BUILD COLLECTIVELY

2025 ENGAGEMENT SURVEY



ENGAGEMENT

Participation rate

84,8%

Engagement level

8,7

SATISFACTION

e-NPS

33

employee experience

8,2

KEY ACTIONS DELIVERED Q1 2026

1

Strengthening Unity and Company Culture

- Bring together the Group's international leaders through the first in-person International Management Meeting.
- Embed the **One Mayoly** values into the daily work of every employee across all countries, sites, and business activities.
- Regularly bring teams together through engaging company events to strengthen connections and collaboration.
- Enhance Mayoly's reputation and visibility to foster a stronger sense of pride and belonging.

2

Investing in the Development of Our People

- Roll out Group-wide learning programs focused on our values, ethics, and cybersecurity.
- Launch a mentoring program to support and develop our talent.
- Strengthen leadership capabilities through a dedicated management development program.
- Invest in skills development for everyone by providing **8 hours of training per employee**.
- Measure and promote internal mobility to support career development (**target internal mobility rate: 4.9% in 2025**).

3

Recognizing Successes and Contributions to Strengthen Engagement

- Celebrate collective achievements through the first edition of the **Mayoly Awards** for Commercial and Support Functions.
- Showcase our achievements, projects, and people through inaugurations, the intranet, Cycle Meetings, after-work events, the CSR Report, social media, and other communication channels.
- Foster a stronger management culture of positive feedback and recognition.
- Further recognize performance through our annual bonus policy.

OUR PRIORITIES FOR 2026

1. **Cultivate the strength of the collective.**
2. **Invest in the development of our people.**
3. **Strengthen recognition to drive employee engagement and well-being.**

MAYOLY

Votre santé nous tient à cœur