

FS: 486.61

E_t: 76.13

E_t: 50.07

E_t: 47.26

FS: 364.39

σ_f : 63.88

E_f: 275.29

Impact Report

20__23

E_t: 38.98

σ_f :

σ_t : 192.97

ILSS: 47.95

ILSS: 47.41

σ_f : 30.75

FAIRMAT®





Fairmat commitment

■ ■ ■ ■
Transparency is one of our core values at Fairmat. This is why we created this impact report.

Our vision of empowering industries with advanced recycled materials is a testimony of our drive and commitment to create a circular economy in order to build a more sustainable future for all.

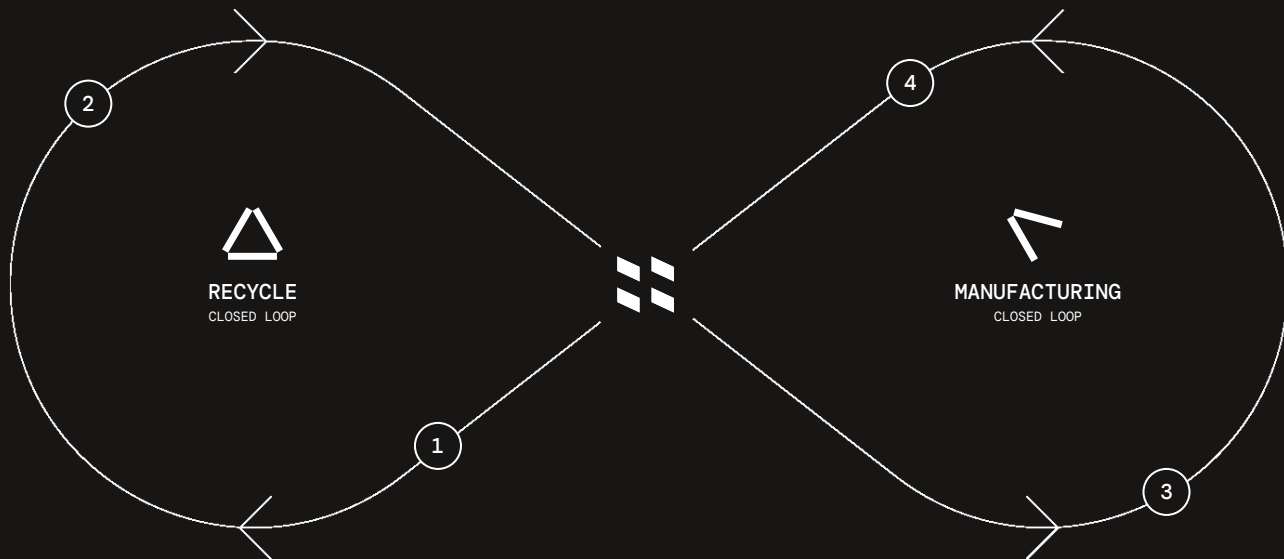
Ben Saada
CEO & FOUNDER





We close the loop on carbon fiber

making product manufacturing
more circular



01 RECYCLE CFRP WASTE

We mechanically transform reclaimed CFRP into a second-generation, high-performing carbon fiber material

02 FAIRMAT CFRP CHIPS

A high-performance, sustainable CFRP, made from 100% recycled content.

03 DESIGN & BUILD PARTS

Powered by AI and robots, the CFRP Chip can be put into various structures to develop tailor-made parts.

04 INNOVATIVE PRODUCTS

Made from 100% recycled carbon fiber, our advanced recycled material is used to develop innovative consumer goods. It offers high performance and lightness without compromising sustainability.



At Fairmat,
we are "FAIR" to

PLANET

Design tech-driven products and services that minimize waste and lower our carbon footprint for a more sustainable future

INDUSTRY

Provide cost-effective, recycled materials and tech-driven manufacturing solutions that allow companies to design better products

CUSTOMERS

Offer the possibility to consume responsibly and provide sustainable products without compromising on performance

INVESTORS

Reward those who invest in decarbonization and help pave the way for other deep-tech startups

EMPLOYEES

Create a collaborative work environment that is safe, enjoyable, and rewarding

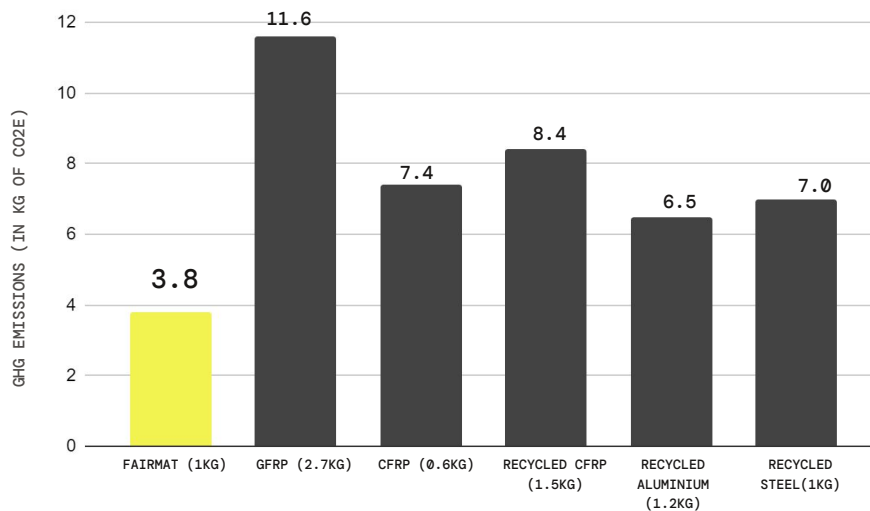


ENVIRONMENT

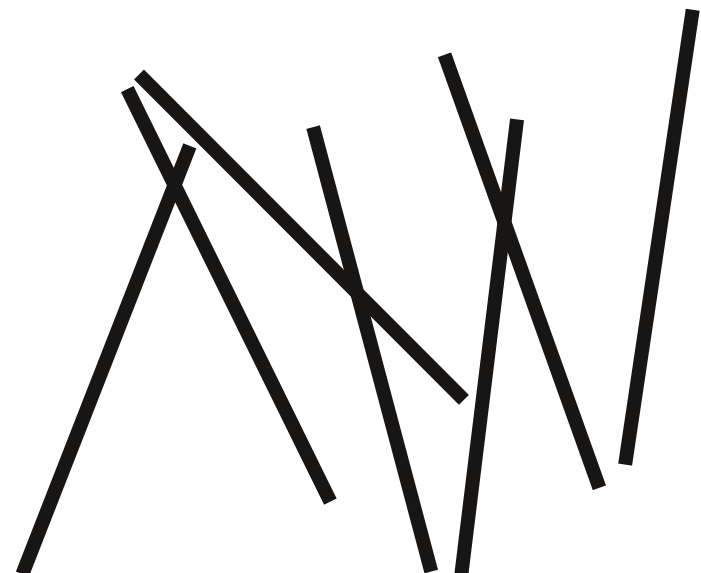
Providing sustainable materials for industrial applications

Fairmat Simplified LCA as a starting point for valorizing our impact and improving our processes

CO2e emissions of Fairmat vs standard materials
(compared at equiv. performance)



2024 NEW LCA FOR UPDATED EMISSIONS FIGURES





ENVIRONMENT

Promoting local and integrated development

WORKING WITH LOCAL PARTNERS

Local & active
recruitment policy

+80% Local resources procurement
(raw materials, furniture,...)

+90% robots
manufactured in Europe



BUILDING WITH COMMUNITIES

Promoting reindustrialization by partnering
with organizations



Contributing to regional ecosystem
to create value through collaboration



Encouraging public debate to promote
circular economy & advanced manufacturing

MINIMIZING OUR ENVIRONMENTAL FOOTPRINT

Recurrent LCA for efficient monitoring on
each type of environmental impact

Enhancing processes with constant waste
reduction policy & energy monitoring

↗ 2024

Implementation
ISO 9001 & 14001



USE CASE

Kitkut project

Enhancing processes with constant waste reduction policy and energy monitoring

PROJECT

Eliminating plastics use during the cutting process

CONTEXT

Disposable plastic films were used to stabilize the plates on the rolling mat during the chips cutting

FAIRMAT TECH

IMPACT REPORT 2023

07

Inhouse developed solution, implemented end of 2023

NEW SOFTWARE CONTROLLING THE MACHINERY

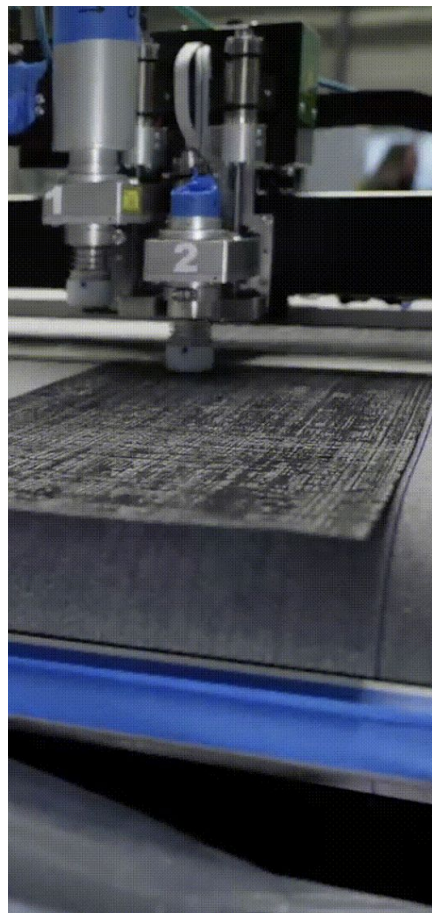
Automated and adaptable production capacities

HARDWARE CHANGES TO UNLOCK POSSIBILITIES

New prehension system
New detection technology

BETTER ENVIRONMENTAL PERFORMANCES

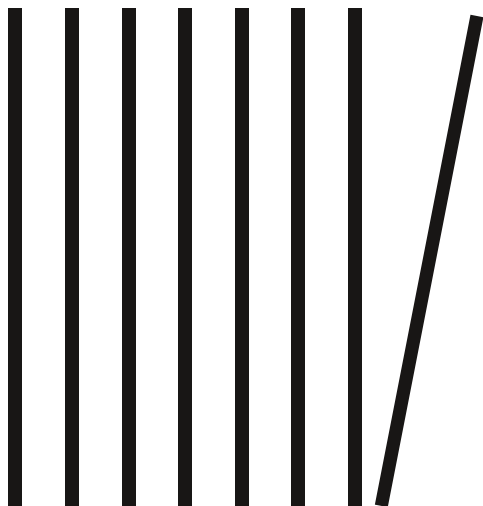
90% plastics reduction during the production
Reduction in energy consumption through process optimization





SOCIAL

Promoting diversity & team engagement



GENDER EQUALITY

43%
of women managers
at the FairFactory

35%
of women at Fairmat

↗ 2024

40% of women

RECRUITMENT POLICY

90%
of permanent contracts

12%
attrition rate

Local recruitment policy
& reinsertion program



SPONSORSHIP

Waste collection organized
during the company offsite



↗ 2024

Nantes run in early 2024



PROMOTING DIVERSITY

c.10%
of our workforce is under 24
or over 50 years old

21
different nationalities
at Fairmat from 5 continents



SOCIAL

Providing a safe and zero-accident work environment for our employees

112 136

WORKED HOURS

hours cumulated

17,8

TF1 LOST TIME ACCIDENTS

(# of accidents with lost time / # of hours worked)
x 1,000,000 | Average France 18,8

53,5

TF2 ACCIDENTS

(number of accidents with and without lost time
/ number of hours worked) x 1,000,000

651,0

TF3 TOTAL WORK ACCIDENTS

(number of accidents with and without lost time
+ minor accidents) x 1,000,000 / hours worked

Providing a secure workplace for FAIRMATTERS

0,1

SEVERITY RATE

of lost days due to work
accident x 1000 / # hours worked

Providing molded ear-plugs for employee

Working with CARSAT on noise & ergonomomy
on workstation to prevent injuries

Constant support to promote good health at work

Trainings & meetings with occupational medicine

Workshops with temping agencies to train workers
about addictions and working postures



SOCIAL

Contributing to Fairmatters well-being

WELL-BEING AT WORK COMMITMENT

Well-being charter

Harassment prevention policy

Sport activities offered & promoted

Free osteopathy sessions at the factory

BUILDING FAIRMAT COMMUNITY



2023 Fairmat Seminar



Team building activities



Manager offsites
Building a community of managers

PROVIDING FAIRMATTERS WITH ADDITIONAL BENEFITS

Mental health
Mental health coaching for Fairmatters with dedicated professionals



Advance of payments solutions



95% of complementary health covered by Fairmat





SOCIAL

Contributing to Fairmatters progression

IMPLEMENTATION OF TRAININGS & WORKSHOPS

14

Onboarding trainings

3

Manager trainings

3

SST trainings for 27 Fairmatters

3

Public speaking workshops for 22 Fairmatters

IMPLEMENTATION OF A FEEDBACK POLICY



Manager Feedback

1:1 Follow-up

Bi-annual Feedback

GIVING VISIBILITY ON CAREER EVOLUTION

	HIGH	MEDIUM	LOW
HIGH	Orange	Red	Red
MEDIUM	Teal	Orange	Red
LOW	Teal	Teal	Orange

Competencies matrix



Defining the different skill levels for the different positions

Implementing a career development program for every Fairmatter

📅 2024

Continuous scaling of competencies matrix



SOCIAL

Bringing ethics as our core value

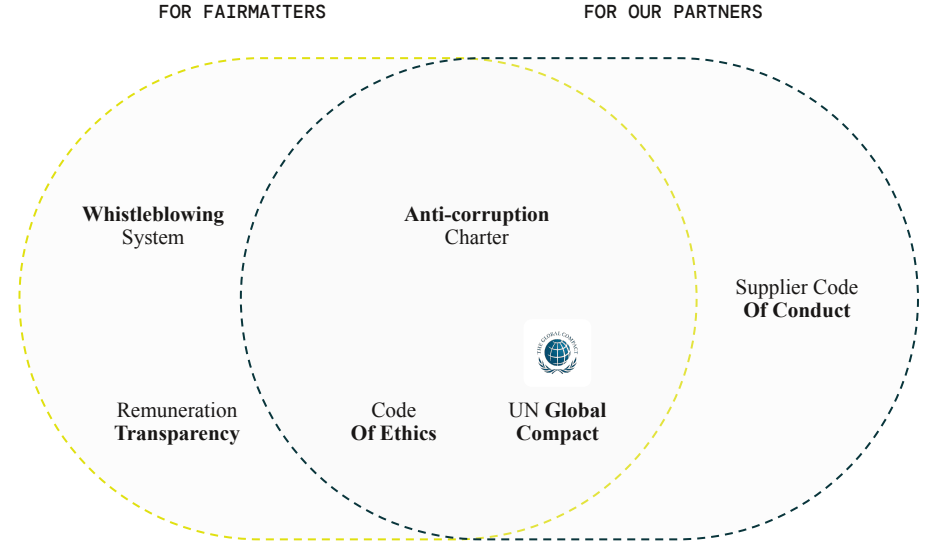
5 "FAIR" TO
Customers

Planet

Investors

Industry

Employees





GOVERNANCE

Bringing transparency and internal engagement

EMPLOYEE ENGAGEMENT

BSPCEs distributed to 100% of employees

Monthly all-hands meetings with key updates and progress

Bi-monthly internal communication on company news and updates

Bi-annual anonymous company surveys to assess the wellbeing and commitment of employees

IMPACT AT THE CORE OF GOVERNANCE

Impact dedicated team to embody & valorize impact at Fairmat

Impact at core of our business with dedicated role in the Comex, aligning business strategies with the SDGs

Transparent lobbying to promote circular economy and reindustrialization

BUILDING OUR TRANSPARENT REPORTING PROCESS

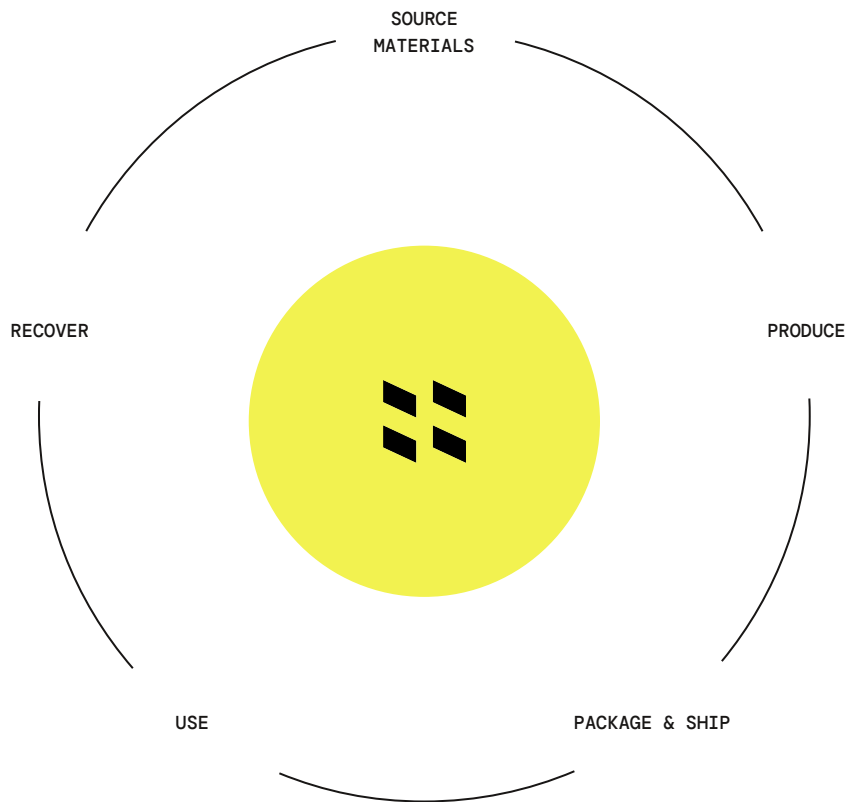
Building our reporting process, 8 SDGs of the UN

Monthly reporting to all the investors

External reviews & audits on financial accounts



Circular Economy



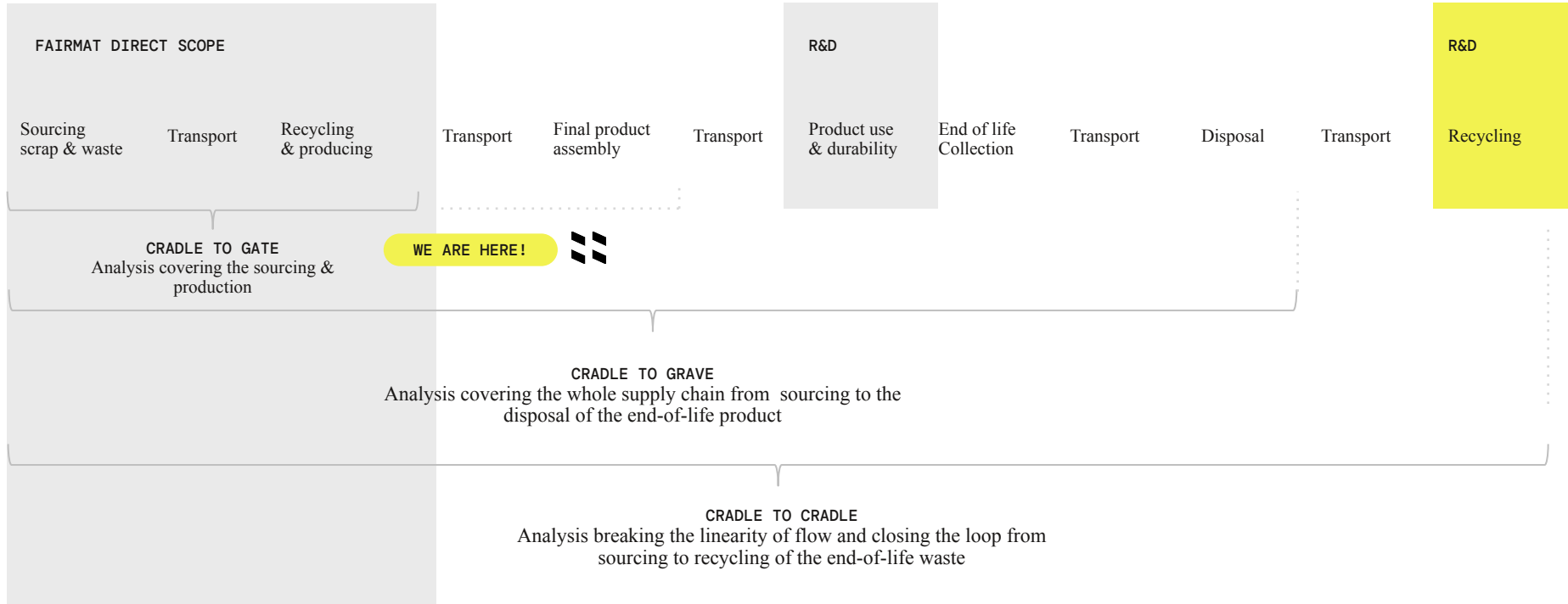
What does closing the loop mean ?

Closing the loop on CFRP means to create CFRP products that can be reused, safely returned and recycled



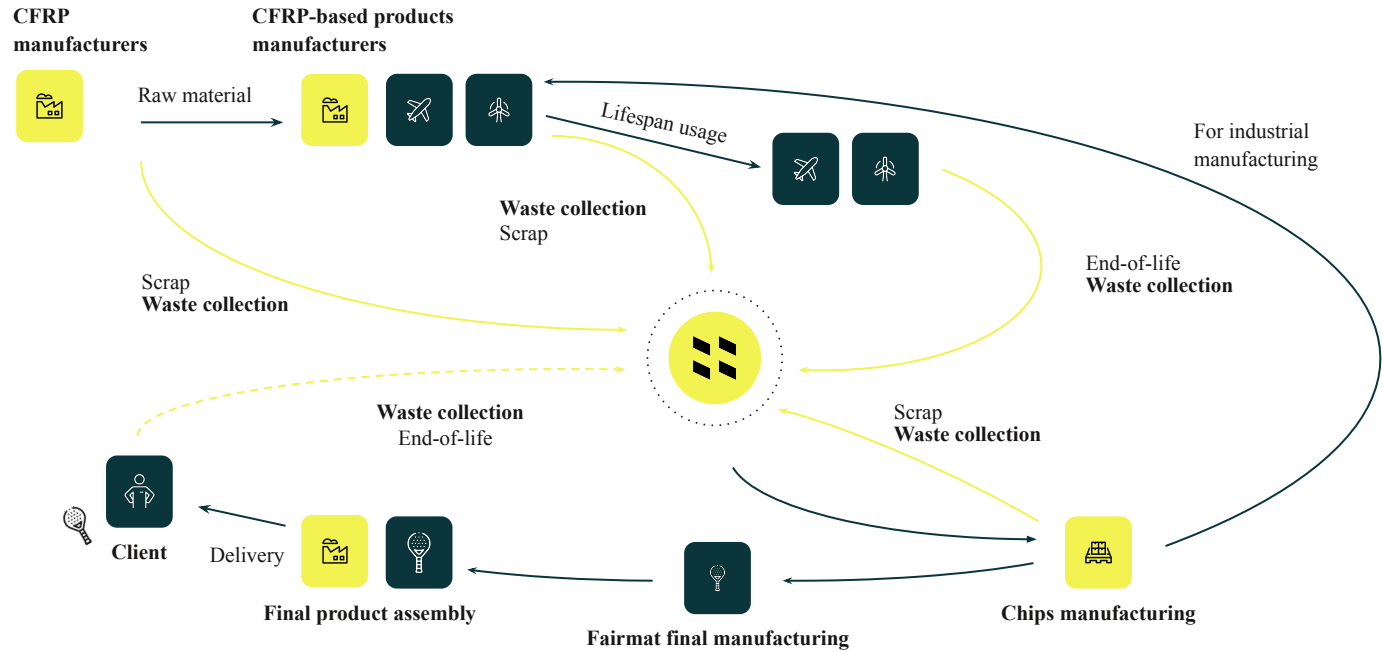
From cradle to gate to cradle to cradle

Having a full circular approach implies having a genuine control on our internal process, but also developing solutions to anticipate and cover the whole life cycle of the product from sourcing to recycling





Fairmat final Circular Flow





WHERE DO WE STAND TODAY?

Sourcing materials

ACHIEVED

100% recycled CFRP

Using scrap and end-of-life product as resources

European robotics

Most of our automated robotics coming from Germany & Switzerland

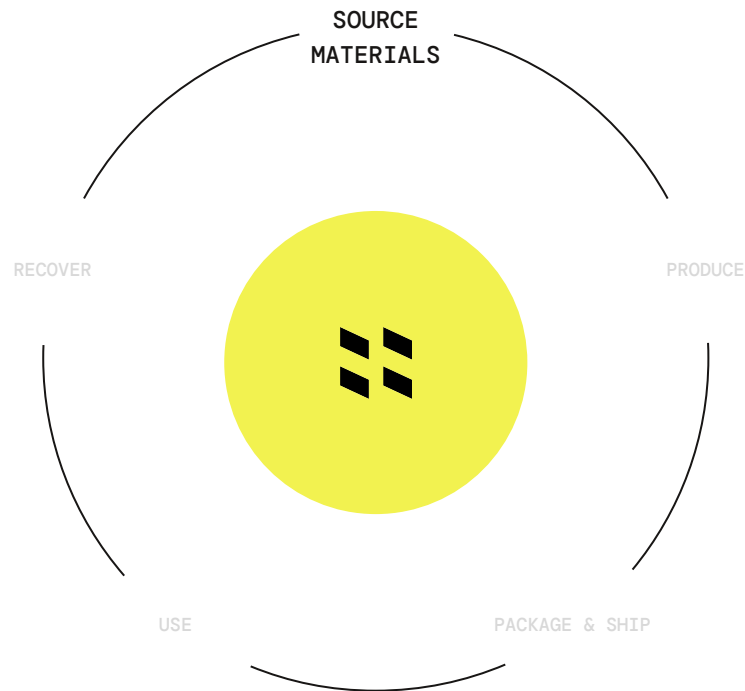
Local sourcing

of raw materials:
EU for EU, US for US

Recycling

Enlarge the scope of recycling materials

TO IMPLEMENT





WHERE DO WE STAND TODAY?

Producing

ACHIEVED

Bio-based resin

For most of our production

Eco-design

Eco-designed products to lower overall emissions

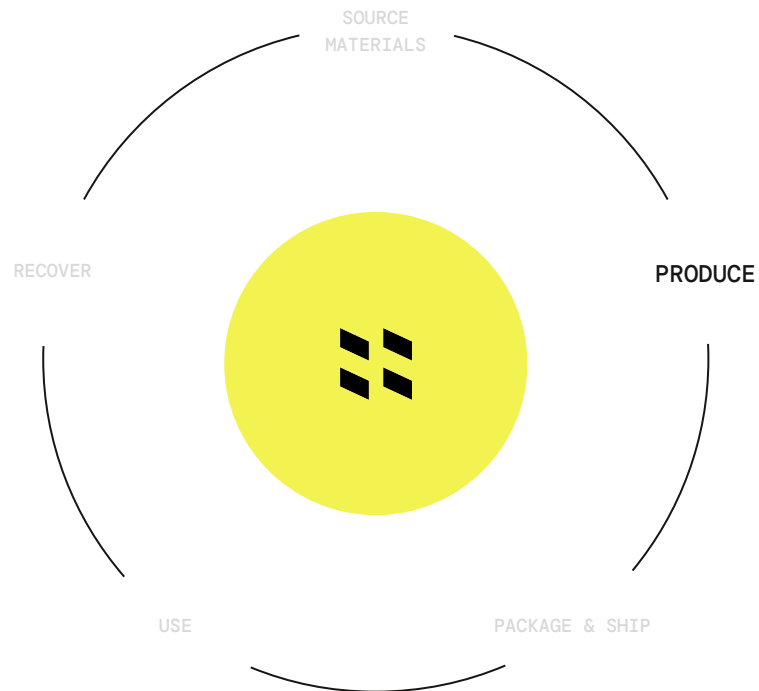
Energy efficiency

Constant optimization of energy use

0% waste target

For laminate processing

TO IMPLEMENT





WHERE DO WE STAND TODAY?

Packaging & shipping

ACHIEVED

100% renewable packaging

Recyclability of packaging waste

0% waste packaging

Standardization with fully reusable packaging

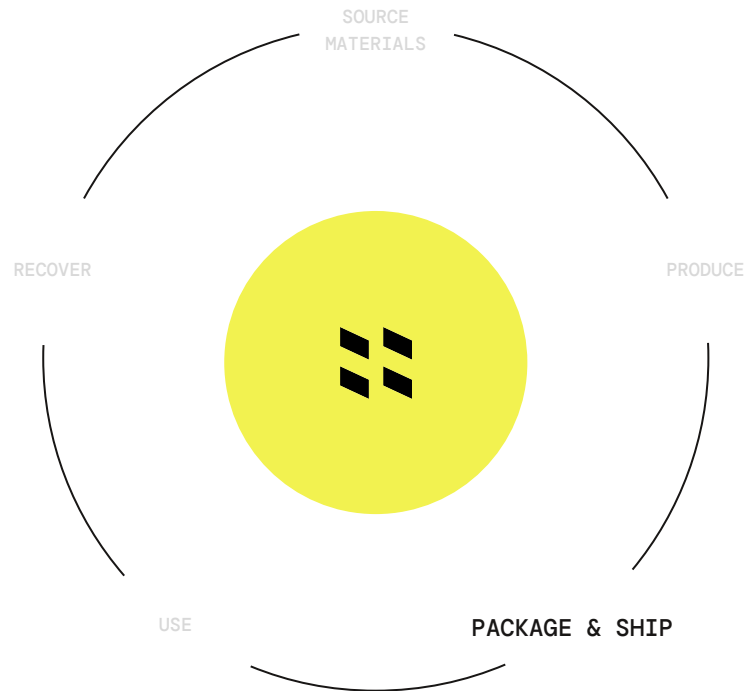
Packaging optimization

Storage & shipment content optimized for transportation

Low-emission transport

Selecting low-emission transport solutions for production

TO IMPLEMENT





WHERE DO WE STAND TODAY?

Using

ACHIEVED



Durability

Conception for optimized durability, comparable to virgin CFRPs

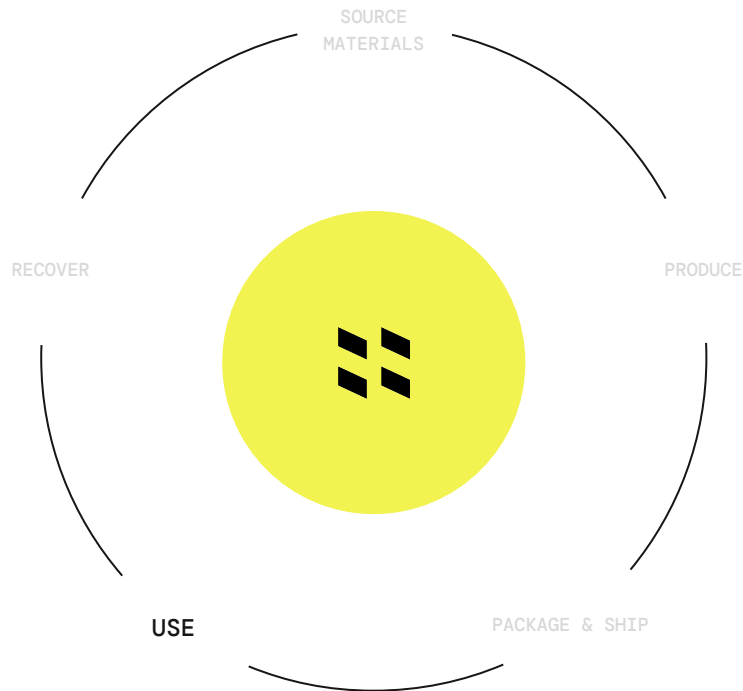
Testing

Strong testing phase with our partners to provide only high-quality products

Continuous enhancement

Adaptability of our supply unit to continuously meet customers requirements

TO IMPLEMENT





WHERE DO WE STAND TODAY?

Recovering

ACHIEVED



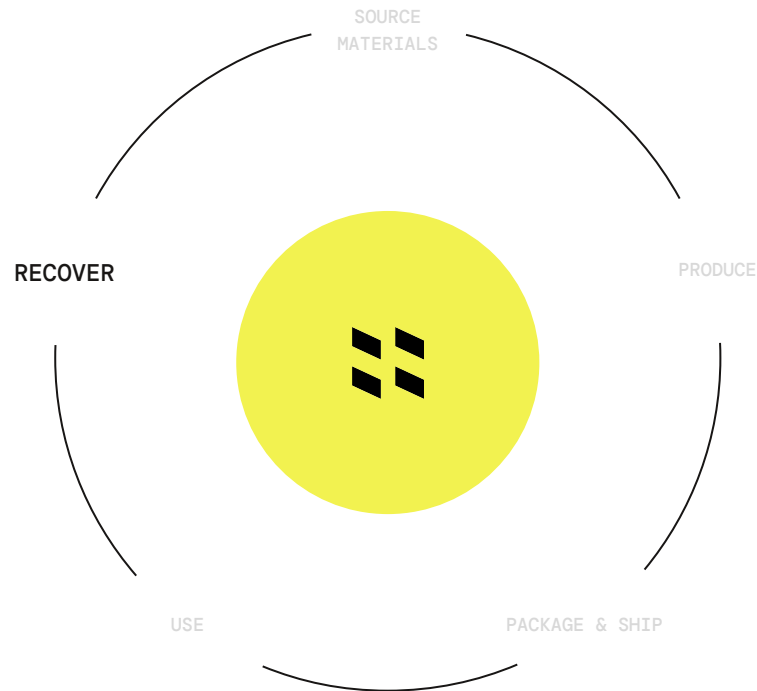
Infinite recyclability

Remanufacturing of chips at iso-properties

Collection

Collecting end-of-life FAIRMAT's products for reprocessing at the factory

TO IMPLEMENT

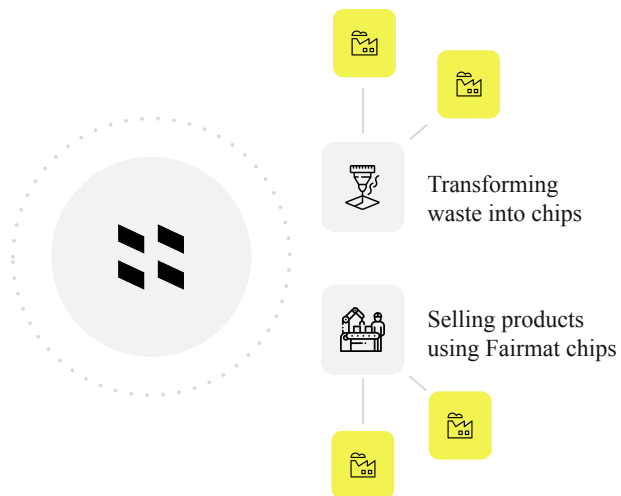




CIRCULAR INDUSTRY

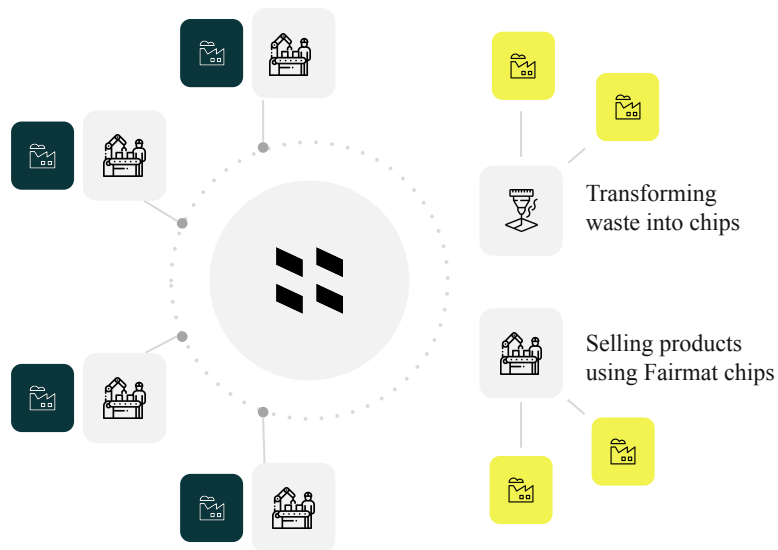
Our ambition

FAIRMAT TODAY



FAIRMAT TOMORROW HYBRID MODEL

Building “Industry as a Service” as the next decentralization step towards locally-based production and low environmental footprint manufacturing ecosystem



Selling software licenses enabling customers to create final products using Fairmat chips, software and robotics



Working with global partners



Multiple partners to maximize impact

BUILDING OUR INTERNATIONAL
INNOVANT POSITIONING

Responsible

High-quality social
and environmental
business standards



Circular

Being at the cutting edge
of the circular economy



Innovative

Providing clean and
profitable innovative
technological solutions



BUILDING R&D PARTNERSHIPS
WITH UNIVERSITIES



OTHER COLLABORATIONS





Fairmat impact at the core of client's decision making

RECYCLING CLIENTS SUPPLIERS OF CFRP

Sustainable alternative to traditional waste management at a competitive cost

Answer to increased regulatory pressure provides concrete action and increased responsibility of producers

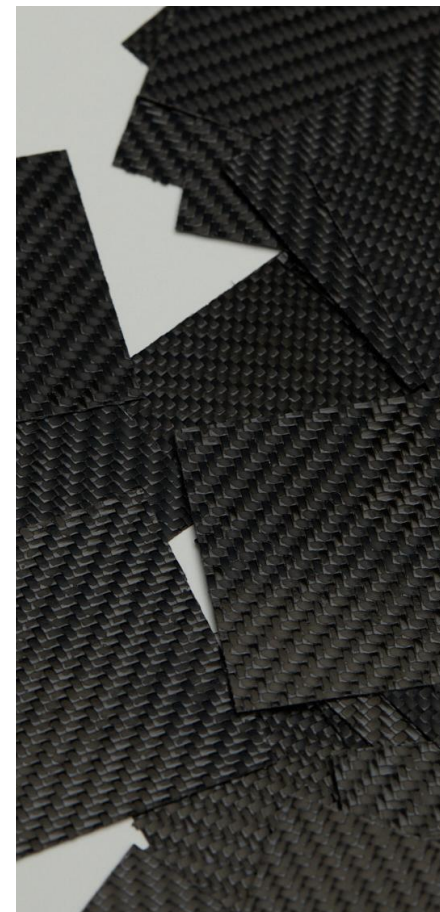
Collaborative approach enabling lasting partnerships between stakeholders

MATERIALS CLIENTS USERS OF FAIRMAT CFRP CHIPS

Lower carbon emissions throughout product life cycle

Access to advanced recycled materials with high performance and offered at a competitive price

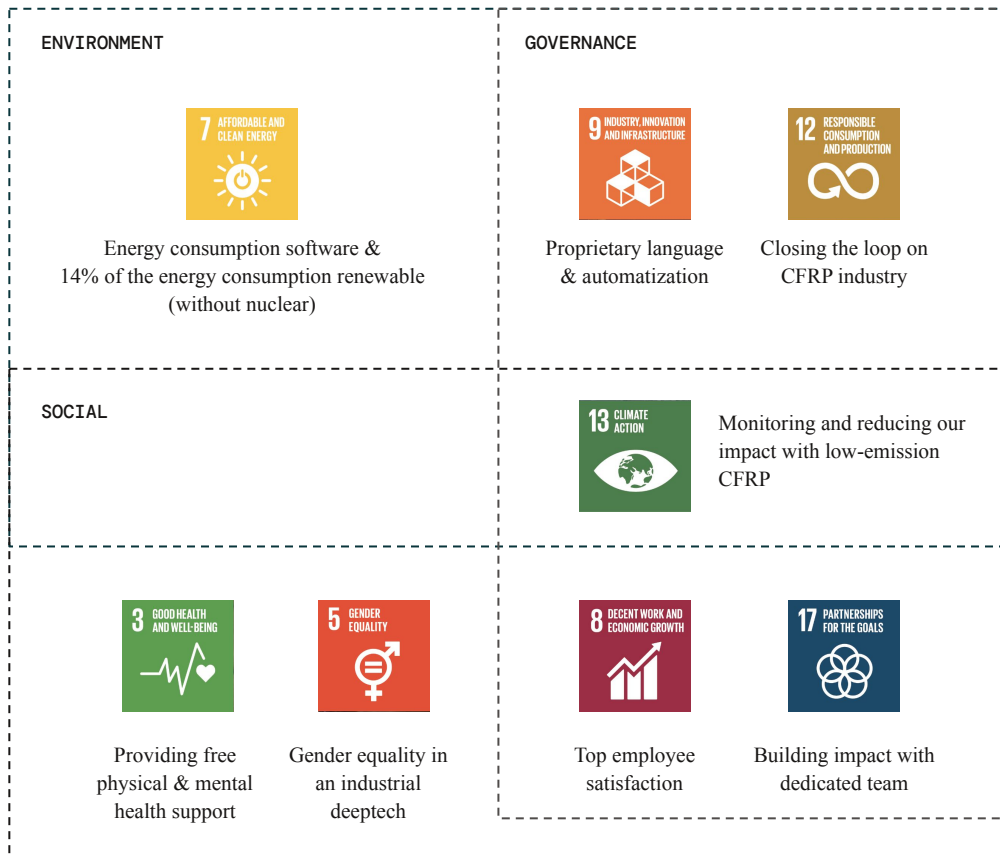
Local sourcing and recycling of the product for a secured supply and onshore circularity





MULTIPLE PARTNERS TO MAXIMIZE IMPACT

We are aligned with 8 out of 17 SDGs goals set by the United Nations



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