

MAYOLY AWARDS 2027

Faithfully to our company Culture & Values , the **MAYOLY AWARDS** aim to share our successes, celebrate our teams, and strengthen our culture of excellence

MAYOLY
Taking your care to heart



APPLICATION FORM YOU CAN FIND AT THE INTRANET

Time is come to celebrate Our Mayoly Chemistry

DECIDE RESPONSIBLY

Each individual contribution shapes Mayoly, as do the people at its heart. Progress and decision-making are not limited to major moments or projects; they are built every day, through every action, every choice, and every day-to-day commitment, at every level.

PERFORM DAILY

We are pragmatic and work hard every day to improve our efficiency and our results, for the benefit of our teams, patients and consumers.

SUPPORT CAREFULLY

Solidarity and mutual support are essential to living and working together better.
We all have a role to play in innovating, change the status quo and get things moving.

2027 edition –What's new

Increased inclusiveness by better recognizing qualitative, operational, and cross-functional impact, recognize local impact as well as global impact.

3 Sub-categories of Global Support Excellence Award

- *Manufacturing sites*
- *Commercial/Support Functions Affiliates*
- *HQ*

2027 edition –What's new

Greater transparency through clearer criteria and communication.

Local nomination process remains unchanged

Affiliates:

- *Countries with up to 70 employees 1 project per country: Algeria, Belarus, Belgium, Germany, Italy, Kazakhstan, Spain, Tunisia, Ukraine, United Kingdom*

- *Countries with more than 70 employees and Clusters – up to 2 projects - China, Mexico, Russia, France, APAC and CEE*

Manufacturing:

- *China - Tianjin - 1; France: Dreux – up to 2 ; DLL – up to 2 ; ISS – 1*

HQ:

- *up to 3 projects (due to HC support functions >> affiliates & manufacturing sites)*

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2027 edition –What's new

Faster recognition through a more agile and aligned Awards timeline.

- *Local Communication & Celebration of local projects and Global winners - starting March 5th – by April 30th*
- *Aligned local Communication on Sales Award and Support Excellence Award Winners locally - starting March 5th by April 30th*
- *Global consolidated email communication of all globally nominated projects and winners for Global Sales & Support Awards - early May*
- *Global Ceremony for Winners – 10 June 2027*

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Mayoly Awards: 2 categories

Global Sales Excellence Award

Goal: Establish top sales force employees who demonstrate outstanding results in the comprehensive development of the business, effective planning and strengthening of the company's market position.

Target audience: Sales Force

Criteria:
- **Highest sales growth vs previous year**
- **Living our values in daily job**

Decision maker: Leadership team at local level

Reward: motivational trip to Paris in June 10 (employee + 1 companion at your choice)



Global Support Excellence Award

Goal: Recognize top business support employees who enable Mayoly success through operational excellence, strategic impact, driving innovation and cross-functional collaboration

Target audience: All affiliate support function employees + Industrial Sites + HQ employees

How: Project realization



Criteria*:
- **Business KPI impact and qualitative impact**
- **Innovation & Proactive improvement**
- **Cross-functional collaboration**
- **Living our values in daily job**

Recommendation: Ranking by local Leadership team
Decision maker: COMEX

Reward: motivational trip to Paris in June 10 (employee + 1 companion at your choice for individual project and for Team project - project leader +1 companion at your choice)

For team members winners' local recognition organized by GM
**Nomination criteria is based on the measurable results of the project realized by the nominee during the year*

Daily Performance Excellence at the heart of our Mayoly Chemistry

DECIDE RESPONSIBLY | PERFORM DAILY | SUPPORT CAREFULLY

Global Sales Excellence Award 2027

Recognizing the Best Sales Performers on each affiliate with a fantastic event in Paris



Global Sales &Support Awards 2025 Winners



Who is eligible?

- Mayoly Sales Representatives with at least 12 months of the year in field
- 1 representative per line per country
- Employee respectful of Ethics & Compliance criteria and Mayoly Code of Conduct

- Key criteria to determine Winners: **Highest Sales growth vs previous year**
- Period of reference**:** **Full year 2026** / Winners Announcement: **March 2027**
- Target Event Date: June 10th 2027, with GMs

Engaging event for the Winners & family:

- **3-4 days in Paris with a companion: 2-days event + free time**
- **Awards recognition directly from GMs, CEO and Executive Committee**

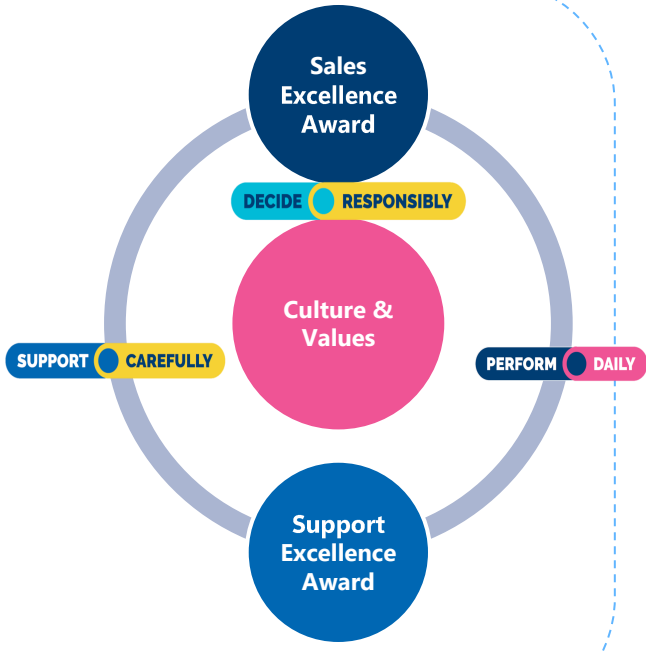
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Global Support Excellence Award

Award Philosophy

To recognize the outstanding contribution of employees in business support functions, HQ and industrial sites who have ensured seamless and efficient company operations, directly impacting the achievement of strategic objectives and/or the success of commercial teams.
This reward celebrates individuals or teams through project Leader who have demonstrated measurable results in a business project realized in the year 2026, driving the highest standards of collaboration, innovation, and ethical conduct while delivering measurable business impact (highest ROI, etc).

Target audience: All office employees + Industrial Sites + HQ employees (who doesn't participate in Sales Excellence award)
Award requirement: Nomination must be based on a concrete, completed project that was executed and delivered measurable results within the year 2026. Form must be submitted in English
Who apply: Individuals or Team Project Leader, Managers' encourage applications of projects that have been impactful
Project Proposals: Recommendation(s) by Local Leadership Team to EXCOM
Winners' list: Executive Committee (EXCOM) will make final decision on winning projects



*For all countries w/o HRBP the form need to be send to GM.

2027 PROCESS & TIMELINE

4/11/26	Final approval COMEX
9/11/26	Comm GM/, HR Kit comm, Kit HR
16/11/26	Comm All EE/Intranet+ Local HR Comms
08/01/27	Closure of forms submissions to Local HR/GM*
22/01/27	Local voting by LT and Dossier submission by countries/category
27/01/27	EXCOM voting for HQ
01/02/27	Share selection and launch EXCOM voting
17/02/27	Deadline EXCOM Voting
22/02/27	Prepare EXCOM Session for final validation
24/02/27	EXCOM review & Final validation
From 05/03/27	Local Winners Announcement (Sales Award and Support Award comms aligned)
early May	Global email Communication - all Winners and nominated projects
10/06/27	**Winners Celebration Trip - Award Ceremony**

Managers & HR
Encourage & Follow

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ANNEX
MAYOLY AWARDS 2027

All forms are available at Intranet

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Support Excellence Award: Nomination form template (you can Nominate your project together with Manager and send to your HR Partner)

Project Leader	Project Name
Project goals and objectives	Short description of the project initiation, goals and tasks.
Project members	Names of key project members that have been the most impactful for the project success.
Project timeline	Timeline for project realization.
Project results	In this section, provide **concrete, evidence-based outcomes of your project**. Focus on quantifiable data and specific achievements that demonstrate how you met or exceeded the project's initial goals via following **criteria**:
• *Business Impact*	*What specific business problem or strategic goal did your project address?* **Quantitative Data:** specific metrics the project influenced (e.g., "reduced order processing time from 5 days to 2," "cut departmental operational costs by 15%," "automated a report that previously took 20 person-hours per month, ROI, etc."). **Qualitative Data :** To what extent did the project advance key business priorities or company strategy i.e. enabled achievement of critical business objectives; supported major business transformation, expansion, or operational excellence initiatives; created capabilities that improve future competitiveness, solved a strategically important business challenge **Link to Commercial Success:** Where possible, demonstrate a connection to Sales/Commercial success.
• *Innovation & Proactive Improvement*	*What new tools, methods, or approaches did the project introduce to the company?* **Description of the innovation** (e.g., "implemented an AI solution," "developed a new budgeting methodology"). **Justification** of why it was an improvement over the previous practice.
• *Cross-functional collaboration*	*Which other departments did you collaborate with to ensure the project's success?* **List of teams/departments** *involved and their roles in the project.* **Stakeholders' feedback:** *Brief testimonials from key stakeholders in those teams (e.g., from a Sales lead on how the project benefited their team).*
• *Living our values*	**Select values** *that were most critical to your project's success.* *Provide a specific example of an action or behavior you (or your team) took that directly reflects each chosen value.*
Additional information	*Materials, visuals, photos*

For any question or to apply send completed form to your local HRBP* before January 8, 2027

To GM for the following countries Belarus, Germany, Kazakhstan, Spain, UK, Ukraine and Tunisia

Support Excellence Award Local Evaluation score card Template: How your project will be evaluated and selected as the BEST by your local leadership team

EVALUATION SCORE CARD TEMPLATE

Nominee Name: _____

Department: _____

Project title: _____

DECIDE RESPONSIBLY
PERFORM DAILY
SUPPORT CAREFULLY

PROJECT GOLAS & OBJECTIVES

Short description of the project initiation, goals and actions taken

PROJECT RESULTS

Criteria	Weight	Description	Score (1-5)	Weighted Score	Justification/Comments
Impact on Business	25%	Measures the tangible, quantifiable and qualitative results and strategic value of the project.			Comments
Innovation and proactive improvement	25%	Assesses the introduction of new ideas, methods, or solutions that go beyond the status quo.			Comments
Cross-functional collaboration	25%	Evaluates the ability to work effectively across organizational boundaries to achieve a common goal.			Comments
Living our Values	25%	Judges how the nominee's actions and decisions during the project embodied the company's core values.			Select the value
TOTAL SCORE	100%		0	0	

Scoring justification:



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If you have any questions, please ask your HR Partner

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