovative treatment model for Alzheimer's patients



MUSIC-HD: A pilot study to evaluate the ability of music therapy, combined with standard treatment, to reduce irritability and impulsivity in patients suffering from Huntington's disease



TOPAZ (33): Using Artificial Intelligence to optimise the number of responders to a personalised programme in attention training, an early marker of vascular dementia



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"Thanks to support from the Clément Fayat Foundation, we will be able to advance the field of cognitive training for neurotypical (or normal) and pathological ageing by providing "customised" training thanks to advances in Artificial Intelligence, responding to current issues relating to old age. This allows me to further my passion and expertise with regard to ageing and technologies, opening up new possibilities."

Marion Pech
Postdoctoral student - TOPAZ project



"My research evaluates the innovative Village Landais Henri Emmanuelli (VLHE) model for people with Alzheimer's disease. Over the last year, with support from the Clément Fayat Foundation, I have analysed the use of care by VLHE residents and demonstrated the concrete benefits of such a model. I would like to thank the Clément Fayat Foundation for its invaluable commitment to this innovative approach."

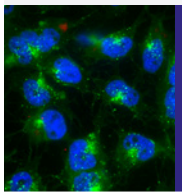
Damien Krier
PhD student - VLHE_EVAL project

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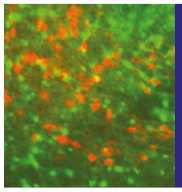
Our Health actions: understand, care and treat

Treat

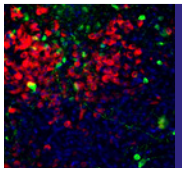
Modulating symptoms and testing modular substances on animals



NAPAD: Development of nanovectors for a lysosome-based therapeutic strategy in the fight against Parkinson's disease



COUNTER–PD: Targeting the pedunculopontine nucleus to restore motor function in Parkinson's disease



VIP-PARK: Targeting VIP to reduce anxiety in patients suffering from Parkinson's disease

Find out more about the projects on the website:
www.fondationclementfayat.com



"I'm delighted to be able to continue my doctorate with a thesis in neurosciences, which fascinates me, thanks to financial support from the Clément Fayat Foundation. Fundamental research, whether focused on the brain or on other fields, is crucial to understanding our body. I am grateful that this funding is provided by a local foundation that actively supports research."

Emma Perrot
Doctoral student - VIP-PARK project

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Fostering talent

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Our Training & Education initiatives, focused on the future of our business lines

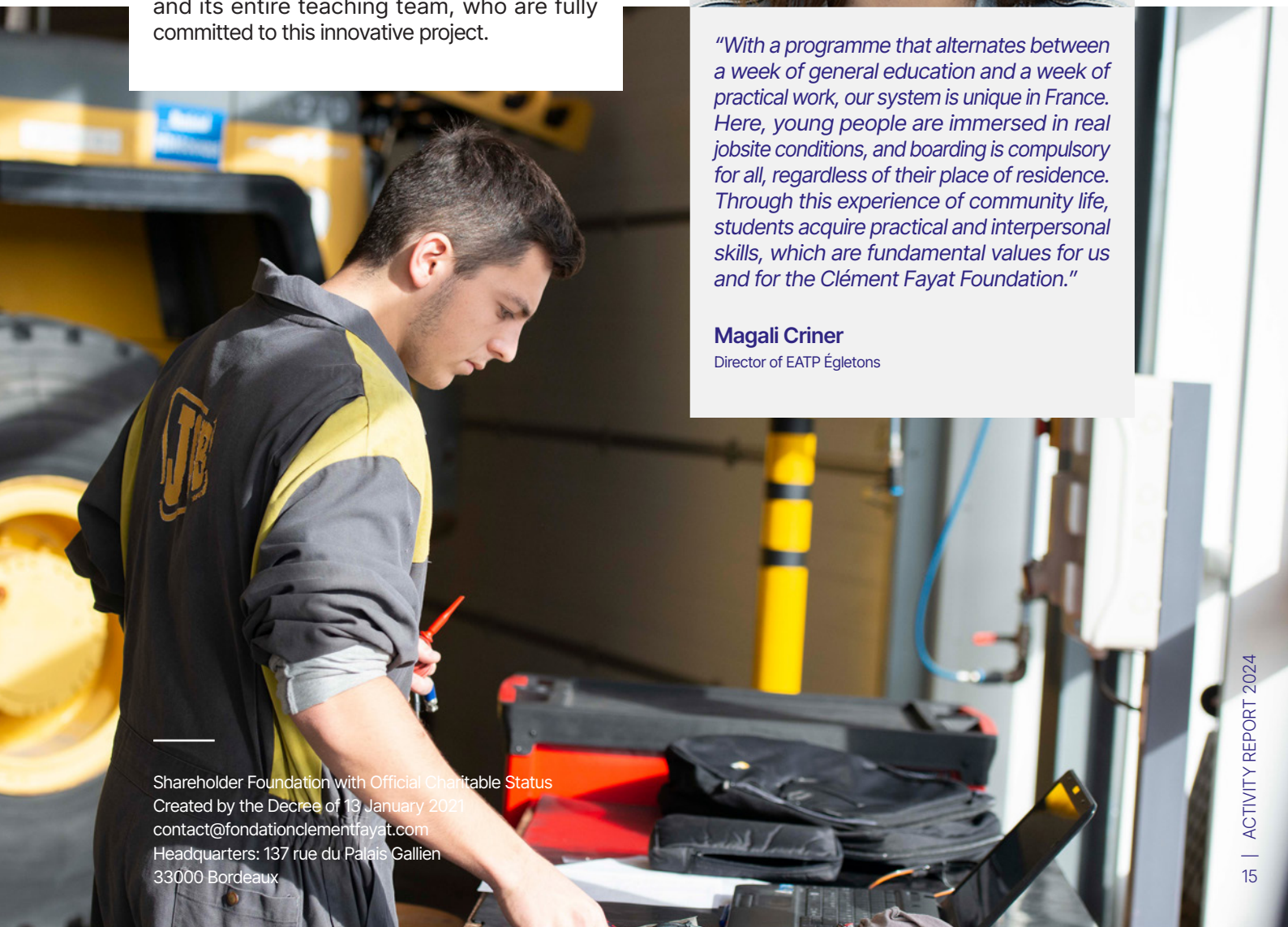
We take a pragmatic approach to teaching, focusing on the young person and their needs for support, creating a personalised programme to help them catch up and overcome any obstacles to their training.

To meet these challenges, the Clément Fayat Foundation is working closely with EATP Égletons and its entire teaching team, who are fully committed to this innovative project.



"With a programme that alternates between a week of general education and a week of practical work, our system is unique in France. Here, young people are immersed in real jobsite conditions, and boarding is compulsory for all, regardless of their place of residence. Through this experience of community life, students acquire practical and interpersonal skills, which are fundamental values for us and for the Clément Fayat Foundation."

Magali Criner
Director of EATP Égletons



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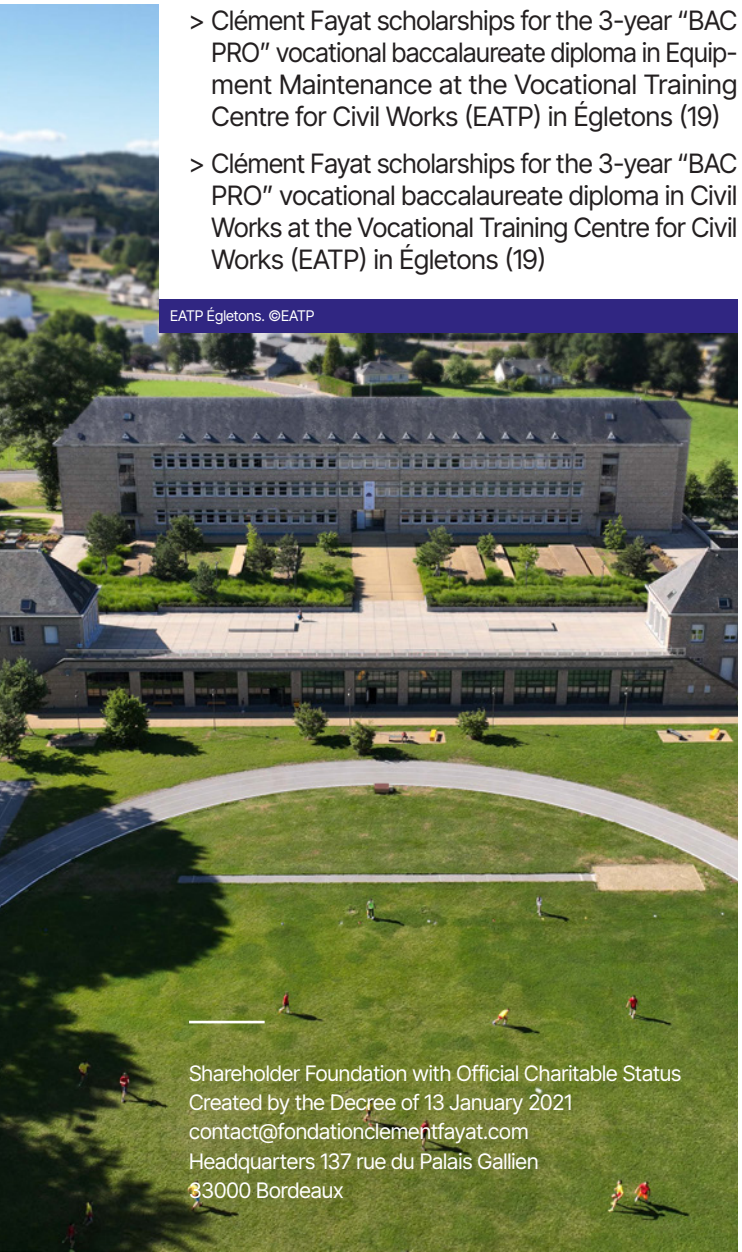
Our Training & Education initiatives, focused on the future of our business lines

The success of the first students to enrol in the "CAP" training course for equipment operators has encouraged us to continue this support and extend it to other programmes:

> Clément Fayat scholarships for the 3-year "BAC PRO" vocational baccalaureate diploma in Equipment Maintenance at the Vocational Training Centre for Civil Works (EATP) in Égletons (19)

> Clément Fayat scholarships for the 3-year "BAC PRO" vocational baccalaureate diploma in Civil Works at the Vocational Training Centre for Civil Works (EATP) in Égletons (19)

EATP Égletons. ©EATP





"When candidates come to discover the school in July, they meet other students who will look after them at the start of the school year. This is reassuring for them. They also benefit from personalised support from two teachers, one for engine operation and the other for general education. Their first task is to assess the educational support that the young person needs to succeed in their learning. This extra support is carried out over the summer, and the work requested is checked. The teachers then make regular reviews during the school year. They constantly check the support needed in certain subjects, and even provide psychological support if necessary. This has not been necessary to date, as the four young people supported by the Foundation are highly motivated. This is a key factor in their success."

Guillaume Magnaudet
Head of Educational Engineering at EATP Égletons

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Shared stories that encourage us!

The second edition of *"My Rendez-Vous with the Foundation"* was held on 28 November 2024 in the superb setting of EATP Égletons, alongside the young people and their teachers.

On this occasion, the four Clément Fayat Foundation scholarship holders spoke in a film in which they describe their difficulties as well as their successes.

What impressed us and motivates us to continue our work? Their desire to go further in their studies!

Watch the full replay of the second edition of "My Rendez-Vous with the Foundation" here

Watch the testimonies of Léo C., Nathan, Léo T. and Loan here







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Shared stories that encourage us!

They also answered live questions from FAYAT Group employees, who participated remotely in the event.



Léo T.

"I will be able to do the job I love. Thank you!"



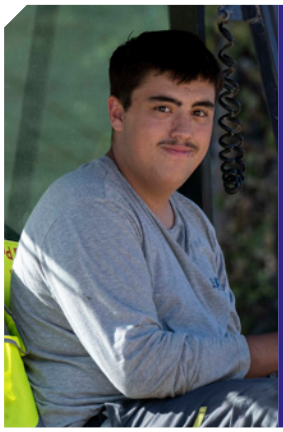
Léo C.

"Thank you for enabling me to go to this school"



Loan

"Being here is fantastic. I was worried about operating the equipment at first, but I really like it. What do I like best? Using the digger and the dump truck."



Nathan

"I'm very grateful. Without the Clément Fayat Foundation, I don't think I would have succeeded."



"We are lucky to have young people who haven't come here by chance. They are passionate about what they do and they are our best ambassadors".

Magali Criner
Director of EATP Égletons

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Bringing heritage to life



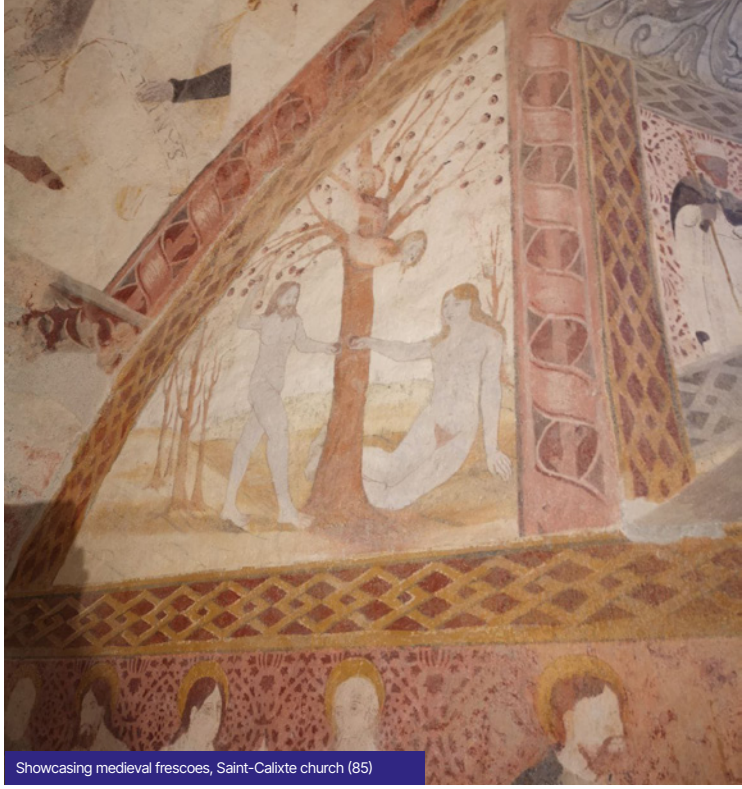
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06

Our Heritage actions: investing with patience in the beauty of technique

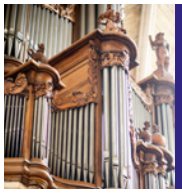


Showcasing medieval frescoes, Saint-Calixte church (85)

The three projects supported remain on track and are progressing satisfactorily. With regard to heritage, the year 2024 was not marked by any particular new developments, but rather by the continuation of actions already underway: selection of the team of organ builders who will rebuild the pipe organs of Bordeaux Cathedral (33) and eight restored angels returned to the church of Saint-Nicaise (51).



Support for the restoration of 30 René Lalique windows at Saint-Nicaise Church in Reims (51).



Support for the creation of a raised mobile console as part of reconstruction works to the pipe organs in Saint-André Cathedral, Bordeaux (33)



Contribution to the uncovering of Medieval frescoes, concealed for centuries in Saint-Calixte Church (85)

Find out more about the projects on the website:
www.fondationclementfayat.com



"The Foundation is helping to finance the second phase of restoration work on the historic frescoes in the church of Saint-Calixte in the Louron Valley. To restore the frescoes in this little gem of a listed building, I naturally thought of the Clément Fayat Foundation, which expressed a keen an interest in the project. The restoration of these frescoes will also provide an opportunity to showcase the skills of the mural painting restorer."

Mathieu Cazassus
Midi-Pyrénées Agency Director, Razel-Bec

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Communication, Governance & Financial Reporting

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Increasing our visibility to promote the work we do

In 2024, the teams diversified their communication channels considerably in order to raise awareness of the Foundation's work both internally and externally.

> Website updated, with publication of the 2023 Activity Report, testimonials from those who have benefited from the Foundation's work and project updates.

> Coordination of the LinkedIn page.

> Creation of a new event, "My Rendez-Vous with the Foundation", for all Group employees in France and abroad. Twice a year, they can follow a 30-minute live online presentation showing the progress of the initiatives supported.

> Articles in the FAYATNEWS Group monthly newsletter.

> Articles in the internal magazine, FAYATWAY.

> Production of a film about the Foundation.

> *Sharepoint* Fondation for employees of the FAYAT Group, where all these documents are available.

Second edition of "My Rendez-Vous with the Foundation" at EATP Égletons on 28 November 2024



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Increasing our visibility to promote the work we do

Each employee can, at their own level, take part in and support the work of the Foundation:

- **By making a donation on the website**
- **By identifying and/or sponsoring potential candidates** eligible for scholarships for training in civil works at EATP, via local associations or organisations specialising in supporting young people in difficulty.
- After retirement, as an **ambassador for the building and civil engineering trades** to schoolchildren.
- By becoming a **mentor to a young EATP scholarship student**, as in the case of Hugo Vigroux, a young graduate of EATP Égletons and a Group employee, who agreed to be the first mentor of the four CAP for Equipment Operators scholarship students at EATP Égletons.



"When I was an apprentice I had two tutors, so I was in good hands. I like to be able to give back what I received. I love passing on my knowledge.

Young people are passionate, they are keen to get into civil works and we give them confidence. The Foundation helps them get started."

Hugo Vigroux
Razel-Bec South Regional Department

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Renewed governance, in tune with projects

Our thanks to Étienne Guyot, Prefect of the Nouvelle-Aquitaine region and Gironde, successor to Fabienne Buccio, Government Commissioner; the members of the Board of Directors; the members of the four scientific evaluation committees for calls for projects, and the members of the training committee for their involvement in promoting the public interest projects of the Clément Fayat Foundation.

2024 saw the first renewal of half of the members of the College of Qualified Persons; the three outgoing members wished to stand for re-election and were unanimously re-elected.

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 Institutions



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

Government Commissioner



Étienne Guyot
Prefect of the Nouvelle-Aquitaine Region and Gironde

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



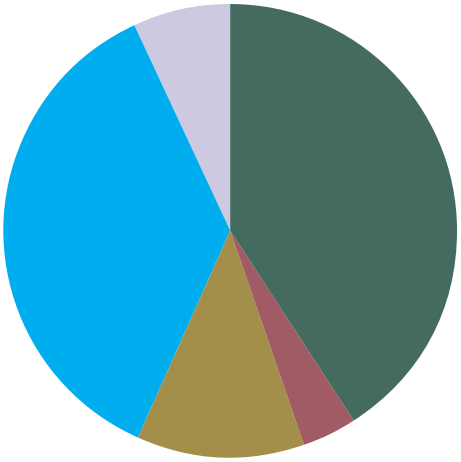
Matthias Fekl
Lawyer

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2024 in figures

Expenditure: €500,664



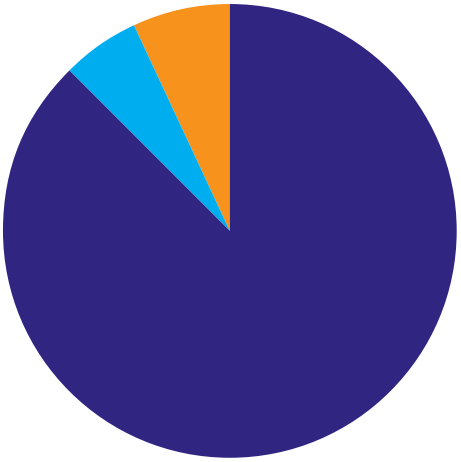
Expenditure on support actions of **€284,744** broken down as follows:

- **Health: €204,744** to support 5 projects out of the 11 planned: six were delayed, and have had their payments deferred until 2025.
- **Training: €20,000** to support 4 training scholarships.
- **Heritage: €60,000** to support the restoration of the Lalique stained glass windows. The second instalment of the project to restore the pipe organs of Bordeaux Cathedral has been postponed until the first half of 2025, as the announcement of the selection of the organ builder has been postponed until 2025.

Other expenditure:

- Payroll, expenses and taxes: **€181,344**
- Other operating expenses including communication: **€34,576**

Revenue: €31,827



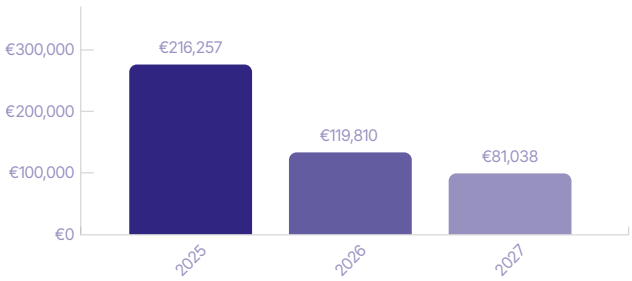
Revenue can be broken down as follows:

- **€27,904** in financial income
- **€1,685** in donations
- **€2,238** in the return of unused funds from a closed project, in accordance with the terms of the financial support agreement signed between the parties, and other operating income.

2024 deficit: €468,837

Cash flow amounted to €606,501 on 31/12/2024.

The balance of commitments standing at €417,105 under agreements signed up to 2024 is divided between 2025, 2026 and 2027:



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08

A word from **Sophie Sidos**

Treasurer of the Clément Fayat Foundation



"The Foundation is going from strength to strength. It closed the year 2024 with 21 projects supported, representing a commitment of more than €1.4 million and an increase in activities in the areas of training and health.

This year, the Foundation's revenue did not benefit from the payment of dividends in advance of cash flow. The next dividend payment will be made in April 2025 and so on for the following years. The investment of the cash surplus generated financial income."

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A word from **Axelle Pinseau**

Director of the Clément Fayat Foundation



"In 2024, we were able to roll out online donations on the Foundation's website and several communication tools for Group employees, such as the film presenting the Foundation and the Foundation Sharepoint.

We also created an innovative event, accessible to all in French and English: "My Rendez-Vous with the Foundation". This twice-yearly event provides a much-appreciated opportunity for Group employees to share information on the progress of projects supported, and for live question-and-answer sessions between project sponsors and those benefiting from the projects.

In 2025, we would like to increase the Foundation's internal visibility by continuing our presence on the various communication media FAYATNEWS, FAYATWAY, LinkedIn, Sharepoint and "My Rendez-Vous with the Foundation" but also by reaching out to employees. Within the Group, we would like to strengthen the mentoring of Foundation scholarship holders, and raise awareness of the need to become ambassadors for the building and civil engineering professions among secondary school pupils in schools and associations. We also want to step up our external activities to raise awareness of the Foundation and attract other donors to support initiatives in the Health sector.

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