

#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



1953

hOyez PARTITION SYSTEMS

Creation of the company and a brand dedicated to the development of closed spaces.

1977

Creation of a national distribution network

2012



2014



myo

Creation of a brand dedicated to open space development.

2020



Moving into a brand new building in the middle of

2022



2024

Our Ecovadis 2024 score will soon be available



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

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

3 brands
commercialized

hOyez PARTITION
SYSTEMS

myO LIGNEM



Certified since
2012
Last audit: 2023



**A healthy financial
base**

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



10.000 m2

Cappelle-en-Pévèle Headquarters, North
of France



2 logistics warehouses

Marseille - Warsaw

€ 25 M

+ 30% compared to 2021



25%
internationally

which represents 20
countries

**SUSTAINABLE
PROCUREMENT**



Poids
●●●

Score ECOVADIS 2022
+30 pts vs 2020

#SocialPilier

Developping well-being at the heart of our company

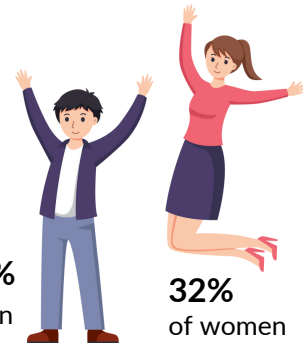
100

collaborators

As of 31.12.23



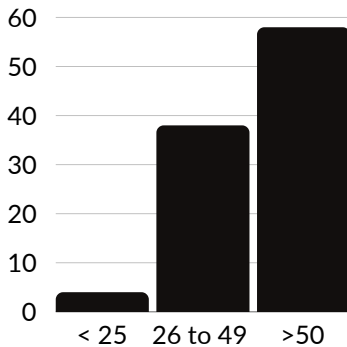
Average seniority



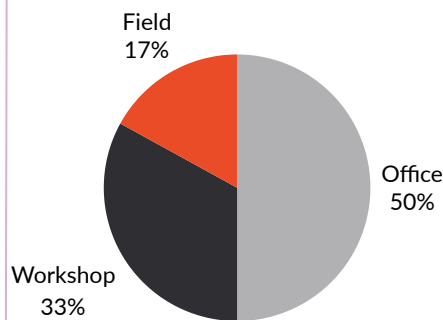
68%
of men

32%
of women

Breakdown by age groups



Distribution by sector



117

number of training days

provided in 2023



19 students

have been with us for internships, apprenticeships, work-study programs during the year 2023.



1
of sports
room

& 2 ping-pong tables!



SOCIAL & HUMAN RIGHTS



Poids



ECOVADIS Score 2022
Same as 2020

#GreenPilier

Sustainable use of natural resources



90%

of our products have FDES sheets

100%

of our stock products have an environmental label



Recycling of cigarette butts



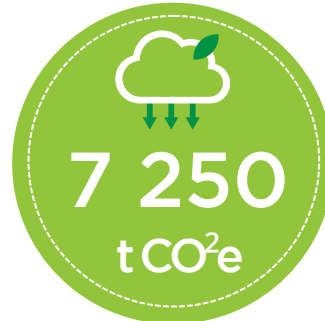
21 liters
/person/day

315 Mwh
-5.2% consumed vs 2022

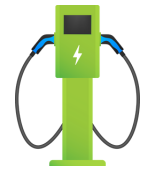
76%
of our waste is recycled
same as 2022

BILAN GES

for the 2022 financial year



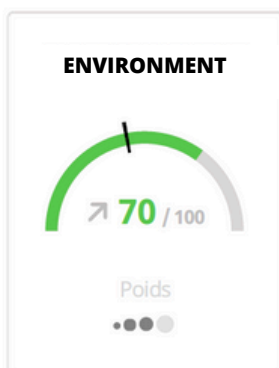
- Annual emissions of 732 people
- 2177 round-the-world flights
- 34.2 million km driven by diesel car



4 charging
stations for electric vehicles (since 2020)



Certified since **2014**
Last audit: 2022



Score ECOVADIS 2022
+10 pts vs 2020

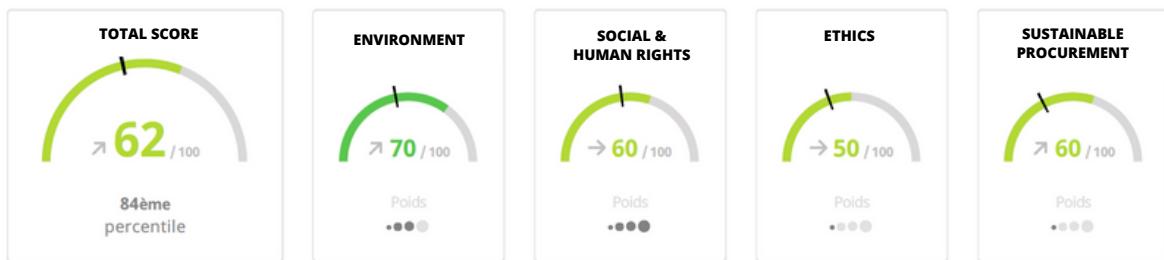
To conclude



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.

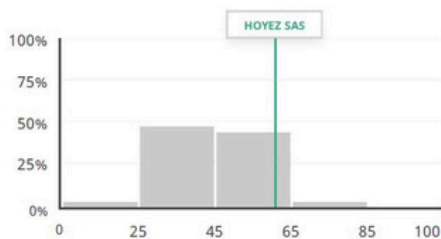
To give credibility to our CSR approach, we have undertaken to be assessed by the EcoVadis label. We have come a long way but we still have more to go. This certification enables us to measure our developments and identify our areas for improvement.



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

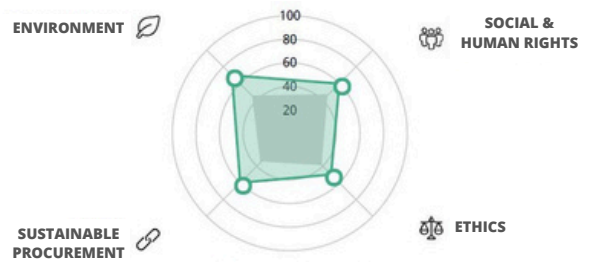


Vs 2020



Comparison of scores by theme

Any company in the same sector of activity evaluated by EcoVadis



Vs 2020

