



FONDATION  
CLÉMENT  
FAYAT

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# 2021 ACTIVITY REPORT

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Shareholder Foundation with Official Charitable Status  
Created by the Decree of 13 January 2021  
Headquarters: 137 rue du Palais Gallien  
33000 Bordeaux

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# 01

## Annual Report

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## Introduction

The Clément Fayat Foundation was created by Clément Fayat, founder of the Group that bears his name, to provide for the long-term future of the Group.

This shareholder foundation was granted official charitable status by the Decree of 13 January 2021.

The mission of the Clément Fayat Foundation is to invest in good causes in three areas:

- > Fighting neurodegenerative diseases by taking part in medical research and innovative social projects in connection with such diseases,
- > Providing access to training for disadvantaged people wishing to work in the construction and civil works sector or wishing to leave the sector to work in other sectors,
- > Rehabilitating historic heritage by supporting restoration projects.

The Clément Fayat Foundation was created in line with the values that have always guided the Group: Autonomy, Commitment, and Audacity.

Through their operational activity, each of the Group's employees contributes daily to the Foundation's resources.

Employees can also contribute personally through skills-based sponsorship, volunteering as a mentor, or nominating a project.

In this way, everyone can choose to get involved and build the Foundation's impact together through its projects in the public interest, in the image of the Group and the history of the Fayat family.

## A Message from the Chair



*I have the pleasure of chairing the Clément Fayat Foundation, a shareholder foundation with official charitable status, created on 13 January 2021.*

*The main activities of this first financial year were setting up its operations, which will continue into 2022, and funding a thesis scholarship in partnership with the University of Bordeaux, for research into the mechanism of proteins involved in the development of Alzheimer's disease.*

*I would like to thank the Prefect of the Nouvelle-Aquitaine region, the government commissioner, and the members of the board for their involvement in putting together projects in the Clément Fayat Foundation's three areas of action: health, specifically the fight against neurodegenerative diseases, training, to provide access for those who are most disadvantaged, and heritage, to contribute to the rehabilitation of historic sites.*

*This foundation is there to serve the public interest and is also a wonderful philanthropic instrument for all of the Group's employees who wish to be involved.*

*This foundation belongs to them. Let us build its impact together, in the image of the Group's values: Autonomy, Commitment, Audacity.*

**Jean-Claude Fayat**

**Chair of the Clément Fayat Foundation**

## Our Organisation

### Our Aims

The Foundation supports causes in three areas:

- > Health: 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
- > Training and Education: 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
- > Heritage: by contributing to the rehabilitation of historic buildings, both nationally and regionally, with support for restoration and/or renovation projects for heritage monuments.

### Our Action

To achieve these goals, the Foundation may:

- > Open and manage establishments and services,
- > Conduct awareness-raising campaigns and organise events, exchanges, communication or partnerships: press, radio, internet, conferences, conventions, publishing,
- > Advise organisations and/or support projects working towards these goals,
- > Fund academic chairs,
- > Fund scholarships or other financial aid for students and training and educational bodies,
- > Develop specific initiatives aimed at improving access to education,
- > Acquire shareholding stakes and create and participate in legal entities of any kind, acquire and manage real estate and movable assets, make any kind of investment that will allow the Foundation to carry out its action,

## Our Organisation

### Our Action (cont.)

And more specifically, for training and education projects in the civil works and construction sector:

- > Fund courses in all areas of civil works and construction,
- > Create a "Clément Fayat" scholarship to cover tuition fees, accommodation and other study-related costs,
- > Establish partnerships with schools that provide training in civil works and construction, mainly taught by professionals, by supporting events to promote the school's development,
- > Award grants to public/private bodies aimed at reintegrating civil works and construction professionals,
- > Provide legal and technical support for the creation of civil works and construction companies to help with retraining projects,
- > Organise conferences,
- > Support any means of helping people return to work,
- > Connect people with professionals in the sector.

### Our Vision

The Clément Fayat Foundation will begin by contributing to specific, concrete and visible projects that are 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 Organisation

### 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.

### Key Moments of 2021

#### 15 January 2021

Decree of 13 January 2021 recognising the “Clément Fayat Foundation” as having official charitable status published in the Official Journal.

#### 16 April 2021

The Board,

- > duly noted the creation of the Clément Fayat Foundation,
- > in accordance with Article 3 of the Foundation’s articles of association, designated its 10 board members and appointed its legal representatives,
- > approved the creation of a Scientific Committee chaired by Professor Tison, Neurologist at Bordeaux Pellegrin University Hospital,
- > approved the 2021 budget; to achieve its goals, the Foundation was to be allocated regular revenue in the form of a statutory dividend of around €1 million per year,
- > appointed the Foundation’s statutory auditor.

In accordance with Article 3.5 of the articles of association, Ms Fabienne Buccio, Prefect of the Nouvelle-Aquitaine region and the Gironde department, was designated the Government Commissioner by the Ministry of the Interior, to represent the French government on the Foundation’s Board.



## Our Organisation

### Key Moments of 2021 (cont.)

18 June 2021

The Board,

- > approved the Rules of Procedure validated by the Ministry of the Interior,
- > approved the job description for the Foundation Director and the proposed recruitment process,
- > accepted the Donation of 21 February 2020 and granted all powers to Mr. Jean-Claude Fayat as Chair of the Foundation to sign the act of acceptance for the Donation to the Foundation, on the date to be determined by him according to legal and fiscal requirements,
- > approved the initial guidelines for the Training and Heritage areas,
- > approved the launch of a call for tender in the area of Health to fund a thesis on neurodegenerative diseases, a project to be supported by the "Clément Fayat" scholarship with a budget of approximately €30,000 per year,
- > decided that proposals for the "Workshops project", aimed to promote socialisation among patients, and the "project supporting specific training on neurodegenerative diseases", aimed at personal care assistants, should be studied more in depth and rediscussed when the Director is in place.

5 October 2021

The Board,

- > approved the Foundation's participation in the NAPAD project, consisting of funding the fixed-term contract of Mr. Remi Kinet, a PhD student, for an amount of €117,000 across three years,
- > approved the pre-selection of two candidates for the position of Foundation Director and authorised Jean-Claude Fayat and Laurent Fayat to finalise recruitment with one of the two candidates,
- > approved the merits of two heritage projects and requested that the budget for one be defined in more detail and that the other be presented again once a full application had been received,
- > proposed a reappraisal of guidelines for the Training area when the Director has taken up her role, so as to handle this issue in a pragmatic and efficient way.

## Governance

At the meeting of 16 April 2021, the Members of the Board were designated, as well as the members of the Bureau and the Foundation's legal representatives.

### Board

**Mr Clément Fayat**, Founder

**Mr Jean-Claude Fayat**, Founder

**Mr Laurent Fayat**, Founder

**Mr François Rouanet**, Member of the College of Qualified Persons

**Mr Wassilios Messner**, Member of the College of Qualified Persons

**Mr Jacques Rougerie**, Member of the College of Qualified Persons

**Mr Guy Lacroix**, Member of the College of Qualified Persons

**Ms Sophie Sidos**, Member of the College of Qualified Persons

**Mr Matthias Feckl**, Member of the College of Qualified Persons

The Bordeaux Gironde Chamber of Commerce and Industry, represented by its President **Mr Patrick Seguin**, Member of the Institutional College

### 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 Bureau of the Foundation

**Mr Laurent Fayat**, as Vice-Chair of the Bureau of the Foundation

**Ms Sophie Sidos**, as Treasurer of the Bureau of the Foundation

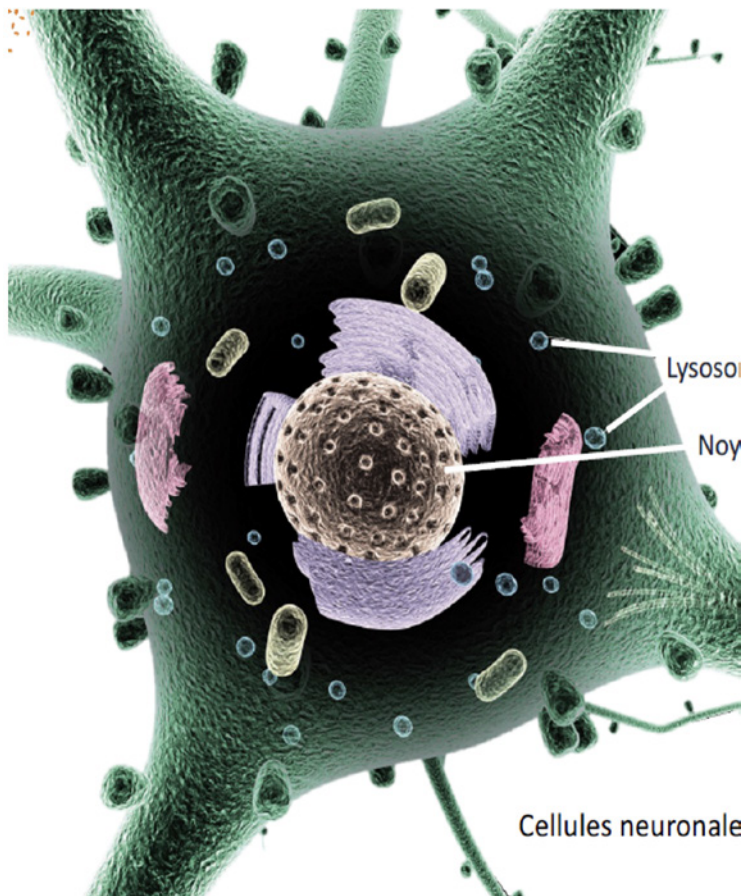
## 2021 Actions

### Health

#### **NAPAD research project — Neurodegenerative Diseases Institute (IMN), Bordeaux University Hospital**

##### Clément Fayat Scholarship

Since December 2021, the Foundation has been supporting a research thesis through the Clément Fayat Scholarship, funding the fixed-term contract of Mr. Remi Kinet, a PhD student, for an amount of €117,000 across three years. Undertaken at the IMN at Bordeaux University Hospital, this thesis aims to test whether a particular nanoprotein is able to restore the capacity of nerve cells to destroy proteins that “clog” brain cells, which lies at the root of NDs such as Parkinson’s (P) and Alzheimer’s (A).



## 2022 Objectives

Create a road map for each of the three areas, Health, Training and Education, and Heritage, specifying the positioning of the first projects, the means of identifying them, the selection criteria and processes, and the budget allocated to each area.

### Health

- > Launch another call for projects for a Clément Fayat Scholarship
- > Roll out calls for projects on the themes “Workshops – Non-medication treatments” and “Training for nursing assistants”
- > Monitor the NAPAD project, which started in December 2021

### Training and Education

- > Unite employees around one or more projects
- > Identify sectors with labour shortages
- > Create a “pilot” project aimed at young people and/or women
- > Raise awareness among employees about skills sponsorship and start to implement it
- > Consider a call for projects; content and dissemination network

### Heritage

- > Formalise and monitor the “René Lalique Windows” project
- > Search for another project that fits into the allocated budget

### Communication

Start the research process for the visual identity of the Clément Fayat Foundation brand and the creation of the Foundation’s website.



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# 02

## 2021 Financial Report

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## A Message from the Treasurer



2021 was marked by the creation of the Clément Fayat Foundation, a shareholder foundation with official charitable status on 13 January, the Foundation's acceptance of the donation agreed upon by the three Founders, Clément Fayat, Jean-Claude Fayat and Laurent Fayat, and the nomination of a statutory auditor. Through this first donation, the Foundation was endowed with 1,400,000 Fayat Group shares, via the company F. Participations, representing an amount of €1,540,000. The first financial year saw low expenses, mainly related to setting up the organisation, and support for the first project in the area of Health. This was possible thanks to an advance granted by FAYAT SAS, to cover the period until notification of the donors in 2022 of the acceptance of the donation granting the Clément Fayat Foundation possession of the aforementioned shares and therefore autonomy.

**Sophie Sidos**

**Treasurer of the Clément Fayat Foundation**

## 2021 Balance Sheet and Profit & Loss Statement

The balance sheet total for the financial year was €1,902.

The profit and loss statement shows a loss of €78,374, representing the following expenditure:

- > recruitment costs of €39,360,
- > the annual "Clément Fayat Scholarship" grant of €39,000,
- > the depreciation charge for IT equipment of €14.



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# 03

## 2022 Budget

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## Provisional Budget for 2022

The Foundation's operating costs are estimated on an exceptional basis at 51% of annual resources: 80% for staff costs, accounting services and exceptional notary costs for the share donation, and 20% for communication and project management costs.

In line with the Board's decision, the resources allocated to supporting projects are divided as follows: 60% for Health and 20% respectively for Training & Education and Heritage.



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