

## **#PositiveImpact**

Social Responsibility of our Company



**COHESION | AUDACITY | AMBITION | ACCOMPLISHMENT**

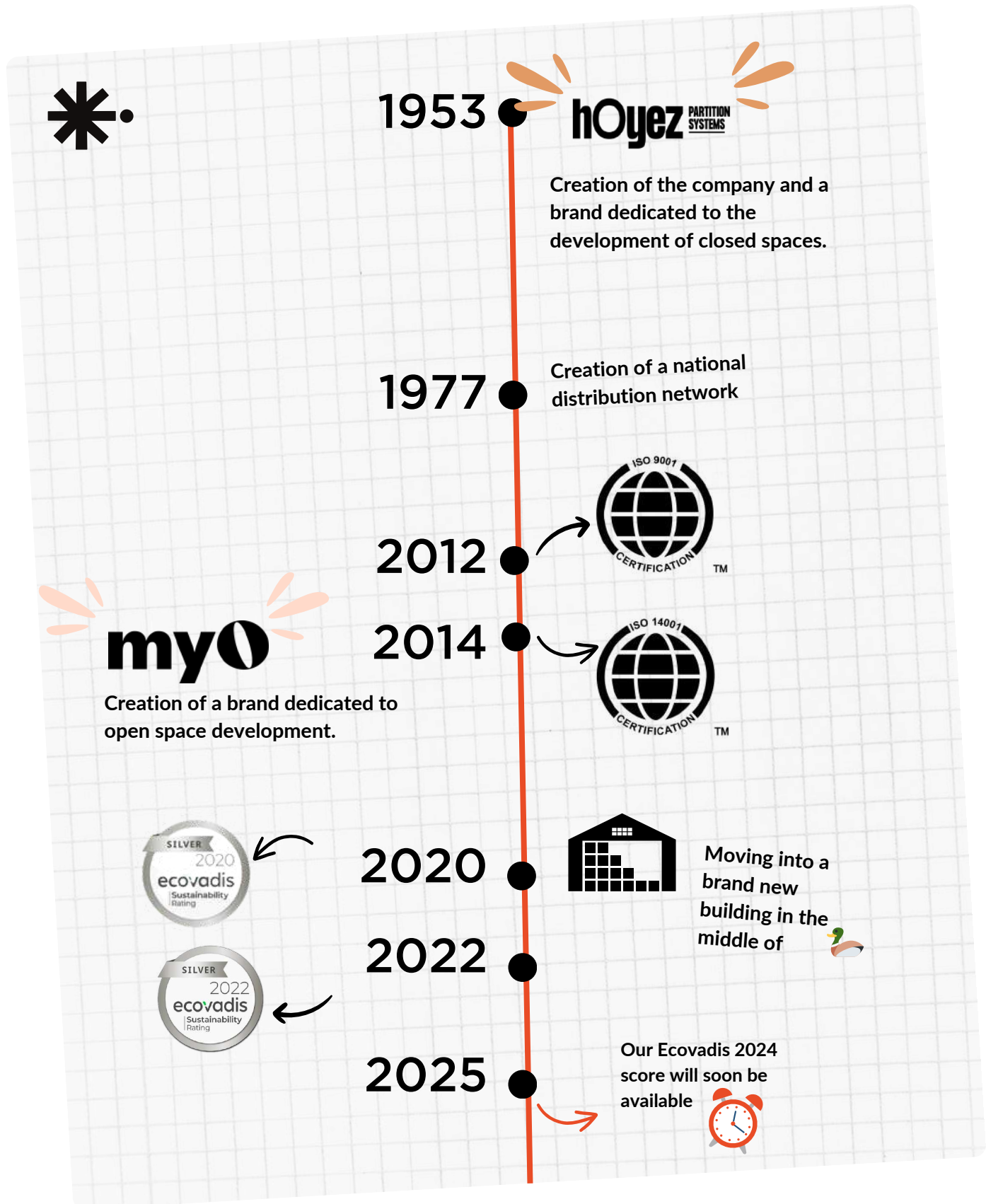
# ***#PositiveImpact***

Social Responsibility of our Company

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# #PositiveImpact

## "Timeline" HOYEZ : our highlights



# The HOYEZ model



## OUR VISION

Establish itself as a sustainable manufacturer & specialist in professional space design products.

### VALUABLE CREATION

#### Create sustainable & efficient products

Products renowned for their quality, efficiency, ingenuity and respectful of the environment from their design

#### Offer exclusive services for our clients

Associated services recognized as real added value by our partners (CET - Customer areas, etc.)

#### Being active in environmental transformation

Develop our environmental initiatives both in the operation of the company and in the study of new offers to offer (e.g. reuse partition)

## In line with our corporate values



### COHESION

Evolve as a team with respect for everyone.



### BOLDNESS

Be confident to dare to act without fear of failure.



### AMBITION

Always progress and grow our business for a more sustainable future



### ACCOMPLISHMENT

Take pleasure, feel valued and recognize yourself in the values of our company.

And in collaboration with our stakeholders



### Collaborators

Employees & social partners (CSE  
/ CSSCT / IRP)

- Sharing the company's values together so that our growth is the result of collective work.
- Empowering employees to encourage them to make decisions that are as close as possible to their impact.



### Customers

Distributors, installers and users

- Making our business customers satisfied with the products and services offered.
- Making users of our products people who feel good in their professional space.



### Suppliers and banks

Suppliers - Banks / Insurance

Building long-term partnerships to share common social & environmental values and objectives



### Shareholders

Convince to ensure sustainable investments that will help the company's growth



### Public regulators

Professional associations (SNFA, ARSEG...)  
Certification bodies (Intertek, Qualiopi...)  
Administrations (tax / social)

Acting upstream rather than being a spectator of the pace of legislation



### Civil society

Actors and local community -  
Media

Dialoguing in a pragmatic, transparent and sincere manner

#EcoPillar

Create sustainable value



Decent work and economic growth

**3** brands  
commercialized

**hOyez** PARTITION  
SYSTEMS

**myO** LIGNEM



Certified since  
**2012**  
Last audit: 2024



**A healthy financial  
base**

The HOYEZ company has a  
stable shareholder base and  
financial management.



**10.000 m<sup>2</sup>**

Cappelle-en-Pévèle Headquarters,  
North of France



**2 logistics warehouses**

Marseille - Warsaw

**€25  
millions**



**25%  
internationally**

which represents 20 countries



Score ECOVADIS 2022  
+30 pts vs 2020



## #SocialPillar

### Developping well-being at the heart of our company



Good health  
and well-being

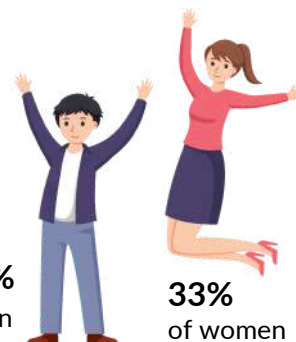
# 97

collaborators

As of 31.12.24

# 10

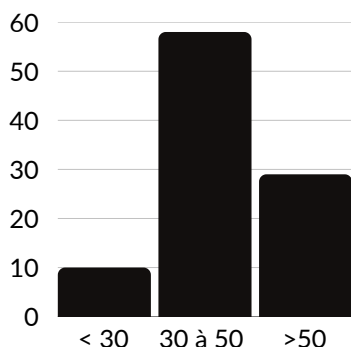
Average  
seniority



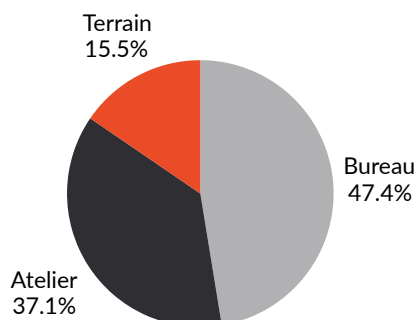
67%  
of men

33%  
of women

#### Breakdown by age groups



#### Distribution by sector



# 76

number of  
training days  
provided in 2024



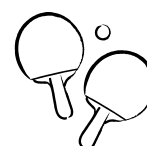
10 students

have been with us for internships, apprenticeships, work-study programs during the year 2024.



1  
of sports  
room

& 2 ping-  
pong tables!



ECOVADIS Score 2022  
Same as 2020

# #GreenPillar

## Sustainable use of natural resources



Clean, affordable energy



# 90%

of our products have  
FDES sheets

# 100%

of our stock products have an  
environmental label



Recycling of cigarette  
butts



# 19 liters

/person/day

# 322Mwh



# 73%

of our waste is  
recycled

## CARBON REPORT

for the 2022 financial year



**Objectif 2030**  
-20% reduction in  
greenhouse gas emissions



# 4 charging

stations for electric  
vehicles (since 2020)



Certified since  
**2014**

Last audit: 2024



Since April, our supplier has  
been recovering unusable  
glass for recycling.

100% of the electricity we use  
comes from green energy.



Score ECOVADIS 2022  
+10 pts vs 2020



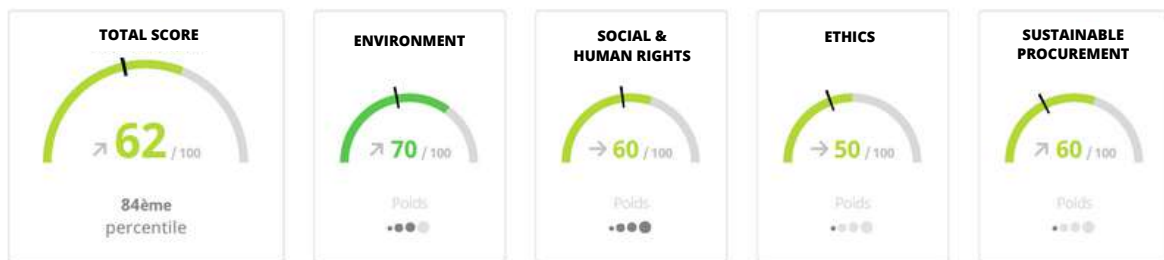
## To conclude

At HOYEZ, the formalization of the Corporate Social Responsibility approach was ultimately a natural outcome of our way of working.



The last decade has seen the introduction of numerous social, economic and environmental practices. We had to identify them in order to share and communicate them with YOU, our stakeholders.

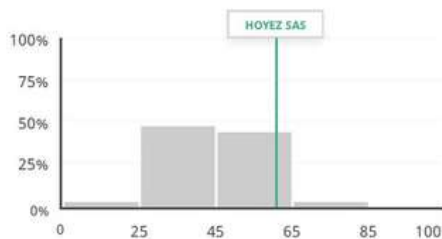
To give credibility to our CSR approach, we have undertaken to be assessed by the Ecovadis label. We have come a long way but we still have more to go. This certification enables us to measure our developments and identify our areas for improvement.



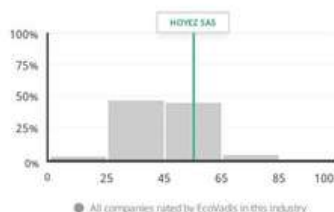
ECOVADIS 2022 score  
+6 pts on the overall score vs 2020

### Comparison of overall scores

Any company in the same sector of activity evaluated by Ecovadis

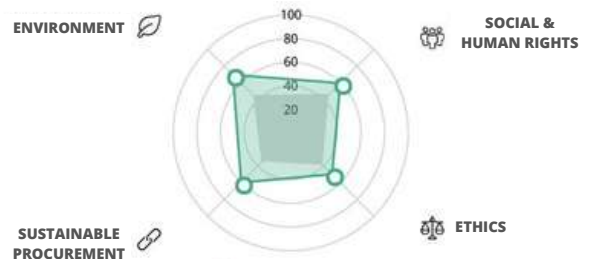


### Vs 2020



### Comparison of scores by theme

Any company in the same sector of activity evaluated by Ecovadis



### Vs 2020

