

2021

EXTRA-FINANCIAL PERFORMANCE REPORT

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ABOUT THIS REPORT

This 2021 Extra-Financial Performance Report provides a detailed account of GENFIT's Corporate Social Responsibility activities during 2021, and includes some elements relating to the beginning of 2022.

For this second edition, the format of the report has changed compared to the previous version (inaugural published in 2021), both in terms of structure and content. Our aim is to progressively increase the amount of information shared with our stakeholders so that they can be informed as precisely as possible about our CSR policy and strategy, the means used to achieve these objectives, and the concrete results obtained. The aim is to enable each stakeholder to assess the efforts made to ensure that the impact of our CSR commitment is tangible. The scope of the report covers our sites in Loos, Paris and Cambridge, MA.

The publication of this document is not an obligation. It is part of a voluntary and proactive approach on our part, as we believe that environmental, social, societal and governance issues are essential to the sustainability of our core ecosystem.

METHODOLOGICAL NOTE - SCOPE OF REPORTING

In most cases, the performance indicators presented in this document cover the entire Company. They therefore include information relating to GENFIT SA (based in France) as well as to GENFIT Corp (based in the United States). This is particularly the case for social and governance indicators.

However, in order to improve representativeness on an ad hoc basis there are a few exceptions to this. This is notably the case for environmental impact indicators, which are mainly evaluated for GENFIT SA, given the relative size of the team and the relative size of the premises. Finally, in order to respect the confidentiality of personal data, certain social indicators cannot be shared for GENFIT Corp employees, in order to avoid identifying the employees concerned.



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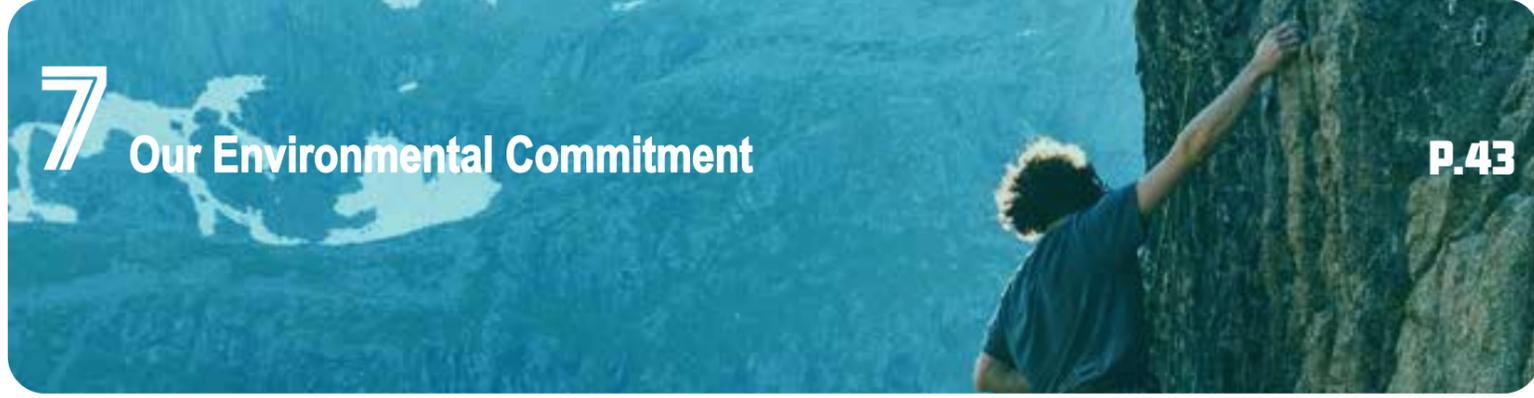
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CSR, A PILLAR OF GENFIT'S RESPONSIBLE DEVELOPMENT

Message from GENFIT's CEO



"GENFIT's priority is associated with patients and healthcare professionals for whom we are seeking to develop safe and effective therapeutic and diagnostic solutions. Our objective is to not only treat patients suffering from severe pathologies for which therapeutic options are non-existent or limited, but also to identify patient populations eligible for such future treatments. Our approach consists of capitalizing on our experience in clinical development, in particular in the field of severe liver diseases, to develop strategies which will enable us to meet those medical needs which, today, are not being addressed.

For the past few years, we have become an innovative player in the field of medical research and clinical development. We have led two clinical programs on an international scale which progressed from very early stages to Phase 3, the final stage of development before regulatory approval and drug commercialization. We also led a large diagnostic program allowing patients, at present, to be diagnosed for their illness before they reach critical stages. This expertise is a strength which will provide the foundation to build the future.

Our positioning in the healthcare sector is a central element of our social policy, which we complement with a proactive social and environmental policy that is reflected in several specific initiatives carried out throughout the year by our teams. All of this is coordinated by a system of corporate governance that meets demanding criteria in terms of ethics, responsibility and fairness. With this in mind, we have put an ESG Committee in place during the second half of 2021, whose mission is to ensure that our actions are consistent with societal, social and environmental issues. We have also defined a purpose that reiterates our line of conduct, and makes explicit our ambition in terms of corporate responsibility."

Pascal Prigent

Message from the Chairman of the Board of Directors



"Since its creation, GENFIT has demonstrated its sense of ethics and responsibility, which continues to be reflected today at every level of the company. This is both a motivating factor for the teams, and a solid basis for cooperation and partnership with the various stakeholders"

Jean-François Mouney

Co-founder of GENFIT

A word from the Chair of the ESG Committee of the Board of Directors



"A company can create value for its shareholders while integrating a social and environmental dimension into its objectives and its mode of governance. All of GENFIT's employees and directors are committed to this approach which reinforces the company's growth dynamic. CSR initiatives - which help to materialize the company's social and environmental responsibility - contribute to the improvement of its overall performance and the motivation of its employees."

Catherine Larue

OUR PURPOSE AND VALUES

Our Purpose

GENFIT is a late-stage biopharmaceutical company dedicated to improving the lives of patients affected by severe chronic liver diseases that are characterized by high unmet medical needs.

Our purpose supports our long-term commitment with regards to the role we want to play in society, not only as an economic player seeking to create long-term value for its ecosystem and partners but also as an innovative biotechnology company working to improve people's quality of life, and finally as a civic company striving to promote professional and personal development for its employees.

We intend to create general public benefit by generating a positive and significant social, societal and environmental impact through our activities. As part of this approach, our Board of Directors commits to taking into consideration (i) the social, societal and environmental consequences of its decisions on all of the Company's stakeholders, and (ii) the consequences of its decisions on the environment.

As part of this commitment, we have created a dedicated ESG Committee of the Board of Directors which meets at least bi-annually, to measure and track our extra-financial performance and communicate to the public through an annual extra-financial performance report.

Our Founding Vales and Principles

Our employees are driven by common principles that shape their actions:

INNOVATION TO SERVE PATIENTS

We are deeply committed to improving the health and quality of life of patients affected by severe chronic liver diseases. We seek new ways to advance science and medicine, with the goal of optimizing care for patients. With a strong desire to leverage our agility and responsiveness, we and our employees are striving to move our scientific and medical approaches forward, and improve patient management in terms of diagnostics, prevention and care.

RESPECT AND DIVERSITY

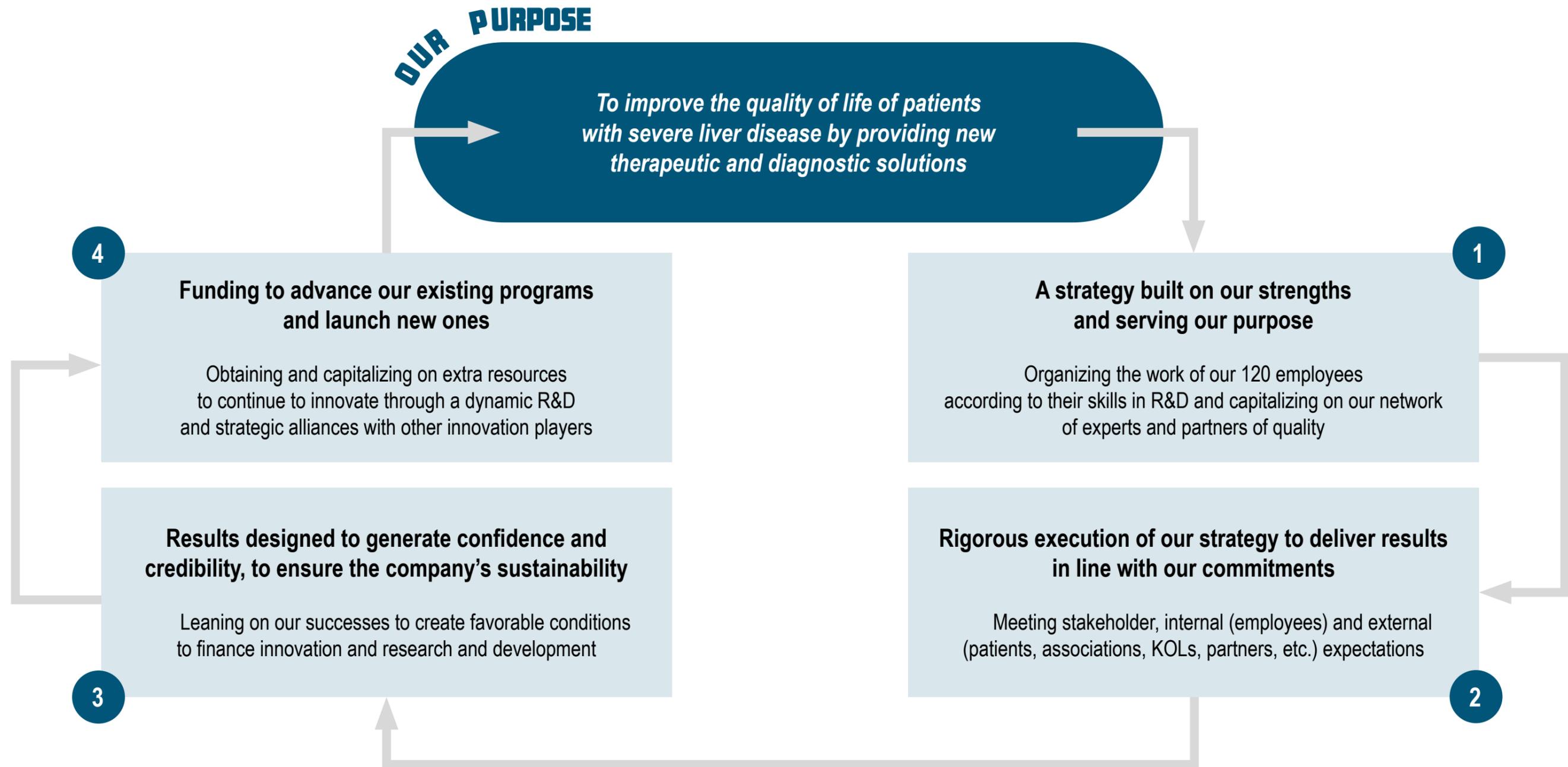
We bring together talented employees with unique perspectives and experiences, we recognize and value diversity as a great strength, and ensure that all employees and third parties are treated fairly, with dignity and respect.

ETHICS

We deliver true and accurate information to our partners and stakeholders and build our business relationships with honesty and transparency. We demand of ourselves and others the highest ethical standards and we conduct our business in a socially and environmentally sustainable manner.

PRESENTATION OF OUR CSR STRATEGY AND IMPLEMENTATION PRINCIPLES

Our business model



Context of implementation and references

Global references and frameworks

Our approach to CSR is based on existing standards, which, although not uniform, are useful guidelines.

Among them are the seventeen Sustainable Development Goals (SDGs) designated by the Member States of the United Nations, gathered in the Agenda 2030. The ISO 26000 standard is also a reference since it defines a precise perimeter grouping the underlying principles of CSR around seven central themes: organizational governance, human rights, labor relations and conditions, the environment, fair practices, consumer issues, communities and local development. The guidelines and the four sets of standards (universal, economic, environmental, social) set out by the Global Reporting Initiative (GRI) also serve as a guide for reflection. This is also the case for the work of the Sustainability Accounting Standards Board (SASB), or that of the IFRS Foundation, which has announced the creation in 2021 of a new council responsible for developing sustainability standards, with the International Sustainability Standards Board (ISSB), which will be responsible for setting basic standards on a global scale for sustainability reporting in order to meet the needs of investors. Other high quality frameworks complete this non-exhaustive inventory, with variations in the weighting of criteria depending on the organizations that define them. The recommendations of organizations and institutions such as BCorp, Vigeo-Eiris, Ethifinance (Gaia rating), Novethic, MSCI, AFEP-MEDEF, etc., are all present.

At GENFIT, the implementation of CSR is based on principles that correspond to most of the above-mentioned approaches, and which are generally accepted:

- A first perspective distinguishes three types of essential issues from which our CSR objectives are derived: Environmental, Social and Societal, and Governance
- A second perspective distinguishes three types of activities to be undertaken to address these key CSR issues and achieve the objectives: Policies and strategies, Implementation systems and activities, Performance and evaluation

Concerning pharmaceutical and biotechnology companies

As there is no specific framework for biotechnology companies at this time, GENFIT decided to join the Responsibility and Reputation Commission of the LEEM (Les Entreprises du Médicament, the French Pharmaceutical Companies Association) in early 2022. Indeed, even if our business model - centered on Research and Development of therapeutic and diagnostic solutions - is different from that of pharmaceutical companies that manufacture and sell drugs or medical devices, our objective is to be able to include our CSR approach in the framework of the current sectoral reflection.



French and European regulatory framework

GENFIT is not concerned by any specific framework in terms of corporate social responsibility, as it does not fall within the criteria of Ordinance No. 2017-1180 of July 19, 2017 on the publication of non-financial information by certain large companies and certain groups taken in application of a 2014 directive known as "NFRD". Companies listed on a regulated market are first subject to this requirement if their balance sheet total is greater than €20 million or their net sales are greater than €40 million and if they also employ more than 500 employees. We do not have more than 500 employees.

We follow the new recommendations of the MiddleNext Corporate Governance Code, which was last updated in September 2021.

We also consider with interest the elements of the PACTE Law enacted in 2019, which recognizes the fact that each company has social and environmental issues that must be taken into consideration to the extent of its means, and encourages a global, coherent CSR approach, and in connection with the company's core business.



Finally, the Company is closely monitoring the ongoing discussions on future European requirements.

In April 2021, the European Commission adopted the draft Corporate Sustainability Reporting Directive, or CSRD, which significantly strengthens the current NFRD (Non-Financial Reporting Directive) sustainability reporting requirements and expands the scope of companies concerned. All companies listed on a European market (including non-European companies, and SMEs, except micro-enterprises with less than 10 employees).

→ In practice, the CSRD intends to create precise sustainability reporting standards whose application will be mandatory for all companies included in the target perimeter. and encouraged for the others. In the same way that IFRS provides a strict framework for financial reporting, these future sustainability reporting standards will provide very precise guidance on how and what information should be provided. The reporting process will be simplified thanks to the interoperability of ESG criteria, with homogeneous standards to be developed by EFRAG (European Financial Reporting Advisory Group).

In France, the new provisions will replace the extra-financial performance declaration (DPEF) from December 1, 2022 according to the European Commission's timetable. When the time comes, GENFIT will adapt its CSR reporting according to the scope of application and the criteria that will be adopted.

The fundamentals of our CSR approach

GENFIT's CSR approach is based on the two perspectives mentioned above, firstly on the three E. S. G axes (Environment, Social and Societal, Governance) and then on the three P. S. P axes (Policies and Strategy, Systems and Actions, Performance and Evaluation). This model allows us to distribute effort and measure impact according to the main issues, and matches the frameworks used by most organizations specializing in the evaluation of extra-financial performance, with the exception of a few nomenclature details.

The selection of our CSR initiatives is based on criteria that take into account our business profile and our resources: our business model as a biotechnology company goes beyond the traditional framework and requires a pragmatic approach. As we are mainly financed by our shareholders' investments and do not yet generate significant revenues from the sale of our products or services, we are careful to size our efforts so that they remain consistent with our resources.

We therefore attach particular importance to :



		Objectives & Framework Politics & Strategy Leadership & Direction	Means implemented Systems & Actions Implementation	KPIs Performance & Evaluation Results
Environment	E	●	●	●
Social & Societal	S	●	●	●
Governance	G	●	●	●

Our size also requires us to prioritize the major issues on which we decide to position ourselves (Environment. Social and Societal. Governance):

Social and societal issues

are at the top of our concerns and represent the first pillar of our CSR strategy. The health of individuals, a central element of our purpose, is indeed our core business. In addition, the territorial anchoring of our headquarters invites us to give priority to local issues such as education, employment and integration, which are particularly important issues in the Hauts de France region*, where scores on the various socio-economic indicators are often below the national average. Finally, as the success of a biotech company is largely based on its expertise, human capital plays an essential role and must be protected and developed.

*In 2015 in the Hauts de France. 12.0% of young people had no degree and were not in school which is the highest rate in metropolitan France (8.7%). Share of the working population with the lowest level of education in France. The proportion of students enrolled in doctoral programs is one of the lowest in France. The Hauts-de-France region is characterized by the lowest employment rate in France. With an unemployment rate of nearly 10%, the Hauts-de-France region has the highest rate in France. The inhabitants of the Hauts-de-France region have the lowest median annual income in metropolitan France. Some territories are very affected, and the poverty rate for young people is 15 points higher than the national level.

Next come

Governance issues.

which are essential for GENFIT with regards to the regulatory constraints that characterize our business. They form the second pillar of our CSR strategy, GENFIT develops drug candidates which, if they are approved by regulatory authorities, are intended to be administered to patients who, in the meantime, can participate in clinical trials designed to generate proof of efficacy and safety. We are, in fact, subject to particularly strict regulations in the medical field: the requirements of regulatory agencies govern our conduct in terms of collaborations with healthcare professionals, clinical research and development activities, and pre-commercialization activities related to the potential marketing of future products. GENFIT is also a dual listed company, both on the Euronext Paris and Nasdaq Global Select stock exchanges in New York, and is therefore subject to specific dual regulations. Finally, the integration of CSR as one of the pillars of our strategy implies a set of considerations related to governance.

Finally there is

The environmental pillar.

which is particularly important for GENFIT because, as a biotechnology company whose objective is to develop therapeutic and diagnostic solutions, we are fully aware of the crucial role the environment plays in the health of our fellow citizens, and we consider that it is our responsibility to act to reduce our environmental impact. Admittedly, the level of risk linked to our activity seems to us to be relatively low since it remains - at this stage - focused on research and development work that does not lead to industrial production or a distribution chain. In addition, GENFIT has fewer than 150 employees, and our business is rather sedentary, mainly concentrated in the laboratories and offices, and generating little travel. However, although our consumption of raw materials, our environmental discharges and our carbon footprint are by nature relatively limited, we nevertheless wish to work in a logic of environmental risk reduction.

Prioritization also relates to the choice of our approaches (in terms of Policy and Strategy. Systems and Actions. Performance) to address each of the three major issues previously stated:



In this area, we give priority to action, the first pillar on which we base our CSR approach, because our priority is to have a real positive impact on our ecosystem. This is also what best characterizes our DNA, marked by entrepreneurship and therefore by the desire to act quickly and simply.

The second pillar of our approach relates to the formalization of our CSR approach through the implementation of policies that determine a clear framework for our actions, in order to draw a precise and ambitious strategy.



The last pillar concerns the measurement of performance, through the implementation and monitoring of indicators intended to serve as a lever to ensure that our CSR approach gains in maturity over the years, with a view to continuous improvement.



**Our Social and Societal
Commitment**

GENFIT'S COMMITMENTS

**Our Commitment to
Governance**



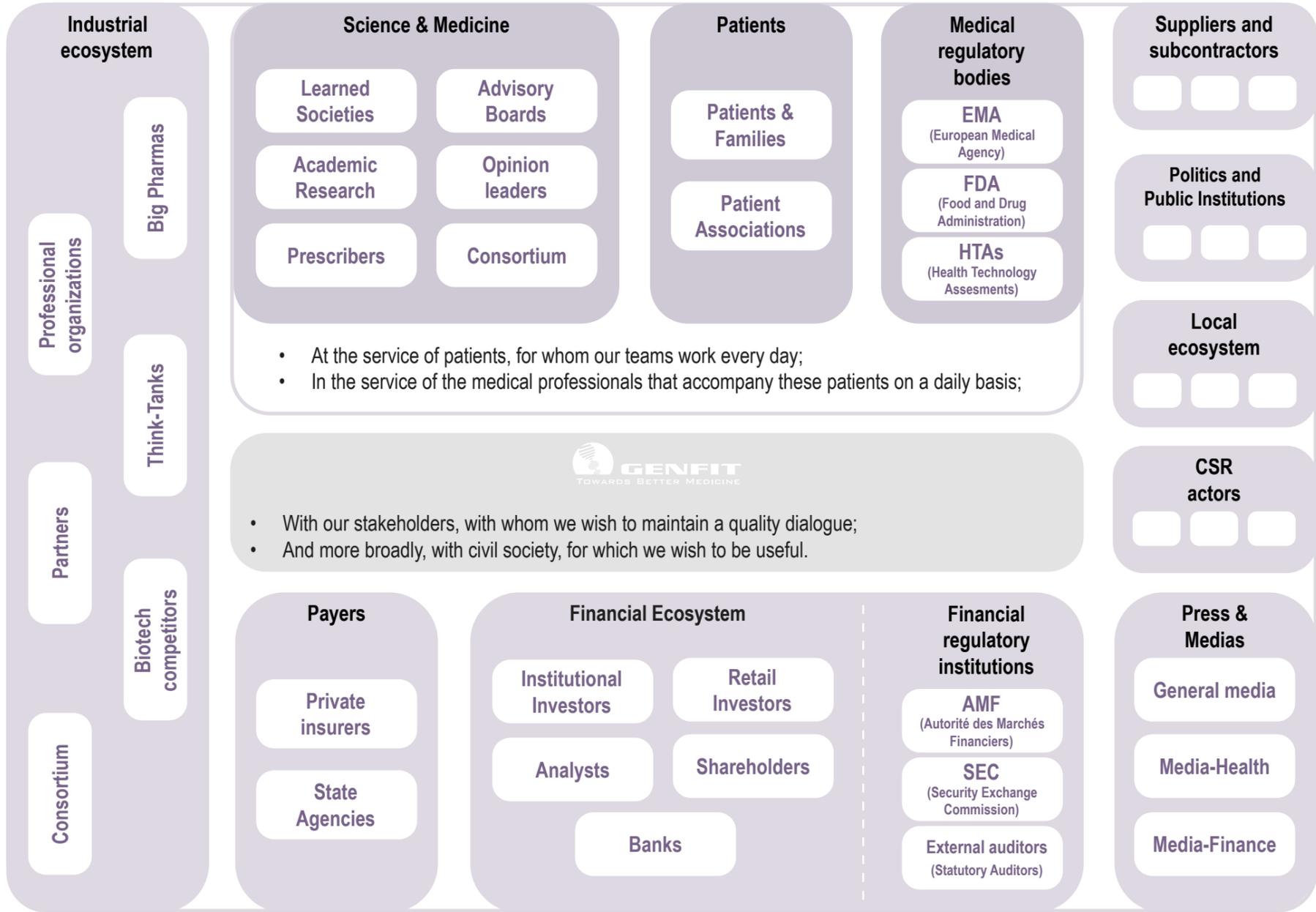
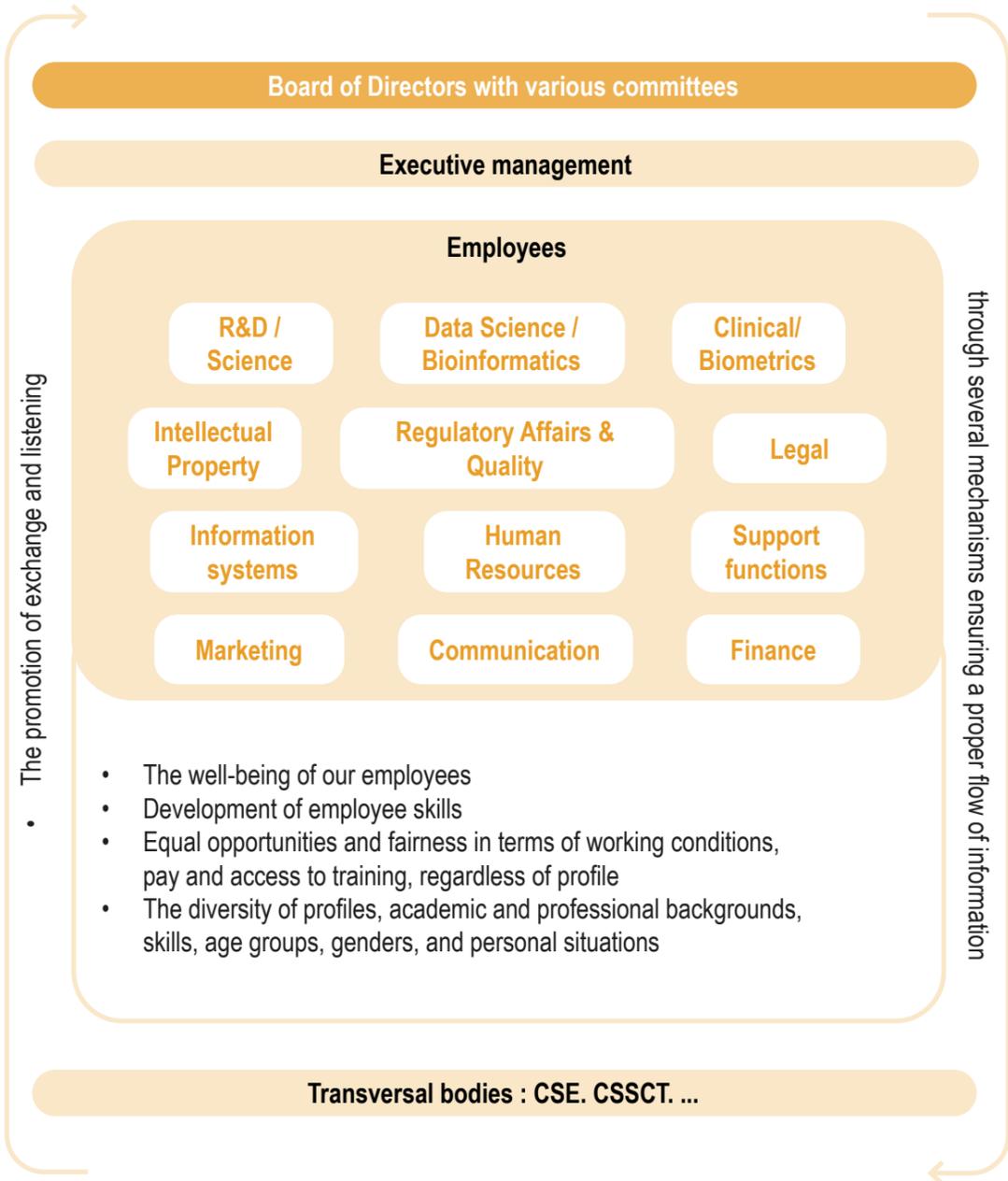
**Our Environmental
Commitment**

Objectives in 2021

The Principles

Internally, we believe that the strength of our team lies in its know-how, its soft skills and its agility. Individual performance serves collective performance, and the diversity of profiles enriches the exchange dynamic and stimulates innovation. This is why developing our human capital is an essential issue, with a Human Resources policy based on the following fundamental principles:

Externally, we consider that we have a role to play as a company specialized in clinical research and medical innovation, but also as a responsible actor of the civic life:



2021 Objectives // In practice

In 2021, our social and societal commitment is based on the two aspects mentioned above:

The first, internal, component was aimed at protecting and developing our human capital by ensuring the well-being of our employees in the United States (GENFIT Corp) and France (GENFIT S.A.), in a context made difficult by two exogenous events:

- First, we had to **remobilize our teams** after the disappointing results of the RESOLVE-IT clinical trial in 2020 and the termination of the program aimed at developing elafibranor in NASH, which led to the implementation of a workforce reduction plan which saw its execution extended until 2021;
- At the same time, we had to **deal with the specific context of the COVID-19 pandemic**, which made it all the more difficult to provide managerial support to the teams and required the implementation of specific tools and technologies so that everyone could **continue to work under good conditions**.

This first internal component also involved:

- The continuous **strengthening of our Human Resources practices and policy**, structured around processes designed to ensure that we maintain a **diversity of profiles, effective collaboration** between teams, and the possibility for the greatest number of employees **to grow with the company**, despite the ups and downs;
- The ongoing search for **greater operational efficiency**, with the desire to **strengthen project governance, facilitate team involvement** and **encourage feedback** through formal and informal channels.

The second aspect of our social and societal commitment, which is **external**, also has several components:

- First, in the context of the COVID-19 pandemic, our first concern was to **preserve the health of all patients and of all the stakeholders** responsible for the medical management involved in our clinical trials, in collaboration with our CRO;
- We insisted on **strengthening the dialogue with our stakeholders**, on the specific issues that concern them, but also on the particular subject of sustainable development, so as to enrich the exchanges and lay the foundations for our CSR strategy;
- Finally, we wanted to **ensure GENFIT's civic engagement**, in a spirit of civic responsibility, with the aim of contributing positively to our local, regional, national and international ecosystem.

Actions and means implemented

Equality

Optimization

Organization

QWL

Commitment

Employment



Listening

Animation

Training

Well-being

Internally: focus on human capital

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Security

Satisfaction

Diversity

Parity

Early 2021: finalization of the Employment Protection Plan



The implementation of the workforce reduction plan initiated at the end of 2020 was extended to 2021. The care taken in drawing up the support measures and the quality of their execution have been highlighted by several stakeholders, who have emphasized the use of voluntary redundancies and the quality of the support provided by a qualified and independent professional organization. Among the actions undertaken :

- Extraordinary meetings with the company's Social and Economic Committee set up as soon as the workforce reduction plan was announced in order to address all the questions and issues raised by employees, whether or not they were affected. From December 2020 until December 2021, monthly follow-up committees bringing together members of the Social and Economic Committee, members of the management, an employment advisor and a DIRECCTE representative (now called DREETS) took place in order to evaluate the situations to date and to study all the requests of the employees who had left the company, notably on the following points:
 - Applications for funding for training;
 - Business start-up assistance;
 - Rapid Return to Work Bonus (*Prime de retour rapide à l'emploi*);
 - Moving allowances ;
 - Degressive temporary allowances ;
 - Studies of particular points.

In 2021, 9 follow-up commissions were carried out with the participation of 2 members of the Social and Economic Committee, identical for each commission in order to guarantee an optimal follow-up of the files.

- Supervision of all employees (whether or not they were affected by the plan) by an external human resources firm;
- Maintenance of a 24/7 psychological support unit for all employees from October 2020 to October 2021;
- GENFIT's Human Resources department committed itself to providing the best possible support to employees who left the company, and in particular provided practical information sheets to help them with the procedures related to the measures of the workforce reduction plan.

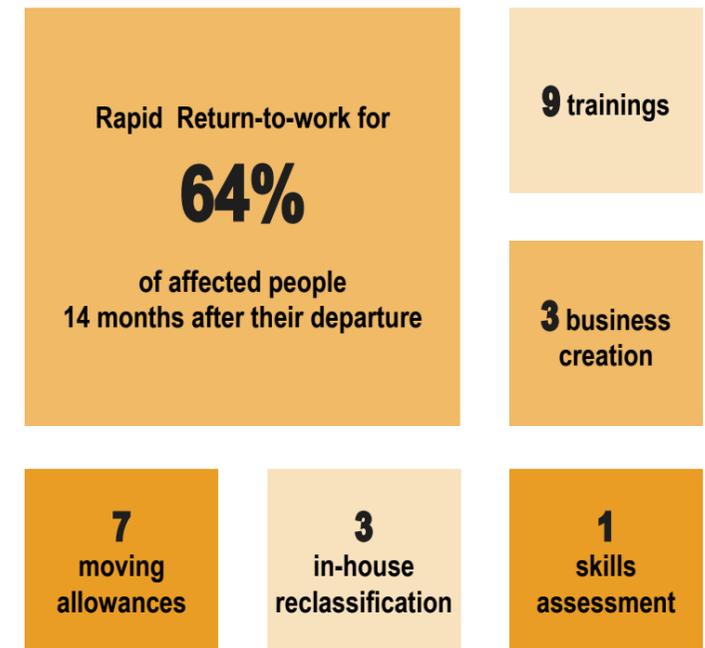


Testimony of an elected member of the monitoring committee of the workforce reduction plan:

“The workforce reduction plan launched in 2020, although a difficult stage in the life of the company, was carried out within a framework of listening, with the involvement of all stakeholders: staff representatives, company management, DREETS and Pole Emploi. The objectives of this restructuring were clearly established and the future strategy of the company was precisely defined, which made it possible to carry out this change successfully. The joint information and support work made it possible to satisfy the various paths chosen by the employees affected by the plan: voluntary departures, rapid return to employment, geographical mobility, retraining, etc. The monitoring of the plan also made it possible to mobilize all the teams to implement this strategy over the long term.”

In reality, the social impact was limited:

- 27 voluntary redundancies were recorded, the maximum authorized under the workforce reduction plan in place;
- 3 people benefited from an in-house reclassification;
- In February 2022, out of the 42 employees who left the company under the workforce reduction plan:
 - 27 people had returned to work, including:
 - ⇒ 13 people who did so in less than 2 months;
 - ⇒ 18 with a CDI ;
 - ⇒ 19 with a return-to-work bonus ;
 - 1 person was undergoing a skills assessment;
 - 3 people had created their own business (2 business creation aids have already been paid);
 - 9 people were in training;
 - 2 people were looking for work (less than 5% of those affected);
 - 6 employees had benefited from the temporary degressive allowance, and 7 from the relocation allowance.



Listening to our employees

The beginning of 2021 was also marked by the launch of a plan to re-mobilize our employees, which took the form of a vast operation to collect their needs and expectations, using different methods to allow everyone to express their feelings according to their preferences, with the possibility of doing so anonymously.

Four feedback processes were set up in parallel:

- An anonymous online survey for all GENFIT employees both in the United States and France;
- Two specific working groups, on a voluntary basis, with the objective of resizing the project management process to match the new scope of the Company's activities;
- A large information meeting open to all employees, with the possibility for each employee to ask questions beforehand, either via a dedicated messaging system or via the Social and Economic Committee, so as to ensure that all relevant subjects can be addressed and dealt with;
- Team sessions, dedicated to the expression of expectations and needs of the different departments, in order to complete the feedback mechanism from internal stakeholders.

These initiatives have led to several discussions that have resulted in the finalization of an action plan, first communicated to all staff and then executed during 2021.

Results of the first employee survey conducted in early 2021

The anonymous online survey conducted in early 2021 among employees in France and the United States, via our independent partner Octomine, was a pilot project, and the results were shared with all the teams via various internal communication channels. The main findings were as follows:

- Considerable team involvement, with a participation rate of 85%;
- Scores $\geq 7/10$ on each of the 7 predefined axes with our partner, namely:
 - Work context
 - Commitment
 - Professional growth and development
 - Quality of life at work
 - Work relations and management
 - Transformation
 - Covid-19 support
- Relatively high scores in comparison to Octomine standards, particularly in a context of recovery from a crisis for GENFIT, seem to underline the quality of the work done by the management and by the managers, both in dealing with the exceptional events of 2020 and 2021 and in rebuilding a promising future for the company;
- Some areas for improvement identified;
- Some disparities in perception noted between different teams.

2021 Action Plan:

Priority to human capital management and optimization of work methods

The four processes launched in early 2021 to collect and understand employee expectations have resulted in concrete actions, including:

- The implementation of a **managerial skills development program** allowing many employees to benefit from opportunities to develop their skills and increase their level of performance: 4 modules were taken by 30 people in 2021. This course will be completed by 3 new modules in 2022;
- The organization of **quarterly interactive sessions**, involving all of the company's management, aimed at rewarding the most involved and best-performing employees on the one hand, and at raising certain emerging issues on the other;
- The evolution of the project management system with the aim of **increasing operational performance**, taking into account the strategic reorientation carried out at the end of 2020 and its consequences.

Other initiatives have strengthened human capital management processes:

- In 2021, Human Resources implemented a training application process accessible to all. 68 employees received training totalling **1.278 hours** (equivalent to **18 hours of training per employee**), compared with 1.440 hours of training allocated to 123 employees in 2020 (equivalent to 11 hours of training per employee).

which represents a **+68%** increase between 2020 and 2021.

This process complements the annual appraisal interview process, which gives each employee the opportunity to make specific requests based on the objectives defined for the coming year.

- In 2021, important agreements were also signed with employee representatives on the following subjects, contributing to increasing the quality of life of employees:
 - Employee Performance Agreement and Annual Bonus Policy;
 - Agreement on Family Days and Holidays;
 - Agreement on the seniority bonus;
 - Agreement on the evolution of the telework policy.

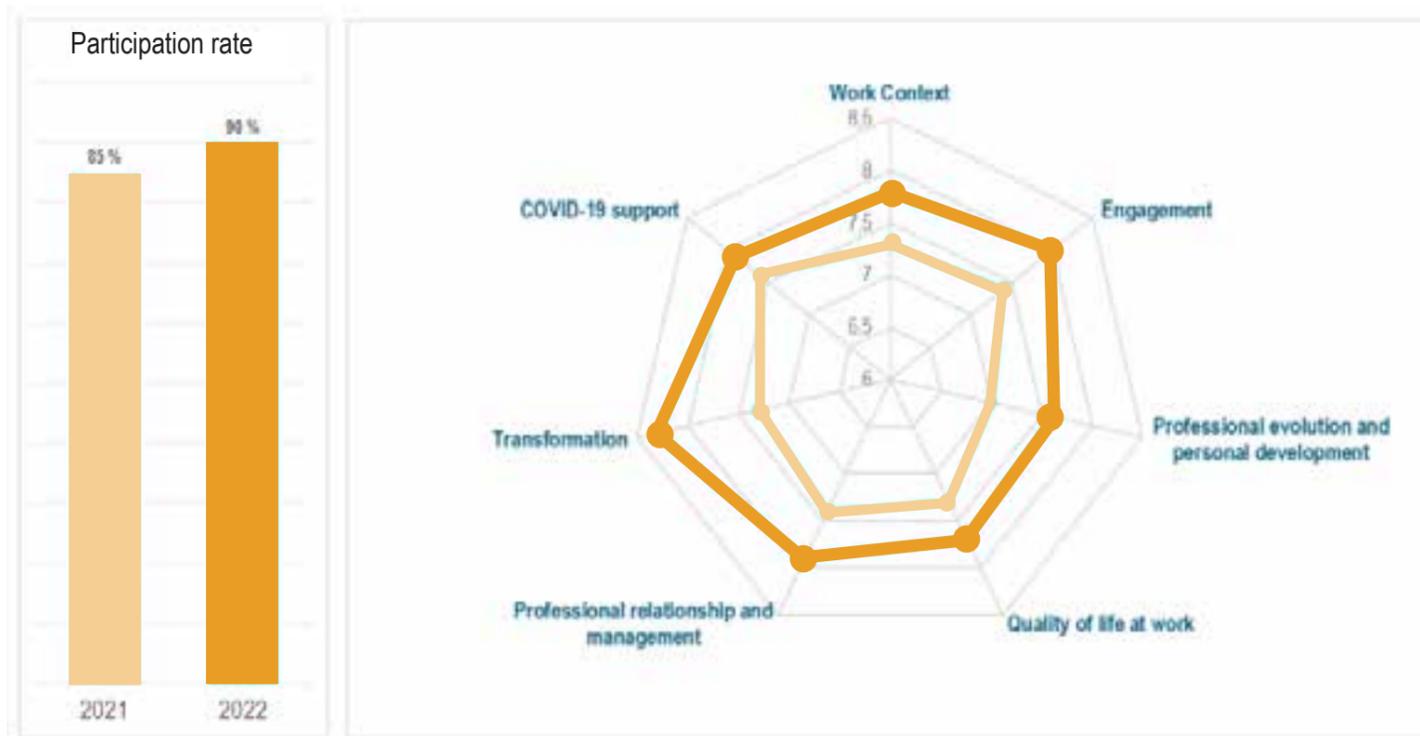


Early 2022: results of the new anonymous employee survey

At the beginning of 2022, a second edition of the anonymous survey was carried out, in order to continue mobilizing and involving all our employees and their managers. The aim was also to measure the evolution of perceptions on the 7 predefined axes, one year after the launch of the first campaign. As these results are already available at the time of writing, we are making the main findings of this new survey available to our stakeholders:

- In 2022, participation has increased compared to 2021, with a 90% response rate, confirming the usefulness of the approach and indicating the good level of confidence of employees in the willingness of management to translate the results into an action plan;
- **With a score ≥ 7.6 on each of the 7 predefined axes** and with a progression of scores on each of the main survey components, all indicators are moving in the right direction. The result seems to indicate that the execution of the company's strategy in 2021 on the one hand, and the specific actions put in place to respond to the results of the previous survey on the other hand, **have overall been perceived rather positively by the employees** ;
- Furthermore, the results of the second survey indicate that the disparities noted between certain teams in the first survey have faded.

These positive results are indicative, and not all variations from one year to the next are significant.



Management of the COVID-19 pandemic

Following on from the actions taken in 2020 to limit the impact of the COVID-19 pandemic, in 2021 we continued our work to support our employees, in particular by listening to the CSE, and by scrupulously applying the government's recommendations so that everyone was able to carry out their professional activities in compliance with occupational health and safety standards:

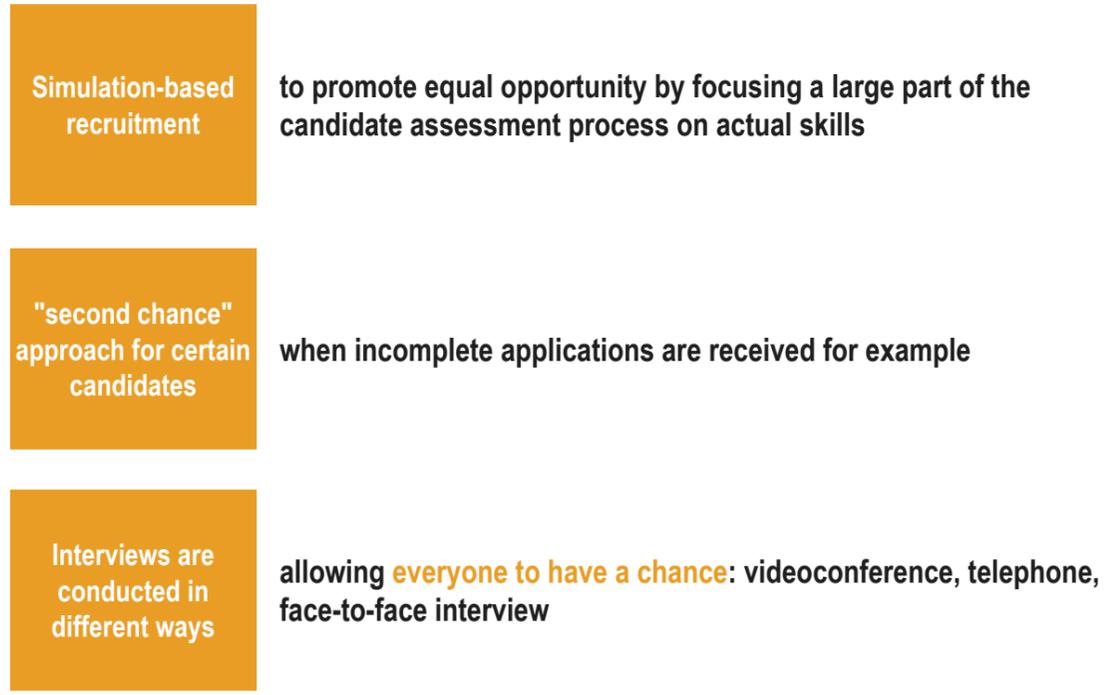
- Provision of adequate computer equipment allowing the employee to work in good conditions from home (laptops, additional screen if necessary, headsets and microphone);
- Installation of CO₂ sensors in several meeting rooms, so as to notify those present of any threshold exceedances, and thus signal the need to ventilate the spaces;
- Provision of self-tests for symptomatic persons or contact cases;
- Installation of a COVID-19 room and specific and individual support for each employee concerned;
- Setting up rooms dedicated to lunch breaks to ensure that gauges are respected and that lunch breaks are held in compliance with the social distancing rules (February 2021);
- Posting of the authorized gauges at the entrance of each meeting room, for more legibility, and revised at each modification of the protocol;
- Provision of FFP2 masks for those who wish to use it;
- Communication by email and on the company intranet, accessible to all employees, of each change of protocol;
- Continued free distribution of surgical masks throughout the year (10 masks per person per week);
- Maintaining signage components in buildings in order to to maintain distances;
- Maintain free hydroalcoholic gel dispensers in each meeting room, hallway, and laboratory.



Commitment to anti-discrimination, equal opportunity, diversity and well-being

Equal opportunity as a cornerstone of the recruitment process 

At GENFIT, we want everyone to have an opportunity, regardless of their origin, age, gender or professional background. In 2021, as in previous years, we have strived to carry out targeted actions that promote the inclusion of all:



Specific actions to raise awareness about discrimination

and specific training sessions on this theme for members of the HR Department

Interns and young teenagers - enterprise-based training

Interns and young teenagers are welcomed at our head office, where they are introduced to the business world, to help them prepare for their future professional integration. In 2021, 9 trainees were welcomed, including 7 on observation courses (year 10 and year 11 students);

GENFIT also invests in enterprise-based training for young people preparing a degree through work-study programs. **In 2021, GENFIT SA had 6 work-study students among its workforce** (i.e, more than 5% of the GENFIT SA workforce, above the 3% threshold defined in the LEEM recommendations), who have been assigned a tutor so that their missions and the scope of their activity are clearly defined and adapted to their teaching. We have long included work-study programs in our overall recruitment policy, as we see them as a means of integrating those who demonstrate their skills, through the allocation of permanent positions. In this area, we work with several specialized training organizations, such as Simplon, for example, to ensure the distribution of offers and to promote the recruitment of work-study students;

In 2021, 9 employees with permanent contracts began their career at GENFIT:

- or by an internship (6 people, whose internships were completed before 2019);
- or through a professionalization contract (3 people, whose contracts were finalized before the end of 2020).

New initiatives to promote diversity and well-being at work 

Several actions in 2021 and early 2022:

- Some of them have consisted in making our philosophy on diversity and welcoming minorities more visible. For example, GENFIT has put in place clear signage at its headquarters, marking the existence of inclusive restrooms in order to **combat all forms of discrimination**;
- Other measures have been taken to ensure the smooth running of departures and returns from maternity leave: :
 - A **"Guide to Good Managerial Practices: Maternity Leave"** was produced as a pilot project, providing the employee and her manager with some practical ideas for dealing with a potentially stressful subject. This guide was developed with the help of volunteer employees who have experienced this situation themselves;
 - Another initiative was aimed at **improving breastfeeding conditions for women** wishing to express breast milk during working hours, with the **provision of a new dedicated room** guaranteeing a greater level of comfort than previously, with more space and more equipment;
 - GENFIT has always **encouraged fathers to take their paternity leave in full**. The duration of paternity leave was increased from 14 to 25 calendar days on July 1, 2021. Since then, 100% of paternity leave requests have corresponded to 25 days and the organization proposed by the employee has been accepted.



These examples complement other mechanisms already in place within the company, such as **the possibility for our employees to anonymously donate paid leave to caregivers among the company's employees**, so that they can take care of their loved ones who are losing their autonomy or who have a disability, while maintaining their pay during the period of absence.

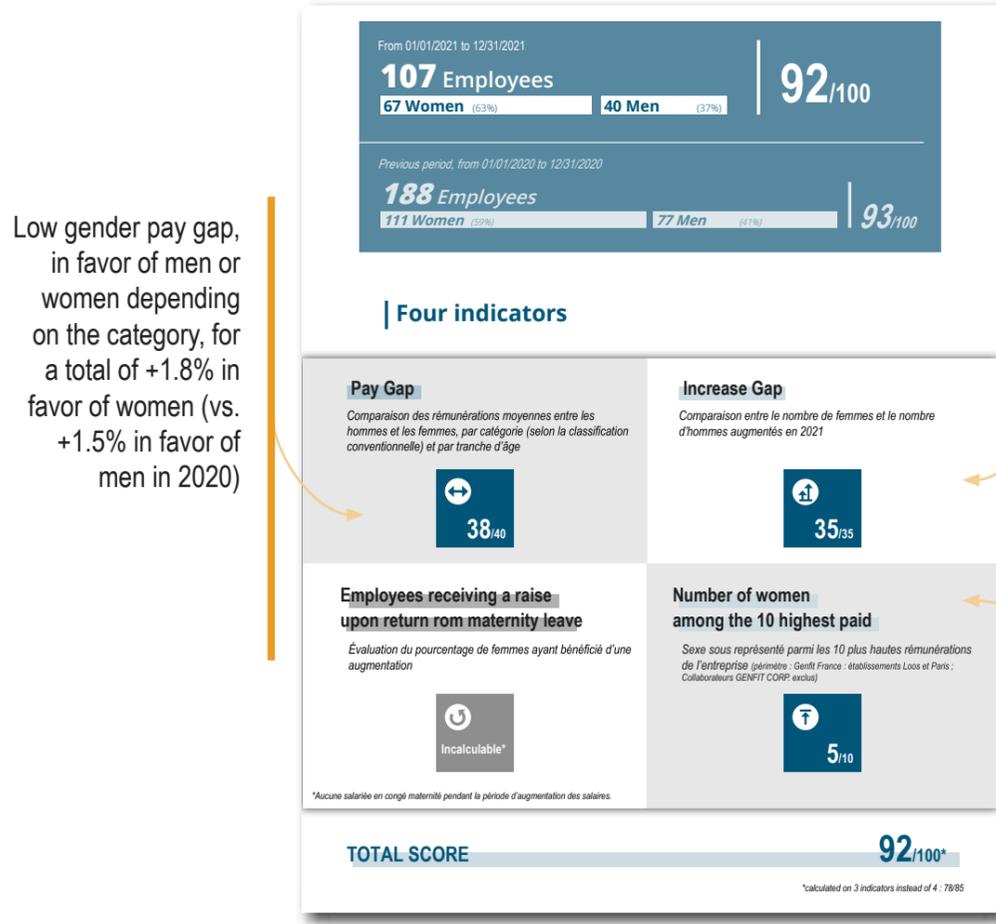


Parity between women and men



In terms of gender parity, a system of vigilance regarding of pay gaps has been in place for several years, with the implementation of corrective actions if necessary. The Human Resources department also regularly updates its processes to ensure the inclusion of women at every level of the company.

In concrete terms, GENFIT's performance in 2021 resulted in a score of 92/100 on the gender equality index, with the following details:



Low gender pay gap, in favor of men or women depending on the category, for a total of +1.8% in favor of women (vs. +1.5% in favor of men in 2020)

The proportion of women and men present on January 1. 2021 and having received a salary increase is almost identical, with 19 women out of 67 and 10 men out of 40

The 10 highest paid employees of GENFIT SA are awarded to 2 women and 8 men in 2021 as in 2020

The total score was calculated for 2021 on 3 indicators instead of 4, resulting in a score of 78/85 corresponding to 92/100.

Finally, at the time of writing, in March 2022, women are represented in the governing bodies as follows:

- 4 members of the Board of Directors are women, or 44%;
- 3 members of the Executive Committee are women, or 27%.



Moral and sexual harassment and the fight against sexist behaviour



GENFIT is committed to implementing the means available to fight against moral and sexual harassment and against sexist behaviour. In this respect, GENFIT has taken several measures to prevent harassment and, if necessary, to identify and alert any situation of harassment or sexist abuse:

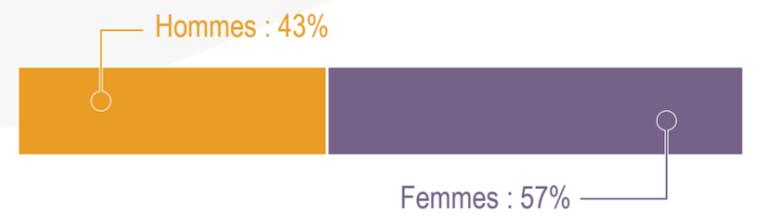
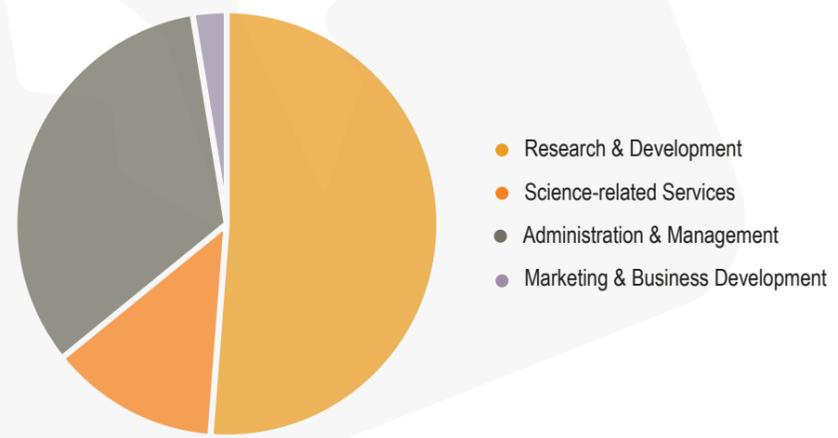
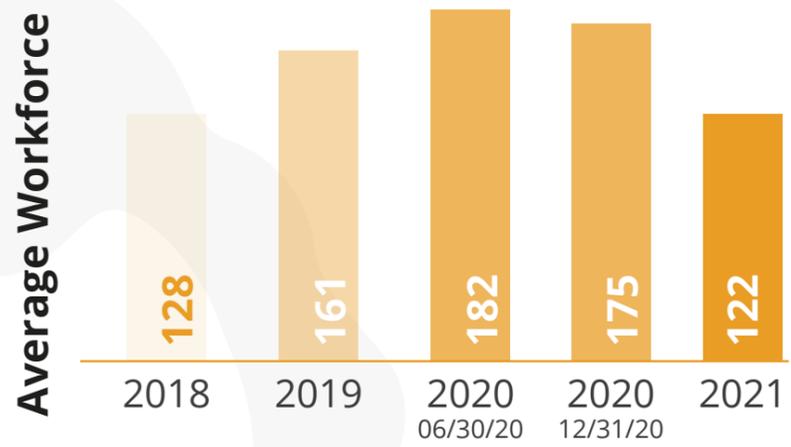
- The internal regulations, available to all employees, recall the provisions relating to moral and sexual harassment and sexist behaviour defined in the Labour Code;
- Two representatives (one man and one woman) for the fight against sexual harassment and gender-based violence, who are members of the Social and Economic Committee staff delegation, have been appointed and have received dedicated training;
- An advisor in the fight against sexual harassment and gender-based violence within the Human Resources team has been designated and has received dedicated training;
- An internal procedure for reporting and handling sexual harassment has been developed.

These provisions are intended to ensure:

- Identifying situations of sexual or moral harassment;
- Identifying risky behaviors and situations;
- Awareness of the problems related to harassment in order to anticipate, prevent, react and fight against moral and sexual harassment.

General indicators for human capital formation 

Workforce



Recruiting

As each new employee is destined to become an active contributor to the company, the quality of the recruitment process is essential. To meet the various challenges in this area, we have set ourselves the following objectives:

- Guarantee a consistent, high-quality candidate experience, enabling candidates and the GENFIT teams to make the best possible decisions;
- Maintain the diversity of profiles, talents and experiences within the company by recruiting solely on the basis of skills. To avoid bias, CVs are regularly selected at random and reintegrated into the pre-qualification phase;
- Enable effective collaboration between teams, regardless of their location, by selecting candidates with a level of English adapted to the company's challenges;
- enable employees to grow with the company by offering internal promotion and the development of versatility.

When recruiting, GENFIT's selection process for candidates:

- respects equal opportunity;
- takes place after a rigorous review of applications;
- is based on the candidate's abilities, but also on his or her experience and behavioral skills.

Interviews are organized and conducted:

- to allow each candidate to highlight his or her assets and to collect all relevant information about the position and the company;
- to allow the operational staff and the Human Resources (HR) team to evaluate the potential of each candidate with regard to the expectations for the position in the short and medium term.



The conditions for success defined by GENFIT in the recruitment process are as follows:

- each candidate receives an acknowledgement of receipt when he/she sends his/her application;
- if the candidate's profile matches the skills defined in the job profile, an initial telephone interview, called a "pre-qualification telephone interview", is conducted by the HR team to determine the candidate's project;
- for candidates who are not in a close geographical area, or when the situation does not allow it, the first interview takes place by videoconference or by telephone
- interviews at the premises are grouped together in the same half-day, as far as possible;
- the interlocutors are clearly identified, they are people able to detail the proposed missions;
- exchanges are organized in the strictest confidence;
- for positions based in France, a test of oral comprehension in English is systematically performed by the candidate, as well as a reference check, in agreement with the candidate;
- each candidate who has followed this pathway receives an answer, even if it is negative;
- to ensure the best possible candidate experience, and to guarantee the efficiency of the recruitment process, GENFIT has equipped itself, since February 2019, with an application management tool interfaced with a dedicated recruitment website: jobs.genfit.com. This tool also ensures RGPD compliance for all candidate data, regardless of their location (Europe or US) and provides statistical data on the evolution of applications

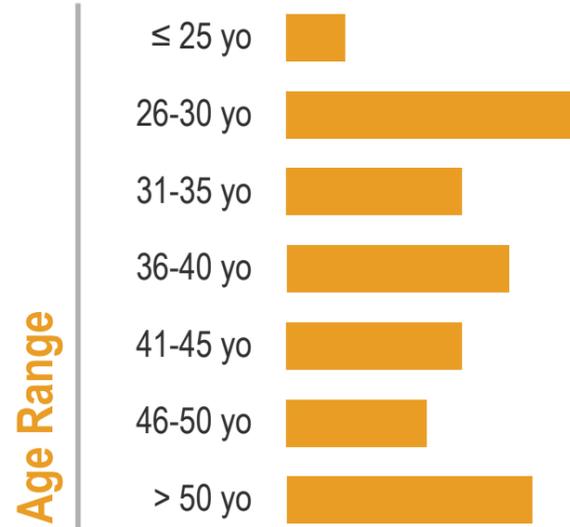


Diversity

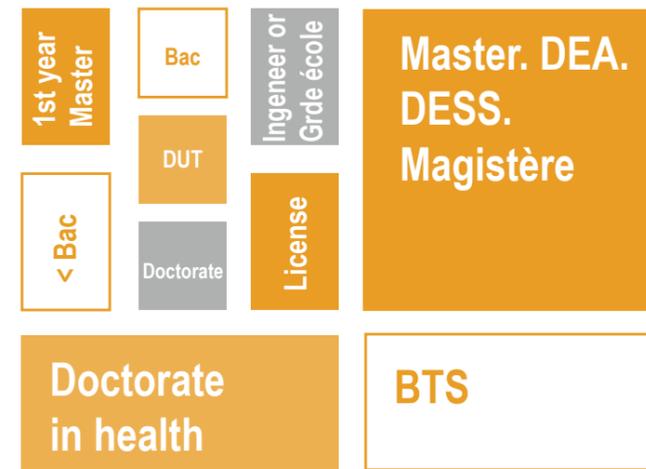


At GENFIT, the diversity of profiles is the key to the success of our projects, which require versatility and expertise. This diversity is created when recruiting employees, where each application received is scrupulously studied on the basis of skills.

In 2021, in order to address the topic of diversity in a broad sense, we have chosen to demonstrate the diversity of our employees' profiles through various indicators including their gender, level of education, age, nationality, country of birth, or seniority in the company, all of which contribute to the mutual enrichment of our employees as well as to the performance of the organization.



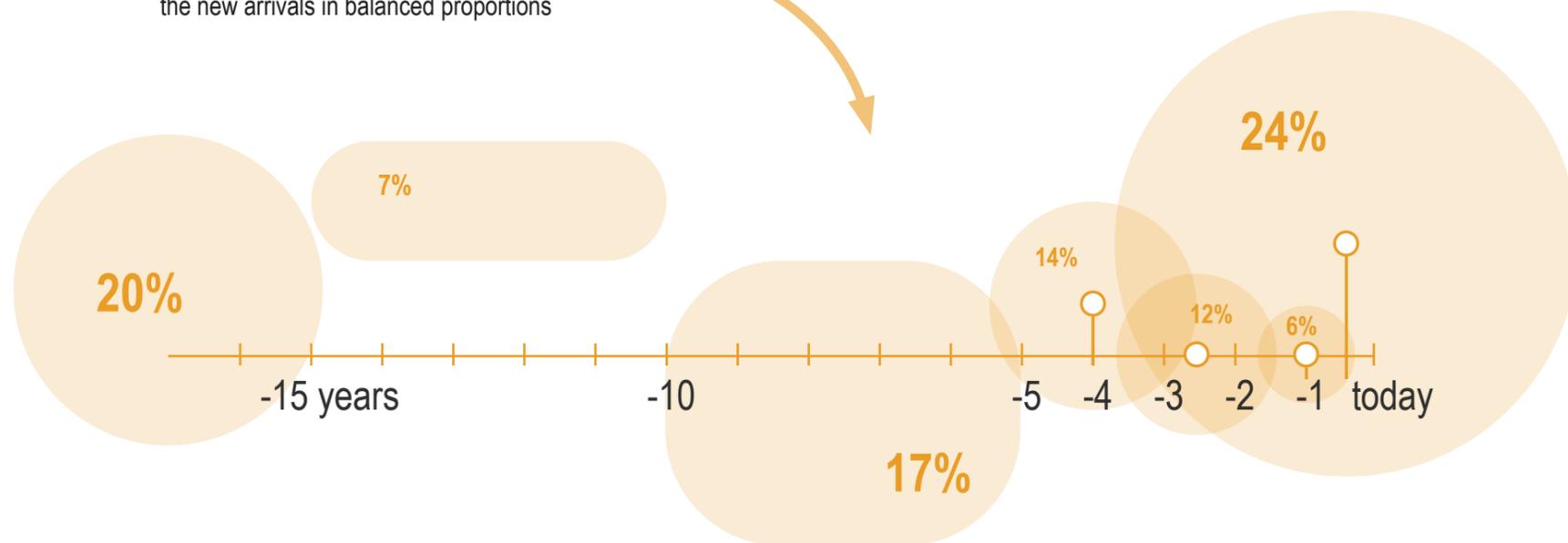
Level of Study



A relatively balanced presence of different levels of education, despite the fact that our main activity requires the presence of a large number of highly educated people: an illustration of our desire to recognize the know-how and expertise of each person, beyond the academic prism

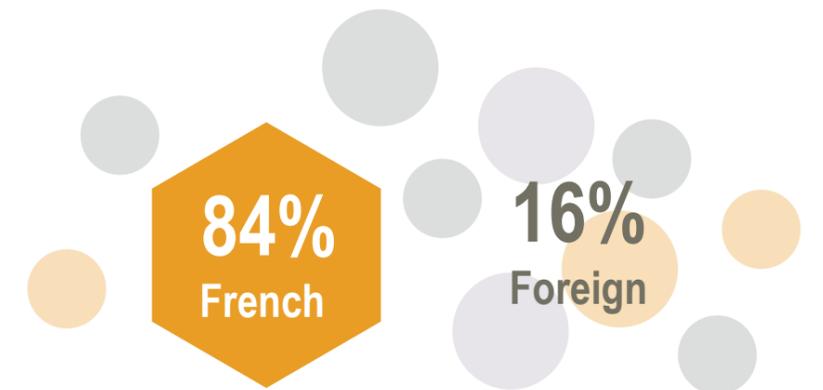
A homogeneous distribution according to the different age groups: illustration of our will to value the experience of the oldest, but also to capitalize on the dynamism of the youngest to whom we wish to give a chance to develop professionally

A sound distribution in terms of seniority, allowing the most senior staff to work alongside the new arrivals in balanced proportions



A significant proportion of employees of foreign nationality at the company's head office, representing 11% of the workforce, and a total of 13 different nationalities within our global workforce: an illustration of our desire to offer an opportunity to all, and to promote a form of cultural diversity

Seniority in GENFIT



Nationalité



In addition to these data, it should be noted that 5 employees of GENFIT SA live in a 'priority area' (according to the geographic information system database for urban policy).



General indicators of financial security for employees

As part of the implementation of the new performance agreement in 2021, bonuses, promotions and salary increases will now take place in April of the year following the year to be evaluated. The advantage of this approach is that it allows for a better assessment of employee performance by taking into account the whole year for the measurement of the achievement of objectives (i.e, up to December 31 of the year concerned), and ensures consistency between our performance development process and its monetary translation (the level of the bonus varies with the level of performance). As this report covers the year 2021, a transition year, it cannot take into account these new evaluation criteria.

Salaries and Premiums



GENFIT re-evaluates annually the level of compensation of its employees based on the achievement of individual objectives, with a constant concern for fairness and in relation to the company's overall performance.

Employee shareholding in the Company's capital



Since 2016, GENFIT's governing bodies (Executive Board, then Board of Directors) have regularly awarded, free of charge:

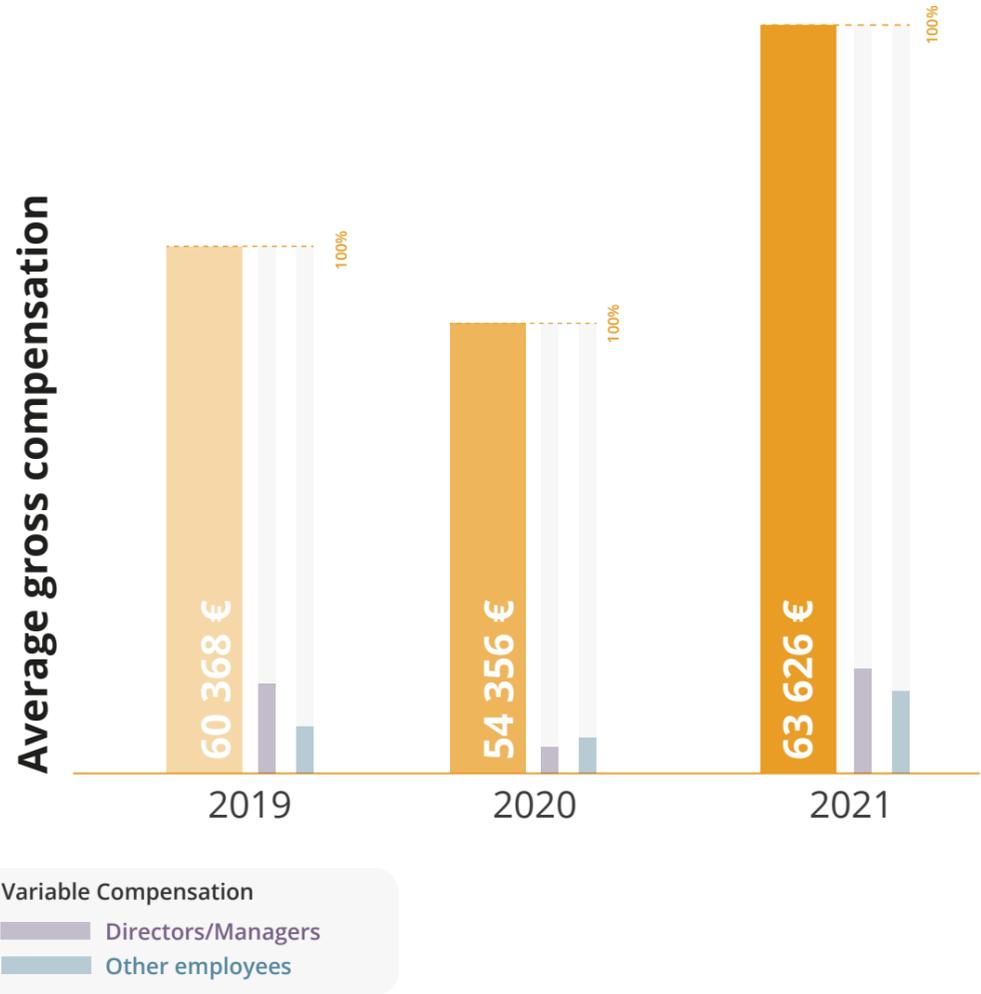
- stock options for the benefit of executive officers and certain managers of the Company and its subsidiaries;
- as well as free shares for the benefit of executive directors and all eligible employees of the Company.

These instruments have been put in place to retain and motivate teams, to recruit new talent to support the Group's future development and to interest them in achieving its operational and financial objectives.

Thus, they allow the Company to:

- continue to offer and propose to its new employees competitive packages compared to those offered by other companies in the sector, particularly American;
- convert part of the total employee profit-sharing into shares;
- motivate the Company's employees to achieve long-term objectives.

The terms and conditions of the share-based incentive and performance plans are described in section 6.1.2 of the 2021 Universal Registration Document.



+ 17%
on the average annual gross compensation from 2020 to 2021



General indicators of health, well-being and safety

At GENFIT, health, well-being and safety issues are the subject of regular joint work between General Management, the Board of Directors and the Social and Economic Committee (CSE), the company's employee representative body. Several direct feedback mechanisms also exist to ensure that all essential subjects are addressed.

On this theme, the approach concerns all the teams, regardless of functions and geography, all of them being integrated in the same dynamic of exchange and collaboration.

At the operational level, no distinction is made between employees attached to GENFIT S.A, in France and those attached to GENFIT Corp in the United States. The Executive Committee includes members of both legal entities, and the same principle applies to all other systems and mechanisms of the company: steering committees, goal-setting reviews, performance reviews, information made available on the intranet, training sessions, internal webinars, employee surveys, company seminars, etc.

Work organization



The current agreement on the organization of working time formalizes the terms and conditions of work organization within GENFIT SA. There are several ways of organizing working time according to the following categories:

- category of non-managerial employees: working hours are set at 35 hours per week on average over the year;
- category of managerial employees with a fixed hourly rate: the annual fixed rate is set at 1.697 hours (i.e. 37 hours per week).

These two categories of employees work within the framework of the modulation of working hours.

- Category of managerial employees with a fixed-term contract :
 - Working time is counted on the basis of 218 days worked per calendar year, for a full-time employee, for a full year of work, taking into account full vacation entitlement.
 - The employees included in the management categories are those covered by articles 4 and 4bis of the Convention Nationale des Cadres of March 14. 1947 and article 36 of appendix I, affiliated with the French Social Security system.
- For employees attached to GENFIT Corp, working hours are set at 40 hours per week:
 - per hour for employees "eligible for overtime pay"
 - by the day for employees "not eligible for overtime pay"

There is no contractually defined number of working days, but there are 10 public holidays per year. GENFIT Corp employees benefit from paid vacations that vary according to seniority, ranging from 15 to 25 days per year.

Telecommuting



Telecommuting has been implemented on an ad hoc or regular basis, as appropriate, through a first agreement signed in 2019 to take effect on January 1. 2020. This agreement enabled teleworking to be deployed without delay for the majority of employees in the context of the lockdown linked to the Covid-19 health crisis.

In 2021, this agreement was updated in order to simplify the procedures for the employees concerned: in 2021. 50 employees had a valid telework agreement, representing almost 45% of GENFIT S.A.'s workforce. Nearly two-thirds of these agreements concerned regular telework (1 to 2 days per week), the rest concerned one-off telework (10 days per full calendar year).

Because of the health situation, telecommuting has become the norm for all GENFIT Corp, employees, although they may visit the company's premises if they wish, taking the necessary health precautions.



Global medical coverage: in France and in the US



The Company has made the mandatory declarations for its facilities and has the necessary approvals to carry out its activities. The technical controls and verifications of the installations are carried out according to the legislation in force.

The staff has the necessary authorizations and training for the use of equipment and for Health and Safety.

It is subject to medical monitoring by the occupational physician (reinforced when necessary), which includes annual medical check-ups and blood tests for personnel under enhanced medical surveillance. Registers are kept up to date.

The occupational physician was invited to each meeting of the health, safety and working conditions committee (CSSCT). Minutes of all meetings were circulated to all employees via the intranet, as well as to the occupational physician, the labor inspectorate and the CRAM.

The health coverage system is an important element of GENFIT's policy. It is applied in a different way for employees attached to GENFIT SA and those attached to GENFIT Corp, in order to take into account the specificities and regulatory disparities between France and the United States:

- In France: GENFIT SA employees and their families benefit from a health insurance plan with regularly updated benefit packages, as well as life insurance plans offering several options to employees. In 2021, new health insurance benefit packages have been provided to GENFIT SA employees for both managerial and non-managerial staff.
- United States: GENFIT Corp, employees and their families benefit from a reference plan (PPO - preferred-provider organization, including more flexibility for the employee in the choice of healthcare professionals) with a limited deductible, and whose insurance premium is covered by the Company with a harmonization of the offer throughout the United States for 2022. Dental and vision insurance is also provided to employees and their families, with the insurance premium covered by the company.

Vaccinations



Several vaccination campaigns are offered by the company to employees, particularly against the flu annually. In 2021, 53 employees were vaccinated against the flu on a voluntary basis.

Absentéisme



With figures that remain well below 5%, GENFIT is not subject to employee absenteeism. While it is difficult to explain the decrease in absenteeism observed between 2020 and 2021, one hypothesis that could be put forward is that of strict compliance with sanitary measures, leading to protection against both the COVID-19 pandemic and other forms of viral diseases.

CSSCT The occupational physician was invited to each meeting of the health, safety and working conditions committee (*Commission santé, sécurité et conditions de travail*)

53 employees were vaccinated against the flu on a voluntary basis

<5% absenteeism in 2021



Working conditions: regular improvement of the quality of life at work 

GENFIT's headquarters are based in Loos, in the Lille metropolitan area, on the Eurasanté park, itself located at the heart of the largest university hospital campus in Europe, renowned for its wealth of healthcare facilities. This major economic and scientific hub, located at the crossroads of Europe between Paris, London and Brussels, has always offered a privileged situation for forging collaborations with the leading academic research institutions and pharmaceutical companies. GENFIT benefits from a privileged location in an environment that is favorable to the economic development of companies in the healthcare sector, taking advantage of the concentration of a large number of hospital and medical institutes on a single site.

The headquarters facility, built in 2001 and expanded in 2019, offers in 2022:

A constantly evolving range of services completes the system aimed at making life easier for employees:

- In order to eat:
- Employees receive meal vouchers, of which GENFIT's financial participation represents 60%, with the introduction of the Pass Restaurant card in 2021 for employees who prefer the card version to the paper version;
 - Partnerships have been set up with local catering companies to enable employees to have their meals delivered to the workplace;
 - Employees who wish to do so also have access to the restaurant of the Centre Hospitalier Régional Universitaire



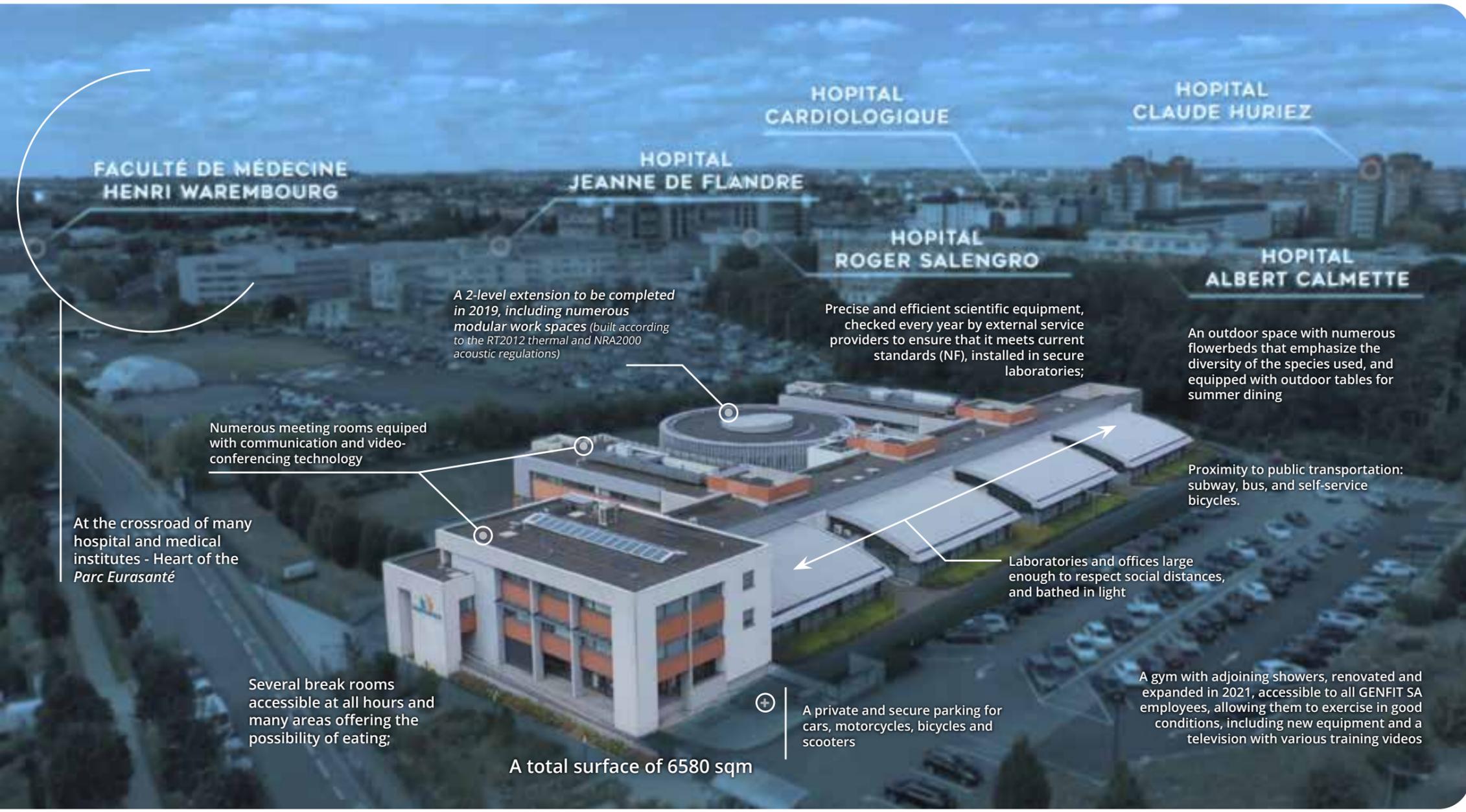
Since the beginning of 2022, employees also benefit from a free "Welcome" card provided by the Parc Eurasanté, allowing them to obtain discounts on restaurant offers in the area



Club Services
CONCERGIE

A concierge service is available for various daily needs (dry cleaning, organic vegetables delivery, etc.)

Depending on the progressive lifting of restrictions related to the COVID-19 pandemic, a gradual resumption of team sports sessions during lunchtime (soccer, badminton, basketball).



A 2-level extension to be completed in 2019, including numerous modular work spaces (built according to the RT2012 thermal and NRA2000 acoustic regulations)

Precise and efficient scientific equipment, checked every year by external service providers to ensure that it meets current standards (NF), installed in secure laboratories;

An outdoor space with numerous flowerbeds that emphasize the diversity of the species used, and equipped with outdoor tables for summer dining

Proximity to public transportation: subway, bus, and self-service bicycles.

Laboratories and offices large enough to respect social distances, and bathed in light

A gym with adjoining showers, renovated and expanded in 2021, accessible to all GENFIT SA employees, allowing them to exercise in good conditions, including new equipment and a television with various training videos

A private and secure parking for cars, motorcycles, bicycles and scooters

Several break rooms accessible at all hours and many areas offering the possibility of eating;

Numerous meeting rooms equipped with communication and video-conferencing technology

At the crossroad of many hospital and medical institutes - Heart of the Parc Eurasanté

A total surface of 6580 sqm

General indicators of health, well-being and safety (continuation)



Social and Economic Committee - Employee representation and collective agreements



Since September 2019, relations with staff representatives are conducted within the framework of the Social and Economic Committee (CSE). Following the last elections, the union present within the company remained representative. The GENFIT company therefore still has a union delegate.

The members of the staff delegation of the CSE have benefited from several training courses required for the exercise of their missions. In particular, they received several days of regulatory training designed to help them understand the powers and operations of the CSE, as well as training in the prevention of sexual harassment and gender-based violence.

For the 2021 fiscal year, the sums paid for social and cultural activities (budget) of the Staff Representative Bodies amounted to 60 thousand euros, taking into account the payroll at December 31, 2021.

Generally, GENFIT is committed to providing up-to-date and continuous information to all its employees. To this end, GENFIT uses the Intranet, which is regularly updated by each of the departments, by the Employee Representative Bodies and by the employees themselves.

GENFIT also organizes general information meetings to bring employees together to discuss the project and company news.

As part of the annual negotiations within the company, and following joint work with the Staff Representative Institutions and the Trade Union Delegate, several agreements are signed each year.

As part of the negotiation of the workforce reduction plan agreement, numerous meetings were organized and each one was the subject of a report published on the Company's intranet in order to keep employees informed of the agenda and the progress of discussions. These negotiation meetings brought together management and employee representatives with the common objective of putting in place support measures to enable employees affected by the workforce reduction plan to return to work as quickly as possible. GENFIT was able to carry out this major restructuring while minimizing the social impact thanks to an exemplary partnership with employee representatives.

The screenshot shows the GENFIT intranet interface. At the top, there's a navigation bar with 'ACTUAL', 'COMMUNIQUE', 'ANNUAIRE', 'VE MESSIAGE', and 'APPLICATIONS'. Below that is a banner for 'DP CE CHSCT' with a cartoon character. The main content area features three cards: 'Comité Social et Economique', 'Comité Social et Economique', and 'Commission de Performance'. Below these, there are two callouts: 'Meetings at least once/month' and 'Minutes accessible to all employees'. To the right, a box titled 'CSE Meeting- Minutes:' lists the following items:

- ⇒ Minutes of the Health, Safety and Working Conditions Commission (CSSCT) ;
- ⇒ Social and cultural activities ;
- ⇒ Financial information;
- ⇒ Governance and News;
- ⇒ Discussions on various issues

Social and Economic Committee and animation of the collective life in the company



The Social and Economic Committee encourages the integration of new employees and exchanges between members of different departments by organizing various events throughout the year to which everyone is invited. The health crisis has shaken up habits, but the members of the Social and Economic Committee have shown creativity and reinvented new approaches to continue to maintain a spirit of conviviality within the company.

The Social and Economic Committee is responsible for organizing a large number of activities within the company. In 2021, the following initiatives were renewed in particular:

Local (mostly french) traditions

- Sharing of *Galettes des Rois* in January;
- Distribution of chocolate eggs for Easter;
- Distribution of brioche, chocolates and clementines for St Nicolas.
- Christmas gift cards for employees and their children, etc.

Events organization

- Quarterly breakfasts
- Animation of barbecues during the summer season
- Celebration of GENFIT's 20th anniversary, with the presence of the spouses of the employees.
- Escape Game and Board Game evenings, etc.

Contests organization

- sports bingo.
- team building predictions.
- internal photo contests.
- Molky tournament.
- bingos, etc.

Management of contracts for lunchtime catering

- installation of foodtrucks in the company's parking lot
- renewal or implementation of contracts with meal delivery service providers.
- purchase of outdoor tables for spring and summer picnics, etc.



General indicators of health, well-being and safety (continuation)

Air quality

In order to guarantee optimal air quality in GENFIT's laboratories, as well as in the offices and meeting rooms, several pieces of equipment were installed in the buildings:

- Air handling unit;
- Fresh and recycled air filtration by bag filter;
- Plate heat exchanger that recycles 80% of the air and its heat.

Even though each office can independently manage the room temperature, the overall room temperature is controlled in summer and winter.

Security

The safety of employees is guaranteed by several complementary devices:

- Access secured by individual and nominative badges;
- A continuous video surveillance system in and outside the premises;
- Among the employees. 6 first aiders are trained annually by the Red Cross (the legal obligation is to be trained every two years);
- Evacuation drills are conducted annually;
- For laboratories:
 - Personal protective equipment: gowns (disposable or washable), gloves, goggles, overshoes, masks (gas, surgical. FFP2);
 - Laboratory equipment: fume hoods, fume cupboards. PSM;
- There were no reported work-related injuries in 2021 for GENFIT Corp, or reports of occupational illness.
- No work-related accidents were reported in 2021 for GENFIT SA, and the four commuting accidents did not result in any medical leave.



General indicators for career development 

Internal training plan

GENFIT's training policy is geared towards the development and versatility of employees' skills. Training courses are organized around the following major themes:

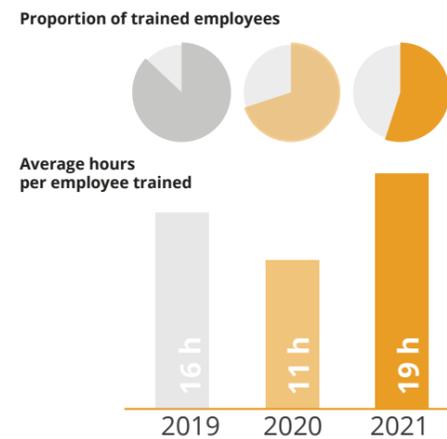


During the annual appraisal interviews, the employee and his or her manager anticipate training needs based on the objectives defined for the coming year. The result of these expressions of needs for all the company's employees is then studied and deployed at the global level by the various stakeholders.

At GENFIT, employees are also regularly invited to develop their skills through other forms of continuing education, by participating in events such as :

- International conferences or congresses, especially scientific and medical, in a physical or digital way (EASL - International Liver Congress™. AASLD - The Liver Meeting®, etc.)
- Webinars organized by GENFIT's partners, such as those of the American patient association Global Liver Institute;
- Scientific webinars organized by GENFIT, with the participation of external speakers, experts on specific subjects related to the webinar;
- "Lunch & Learn" conferences organized by GENFIT and led by company employees who are experts in a given subject, with a view to sharing knowledge on a particular theme or an ongoing program.

Although the health situation has made it more difficult to organize and participate in certain face-to-face events, the availability of teleworking tools and the virtual approaches that are now widely available have made it possible to maintain a fairly steady pace. For example, GENFIT has been able to organize several general presentation sessions on ACLF (disease, patient pathway, diagnosis, current treatments, etc.) for its employees, the last of which took place in February 2022, with the intervention of an American Professor of Medicine, a recognized leader in this therapeutic area.



GENFIT's commitment and employee satisfaction 

GENFIT's commitment to its employees is obvious from the moment they arrive at the company, since the integration of each new employee is the subject of a specific agenda, co-constructed with the manager who plays a key role in the process. It is essential for the company that the employee feels expected and that he or she can take up his or her duties in the best possible conditions, from the very first days:

- The integration process is generally concentrated in one week, with 7 to 15 integration meetings thought out according to the job, with differences depending on the type of position (scientific or not, trainee or not, consultant or not, on the GENFIT SA site or on the GENFIT Corp, site) ;
- A minimum of six employees from departments outside the newcomer's company are involved in the process, in order to facilitate meetings, diversify and extend the scope of exchanges and ensure a form of transversality in the integration process;
- A specific communication is made by the Human Resources Department on the collaborative intranet for all newcomers, whatever their level of position (intern, work-study student, fixed-term contract, consultant, part-time or permanent contract), with their name, photo, biography, and position held;
- As all of the company's employees are involved in the integration of new arrivals, exchanges to ensure that they feel confident are facilitated and the regular events organized by the CSE complete the process, further accelerating the natural integration of new arrivals.

In terms of engagement, the large anonymous survey introduced for the first time at the beginning of 2021 also plays a central role at GENFIT. It has been institutionalized to become a tool for continuous information collection and analysis. It is now seen as a lever to guide GENFIT's employee engagement initiatives through annual adjustments based on the survey results.

Regarding the staff turnover rate, it was 24% in 2021, compared to 19% in 2020. This slight increase is explained by the in-depth evolution of the project portfolio initiated by the company between mid-2020 and mid-2021. The discontinuation of historical programs and the refocusing of the business on new flagship programs are changes that are characteristic of the end of a cycle, naturally inviting each employee to reconsider his or her desires and career prospects. For GENFIT, as for any innovative company, the renewal of human capital is a classic and healthy process, both for the company and for its employees. Given the context, this renewal rate is therefore interpreted as consistent with GENFIT's strategic development and as a sign of good health.



SOCIAL COMMITMENT - APPENDIX

HUMAN CAPITAL FORMATION INDICATORS

Workforce*	Dec-31-21			Dec-31-20		Dec-31-19
	GENFIT SA (France)	GENFIT Corp (USA)	Global	GENFIT SA (France)	GENFIT SA (France)	GENFIT SA (France)
Research & Development	50	5	55	60		101
Science-related services	16	2	18	15		18
Administration & management	44	3	47	39		54
Marketing & Business Development	2	-	2	3		5
Total	112	10	122	117		178
Executives	87	10	97	92		129
Non-executives	21	-	21	23		44
Other status	4	-	4	2		5
Total	112	10	122	117		178
Men	44	9	53	47		74
Women	68	1	69	70		104
Total	112	10	122	117		178
Average number of employees	113	10	123	175		175

*Open-ended contract, fixed-term contract, work-study contract (professionalization or apprenticeship)

Recruiting	2021	2020	2019
Number of applications received (including unsolicited applications, internships and work-study programs)	2 789	1 533	3 946
Number of pre-qualifications done by phone (one maximum per candidate)	108	284	645
Number of interviews conducted (video, phone, face to face, one or more per candidate)	641	506	647

Diversity	GENFIT SA	GENFIT Corp.	Total	Proportion
Type				
Women	68	9	77	63%
Men	44	1	45	37%
Age range				
Up to 25 years old	5	-	5	4%
From 26 to 30 years old	25	-	25	20%
From 31 to 35 years old	15	2	17	14%
From 36 to 40 years old	19	-	19	16%
From 41 to 45 years old	15	3	18	15%
From 46 to 50 years old	12	3	15	12%
Over 50 years old	21	2	23	19%
Nationality				
French	101	1	102	84%
Foreign	11	9	20	16%
Level of study				
Diploma of level ≤ the baccalaureate	3	ND	3	3%
baccalaureate	2	ND	2	2%
BTS	20	ND	20	18%
DUT	2	ND	2	2%
License	9	ND	9	8%
1st year of Master	4	ND	4	4%
Master. DEA. DESS, magistère	45	ND	45	40%
Engineer or Grande Ecole	5	ND	5	4%
Doctorate	1	ND	1	1%
Doctorate in health	21	ND	21	19%
Seniority in the company				
Less than 1 year	27	ND	27	24%
1 year	7	ND	7	6%
Between 2 and 3 years	13	ND	13	12%
Between 3 and 5 years	16	ND	16	14%
Between 5 and 10 years	19	ND	19	17%
Between 10 and 15 years	8	ND	8	7%
More than 15 years	22	ND	22	20%
Location				
Living in a 'priority area'	5	NA	5	4%

ND= undisclosed / NA= not applicable

*(according to the geographic information system database for urban policy)

SOCIAL COMMITMENT - APPENDIX

FINANCIAL SECURITY FOR EMPLOYEES INDICATORS

Salaries	2021	2020	2019
Gross salaries	6,998,885.00 €	9,403,625.00 €	9,598,670.00 €
Average number of employees* (%)	110	173	159
Average gross compensation	63,626.23 €	54,356.21 €	60,368.99 €

*The average number of employees here does not take into account agents

Premiums (Employees as of Dec-31)	2021		2020		2019	
	Number of people involved	Variable compensation (% of gross salary)	Number of people involved	Variable compensation (% of gross salary)	Number of people involved	Variable compensation (% of gross salary)
Directors/Managers	34	14%	34	6%	39	17%
Other employees	78	11%	84	8%	139	9%

HEALTH, WELL-BEING AND SAFETY INDICATORS

Absenteeism	2021	2020	2019
Average number of days	3.2	15.6	7.4
Average number of occurrences	0.5	1.3	0.6
Absenteeism rate	0.88%	4.28%	2.02%

The absenteeism rate is calculated as follows: [average number of calendar days sick/365].

Focus on 2021	Number of days	Number of occurrences	Average number of days
Disease	359	59	3.20
COVID	56	7	0.50
Contact cases	43	7	0.40
Childcare stop	57	22	0.50
TOTAL	515	95	

GENFIT Corp: No unexcused absences were reported in FY2021.

Security	2021	2020	2019
Workplace accidents/commuting accidents	4	0	2
Minor incidents	1	8	7
Occupational disease	0	0	0

CAREER DEVELOPMENT INDICATORS

Internal training plan (GENFIT SA)	2021	2020	2019
Number of hours	1,278.00	1,440.00	2,500.00
Number of employees trained	68	123	153
Average hours per employee trained	18.79	11.71	16.34
Cost (in thousands of euros)	58.00	106.00	153.00

METHODOLOGICAL SPECIFICITIES

Social data - headcount: as of December 31, 2021, including contracts ending on that date.
Turnover rate: [(CDI entries 2021 + CDI exits 2021) / 2 / Total workforce at December 31, 2020 x 100].

Network

Economy

Ecosystem

Patients

Engagement

Dynamism

Accompagnement

Service

Serving patients, the core of our purpose31

Economic impact on our community33

Commitment to our stakeholders34

Civic engagement: concrete actions to serve populations in need35



Animation

Mobilization

Societal

Civility

Externally: special attention to our stakeholders

Local

Impact

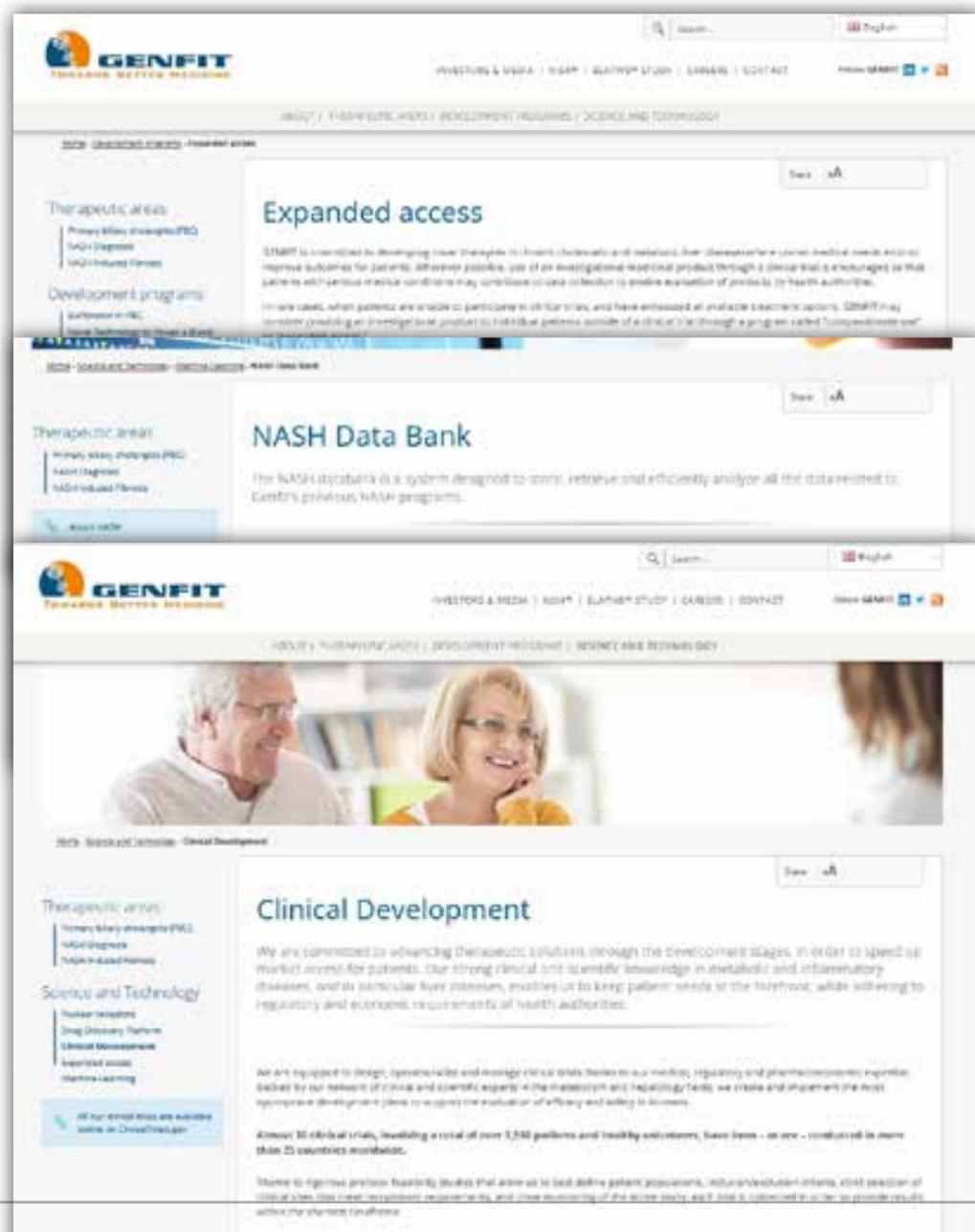
Serving patients, the core of our purpose

A work of provision of information

Taking patients' expectations into account is the first of the six areas defined by the LEEM in its Guide for Pharmaceutical Companies, an inventory of its recommendations on sustainable development.

At GENFIT, dedication to patients begins with sharing information about our ongoing clinical trials, the details of which are available on our website. The objective is to inform patients with few or no therapeutic options about the clinical trials options. The objective is to allow them to contact clinical trial centers directly, according to the appropriate regulatory procedures. The information published is subject to strict internal and external validation. The information is also posted on clinicaltrials.gov.

GENFIT also provides clear and precise information on diagnostics so that patients can find resources and useful contacts to approach the appropriate medical authorities. Here again, the content of the information published is subject to strict internal and external validation.



Specific support in the context of the COVID-19 pandemic

Regarding the COVID-19 pandemic in 2021, GENFIT and its partners have continued to implement specific provisions from 2020. To ensure the safety of patients and healthcare professionals involved in our clinical trials, we have implemented the following measures: virtual appointments, biological assessments performed by local laboratories and delivery of the drug candidate to patients' homes to limit travel and contact.



Coordinated initiatives with patient organizations 

GENFIT's commitment to patients goes beyond the standard support provided in the context of clinical trials. The company is committed to helping patients in other ways, in particular through activities carried out with the help of doctors specializing in the diseases concerned.

This type of commitment is not new, as GENFIT was a major contributor to the 1st International NASH Day in 2018. At the time, the teams' investment in patient associations enabled them to support their own awareness-raising efforts, GENFIT co-developed a web TV program in 7 languages involving more than a dozen global specialists, co-organized some 50 educational events in 25 cities covering several continents, and co-produced a mini didactic guide for newly diagnosed NASH patients, enabling them to understand their disease in a simple and instructive way. [Snapshot guide + web TV + all visual elements nashD, conference, KOL sharing nashD] The international coalition formed ensured the success of the inaugural edition, allowing the transfer of all assets to the Global Liver Institute for the second edition. This leading American patient association in the field of liver diseases is now perpetuating this initiative.

In 2021 and early 2022, GENFIT continued its effort to bring the voice of patients to the forefront, not only on the diseases directly affecting the company.

2021
June 10 International NASH Day



Serving patients, the core of our purpose (continuation)



2021
Sep. 12 International PBC Day



2022
Feb. 12 World Cholangiocarcinoma Day



2021
Oct. Pink October to promote breast cancer screening



Participation to Movember Challenge for men's health **2021**
Nov.

Rare Diseases Day **2022**
Feb. 28



Accessibility of products and services

GENFIT is not directly concerned by this issue. As a biotech company focused on research and development, we do not distribute any drugs. Nevertheless, when selecting our business partners, we ensure that their practices and standards for distribution to disadvantaged patient populations are in line with our principles.

1. PEOPLE
2. COMMUNITY
3. GOOD HEALTH AND WELL-BEING
4. QUALITY EDUCATION
5. GENDER EQUALITY
6. CLEAN WATER AND SANITATION
7. AFFORDABLE AND CLEAN ENERGY
8. INDUSTRY, INNOVATION AND INFRASTRUCTURE
9. REDUCED INEQUALITIES
10. DECENT WORK AND ECONOMIC GROWTH
11. SUSTAINABLE CITIES AND COMMUNITIES
12. RESPONSIBLE CONSUMPTION AND PRODUCTION
13. CLIMATE ACTION
14. LIFE BELOW WATER
15. LIFE ON LAND
16. PAUSE
17. PARTNERSHIPS FOR THE GOALS

Economic impact on our community

A desire to boost the local ecosystem

In 2021, as in previous years, GENFIT sought to have a positive economic impact on its local ecosystem. The company has therefore continued the process of redistributing the apprenticeship tax and has also been able to relaunch a recruitment drive in the course of 2021, thanks in particular to the positive outcome of its convertible debt renegotiation plan, validated by its shareholders at the beginning of the year.

Schools whose teaching is related to our activity

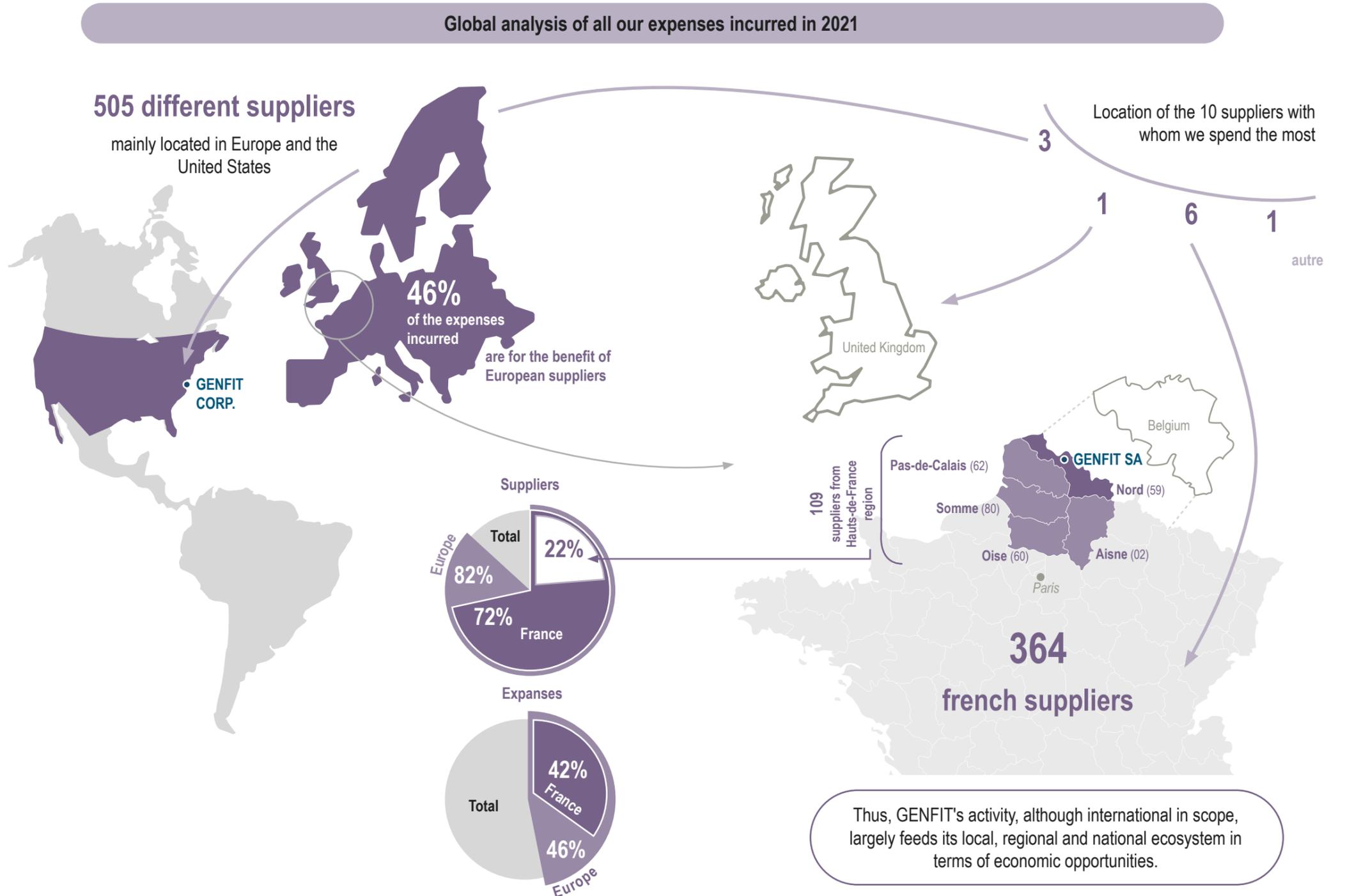
 LABBE	2,100 €
 ILIS Université de Lille Engineering and Health Management Faculty	2,100 €
Vendôme HighSchool	1,500 €

 **3,067 €** donated to *La cravate Solidaire*
Local association for reintegration assistance / job interviews

35
New jobs created in France in 2021

A supply chain that supports regional and national economic development

GENFIT is a research and development laboratory that does not manufacture any products. Our supply chain is therefore limited to a few purchases of products and services made in the context of the conduct of our scientific projects, or in general support of our activities. Although GENFIT's center of gravity is likely to move to the United States, due to our business model and target markets, we have been able to maintain a very strong presence in Europe as well as in France.



- 1 PEOPLE
- 2 ENERGY
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED EMISSIONS
- 11 SUSTAINABLE CONSUMPTION AND PRODUCTION
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PAUSE, RESTORE AND ECOSYSTEM RESILIENCE
- 17 PARTNERSHIPS FOR THE GOALS

Commitment to our stakeholders

Since its creation, GENFIT has always wanted to be involved in its reference ecosystem, which it wants to be dynamic and collaborative.

We do so every year by mobilizing numerous stakeholders and maintaining a quality dialogue with each of them: patients, physicians, hospitals, research centers, incubators, industrial partners, investors, political players at the local, national and European levels, subcontractors, regulatory agencies, professional organizations, non-profit associations, etc. GENFIT itself is a product of local academic research, in particular the research laboratories of the University of Lille 2 and the Pasteur Institute of Lille, the most important regional laboratories in the therapeutic areas in which GENFIT has positioned itself. The University of Lille 2, the Pasteur Institute of Lille, and Finorpa, a regional funding agency, were shareholders from the start and these three organizations remain key partners today.

In 2021 and early 2022, GENFIT strengthened its ties with a number of key players in its reference ecosystem, because while we drive our business with the desire to achieve our strategic objectives for growth and development, we also do so with the desire to take into account the expectations of our stakeholders. We are constantly seeking to build a strategy of dialogue to develop common solutions that meet everyone's objectives.

Here's a look at our key stakeholders - outside of patients - and some of the commitments we've made since the beginning of 2021:

STRATEGIC AND COMMERCIAL PARTNERS

In 2021, the quality of the exchanges we initiated and maintained with the various players in our ecosystem resulted in the signature of a long-term strategic agreement with the pharmaceutical group Ipsen, and another with the biotechnology company Genoscience Pharma for the rights to develop and commercialize a compound that could rapidly enter Phase 2. These agreements were made possible thanks to the high standards of our teams in their choice of partners, and the know-how of our management team in establishing a relationship of trust based on transparency and excellence. Steering committees and regular progress reviews are being set up with these new partners, as well as with our other historical partners, Labcorp (2019 and 2020 agreements) and Terns Pharmaceuticals (2019 agreement).

FRENCH PROFESSIONAL ORGANIZATIONS AND THINK-TANKS:

As in previous years, participation in the Health Tech Innovation Days organized by France Biotech in 2021, and participation since the beginning of 2022 in the "Responsibility and Reputation Committee" of the LEEM, whose ambition is to be recognized as a trusted partner contributing favorably to the evolution of society and its healthcare system

THE LIVER FORUM: FACILITATING DRUG DEVELOPMENT FOR THE TREATMENT OF LIVER DISEASE

EUROPEAN PROFESSIONAL ORGANIZATIONS AND THINK-TANKS

Participation in two working groups within the European Federation of Pharmaceutical Industries and Associations (EFPIA). The first (SME funding) is looking at ways to facilitate access to funding for European biotechnology companies, in order to promote healthcare innovation. In 2021, GENFIT's contribution took the form of several proposals as well as the development of a survey to collect the expectations of small and medium-sized European biotech companies that are part of the EFPIA ecosystem. GENFIT's contribution to the second working group (European Regulatory Affairs and Operations - ERAO) has resulted in the provision of our expertise on topics such as Product information, EMA performance, Scientific Dialogue, and Patient involvement. As a member of EFPIA, GENFIT is committed to following the requirements of the EFPIA code of conduct.

PROFESSIONAL ORGANIZATIONS AND THINK-TANKS OF INTERNATIONAL DIMENSION

Participation in the Liver Forum, an independent body bringing together the majority of stakeholders in the development of therapeutic and diagnostic solutions in the field of the liver, at the global level (American and European drug regulatory agencies, learned societies, medical opinion leaders, patient associations, health industry, etc.)

ACTORS IN THE LOCAL ECOSYSTEM, PARTICULARLY IN THE FIELD OF HEALTH AND INNOVATION

At the beginning of 2022, GENFIT joined the "Committee of Representatives" of the Parc Eurasanté and appointed an "ambassador" to continue to contribute to the strategic development of this European-scale center of excellence dedicated to research related to biotechnologies, health and nutrition, with the aim of contributing to the constant improvement of the attractiveness of the site and the quality of life within it. GENFIT has also joined French Tech Lille, with the dual aim of sharing its experience through mentoring initiatives on the one hand, and forging links with innovative local start-ups on the other, particularly in the environmental field. GENFIT has also joined the French Tech HR Club, in a spirit of sharing and networking to develop local employment in promising areas

PHYSICIANS AND ACADEMIC RESEARCHERS

Through its programs, GENFIT builds relationships with world leaders in medicine and science in its therapeutic areas of interest. We also review grant requests through a Grants Committee to support a variety of educational, charitable, independent research, organizational sponsorship and/or membership, and patient advocacy and/or assistance activities. We consider requests as part of our mission to be a responsible member of the communities in which we operate and do business. For example, in 2021, based on the projects submitted, GENFIT has decided to contribute to the Global Liver Institute's effort to provide a voice and advocacy for patients with liver disease

REGULATORS

Regular contacts with regulatory agencies to ensure the dissemination of reliable and quality information in the financial field (AMF and SEC, in order to respect our commitments) and in the medical field (FDA and EMA, in order to respect our commitments as a company involved in medical research)

CSR ACTORS

Proactive contact with key stakeholders in the field of CSR, in order to strengthen governance in this area, and draw inspiration from existing best practices

SUBCONTRACTORS AND SUPPLIERS

In 2021, in its dealings with its suppliers, GENFIT has endeavored to consider elements related to sustainable development, so as to take greater account of this criterion in the decision-making process

ACTORS IN THE FINANCIAL ECOSYSTEM INTERESTED IN THE COMPANY'S PROJECT (INSTITUTIONAL AND INDIVIDUAL SHAREHOLDERS, FINANCIAL ANALYSTS, INVESTORS)

Provision of detailed documents, in various forms, so that everyone can find complete and understandable information (press releases, power point presentations, specific sections and summaries on the website, webinars and recorded conferences made available in replay form, newsletters, contact e-mail address) In 2021, this dialogue was one of the keys to the success of our convertible debt restructuring, which involved OCEANE bondholders, common stock holders, banks and legal advisors



Civic engagement: concrete actions to serve populations in need 🇫🇷

GENFIT considers itself to be socially responsible and, in this respect, is carrying out a number of actions aimed at young people seeking to create a future for themselves, as well as those in need or even in distress

Mobilization of the entire staff, on a voluntary basis and with the support of the Social and Economic Committee of the company and the Management, for the organization and/or participation in solidarity activities:



#ATOUTFACE
Contribution to tutoring and professional integration projects in collaboration with the association FACE MEL (*Fondation Agir Contre l'Exclusion*), the Préfecture du Nord, and the pharmaceutical company Bayer: help in writing cover letters, writing CVs, role-playing with simulated job interviews, and feedback.



#MOVEMBER
Participation in campaigns to raise awareness of men's health, in particular of prostate cancer screening via the Movember operation in which approximately thirty male and female employees participated



#COLLECTION
Collection of non-perishable foodstuffs and various supplies for the Food Bank, with the objective of helping people in poverty and precariousness

In 2022, a special collection for Ukraine has been organized.

#SMALLBEANIES

Operation in favor of the association "Les Petits Frères des Pauvres" with the objective of helping people suffering from loneliness and isolation by knitting small hats for Innocent smoothie bottles.

Record broken in 2021 for GENFIT knitting enthusiasts: a box filled with **395 small beanies** was sent.



#STOPTHEVIOLENCE
Participation in charity walks or runs, especially against violence against women



Governing Bodies

EXECUTIVE COMMITTEE

- ⇒ Ensures the operational management of the Company through the activities and responsibilities of its members
- ⇒ Coordinate between the different scientific, strategic, financial and legal activities of the Company.



Pascal Prigent
Chief Executing Officer



Dean Hum .Ph. D.
Chief Scientific Officer.



Pascal Caisey
Chief Operating Officer.



Carol Addy . MD. MMSc
Chief Medical Officer



Thomas Baetz
Chief Financial Officer



John Brozek
Vice-President Data & Information Technology



Émilie Desodt
Vice-President Human Resources



Laurent Lannoo
Corporate Secretary,
Director of Legal Affairs



Stefanie Magner
Chief Compliance Officer.
VP International Legal Affairs



Jean-Christophe Marcoux
Chief Strategy Officer



Philippe Motté
Chief Regulatory
and Quality Officer

BOARD OF DIRECTORS



Jean-François MOUNEY

- 66 years old. French
- Chairman of the Board of Directors, Co-founder
- Member of the Nomination and Compensation Committee
- Chairman of the Alliances Committee
- Member of the ESG Committee



Xavier GUILLE DES BUTTES

- 80 years old. French
- Vice-Chairman of the Board of Directors (Independent*)
- Chairman of the Nomination and Compensation Committee
- Member of the Audit Committee
- Member of the Alliances Committee
- Member of the ESG Committee



Anne-Hélène MONSELLATO

- 54 years old. French
- Member of the Board of Directors (Independent*)
- Chairman of the Audit Committee



Frédéric DESDOUITS

- 55 years old. French
- Member of the Board of Directors (Independent*)
- Member of the Alliances Committee



Catherine LARUE

- 66 years old. French
- Member of the Board of Directors (Independent*)
- Member of the Nomination and Compensation Committee
- Chairman of the ESG Committee



SAS Biotech Avenir, représentée par Florence SÉJOURNÉ

- 50 years old. French
- Member of the Board of Directors



Philippe MOONS

- 70 years old. French
- Censor
- Member of the Board of Directors (Independent*), until February 26, 2021
- Member of the Audit Committee, until February 26, 2021



Éric BACLET

- 62 years old. French
- Member of the Board of Directors (Independent*)
- Member of the Nomination and Compensation Committee
- Member of the Audit Committee, since February 26, 2021



Katherine KALIN

- 59 years old. British and American
- Member of the Board of Directors (Independent*)
- Member of the Alliances Committee



Jean-François TINÉ

- 65 years old. French
- Member of the Board of Directors (Independent*) since its cooptation by the Board of Directors on February 26, 2021; cooptation ratified by the General Meeting of June 30, 2021
- Member of Strategy and Alliances Committee, since February 26, 2021

*as defined by the Middledex Corporate Governance Code

Ethics

2021 Objectives

The principles

In 2021, GENFIT has decided to strengthen the management of its sustainable development actions in order to **increase the coherence of its approach and to structure its actions according to explicit policies.**

GENFIT's general CSR policy is designed to **engage all employees**, who are invited to play a role on a daily basis or through targeted campaigns. Non-financial performance is **everyone's business**, from the Board of Directors to all employees, **including senior management**. The effort is therefore **both individual and collective**, under the aegis of the Works Council and with the support of the Human Resources Department.

In practice

SET UP OF A DEDICATED ESG COMMITTEE MADE UP OF MEMBERS OF THE BOARD OF DIRECTORS

It will meet at least twice a year and its role is to monitor the implementation of the CSR strategy



Catherine Larue
Chair of the Committee



Jean-François Mouney
Regular Member



Xavier Guille des Buttes
Regular Member



Philippe Moons
Regular Member

Other participants



Pascal Prigent
Chief Executive Officer

15% of the variable compensation of its CEO is subject to the company's non-financial performance



Jean-Christophe Marcoux
Chief Strategy Officer - CSR referent and responsible for coordinating activities

Our board of directors has specifically assigned the following duties to the ESG committee:

- Review the Company's strategy, ambitions, policies and commitments in terms of social responsibility (Ethics and compliance, Human Rights, Hygiene / Health / Safety of people, Environment)
- Ensure the Company's level of commitment to non-financial performance, ethics and social and environmental responsibility in relation to stakeholders' expectations
- Ensure implementation of actions in these areas
- Make recommendations in this regard to the Board of Directors.

The ESG Committee works in conjunction with:

- the Nomination and Compensation Committee to define the components of social responsibility to be integrated into compensation policies and the development of diversity criteria within the Company
- as well as with the Audit Committee to manage the risks specific to the social responsibility of the Company

SIGNATORY OF PAQTE

PAQTE
Pacte Avec les Quartiers pour Toutes les Entreprises

- ⇒ Encourage dialogue with young people living in working-class neighborhoods
- ⇒ Promote the professional integration of young people living in working-class neighborhoods through work-study programs
- ⇒ Continuously improve HR practices to avoid discriminatory bias
- ⇒ Boosting responsible purchasing policies, particularly with companies located in priority neighborhoods

IMPLEMENTATION OF AN INTRANET COMMUNITY DEDICATED TO CSR

Accessible to everyone in the company to share latest news and guidances in sustainability

- ⇒ Establishment of a dedicated team within the Social and Economic Committee
- ⇒ Mobilization fo employees (all services)
- ⇒ Organization of sessions dedicated to CSR, whose goal is to train employees



Charts

Collective

Procedures

ANNUAL EDITION OF A SPECIFIC EXTRA-FINANCIAL PERFORMANCE REPORT

Making its governance system as transparent as possible in terms of CSR and a better accessibility



Ethics, compliance and transparency	38
Quality of internal and external procedures	40
Subcontracting and suppliers	40
Information security	41
Economic data	41

SIGNATORY OF GLOBAL COMPACT

(United Nations) - Willingness to act in favor of the

17 SUSTAINABLE DEVELOPMENT GOALS



CREATION OF AN EMAIL ADDRESS: RSE@GENFIT.COM

Facilitating exchanges with external stakeholders



Means implemented

Ethics, compliance and transparency

We operate every day with ethics and integrity. We comply with the standards of our industry, individually and as a company. Several new steps have been taken in 2021 to continue to ensure compliance with all applicable standards:



- The appointment of Stefanie Wagner as Chief Compliance Officer, and member of the Executive Committee;
- The recruitment of a new Compliance Manager & Data Protection Officer, notably in charge of compliance and transparency of practices in terms of engagement with physicians to avoid any risk of conflict of interest, or compliance with RGPD rules within the organization;

- Updating of the "Code of Conduct and Ethics" in the form of an "Employee Guide", distributed to each new employee to explain GENFIT's requirements in terms of conduct and ethics. This code covers 18 specific chapters and describes 4 specific policies, including the one specifying the mechanism for reporting possible suspected or actual violations of the Code, or of any law, rule or regulation binding on the Company, referring to the Whistleblower Policy in matters of accounting and auditing, to the Register of Alerts in matters of Public Health and Environment, and to the Chief Compliance Officer. This code is available on our [Investors & Media website, in the "Governance documents" section](#).
- Internal training sessions on each of the topics in this code (Compliance, Promotional and non-promotional communication policy, communication on social networks, donations and sponsorships, etc.) are available in replay for all employees. These training sessions are also subject to a quiz that is automatically sent to employees to ensure that all policies and applications are understood. If the results of the test are not conclusive enough, the employee is invited to take the training again.

- DOWNLOAD THE CODE -

- HUMAN RIGHTS**
 1. Businesses should support and respect the protection of internationally proclaimed human rights
 2. Make sure that they are not complicit in human rights abuses
- LABOUR**
 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
 4. The elimination of all forms of forced and compulsory labour
 5. The effective abolition of child labour; and
 6. The elimination of discrimination in respect of employment and occupation
- ENVIRONMENT**
 7. Businesses should support a precautionary approach to environmental challenges
 8. Undertake initiatives to promote greater environmental responsibility
 9. Encourage the development and diffusion of environmentally friendly technologies
- ANTI-CORRUPTION**
 10. Businesses should work against corruption in all its forms, including extortion and bribery

Human rights

In accordance with its commitment to the United Nations Global Compact, GENFIT respects the human rights standards of its employees and applies the Declaration of Human Rights in its operations. GENFIT complies with local labor laws.

Each contractor engaged by GENFIT - such as those conducting its clinical trials, but also those engaged in other areas (marketing, drug supply, etc.) - undertakes to ensure that its personnel have the qualifications and experience required to conduct a study in accordance with the relevant good practices. It undertakes to comply scrupulously with the guidelines of the relevant Ethics Committee, the provisions of the Declaration of Helsinki, the recommendations of the World Health Organization and the International Council for Harmonization of Technical Requirements for Registration of Medicinal Products for Human Use (ICH), as well as all applicable local and/or national legislation and regulations as most recently amended and all other provisions established by the Regulatory Authorities and in particular articles L. 4113-6 and L. 4113-9 of the French Code de la Santé Publique.

By committing to the 10 principles of the United Nations Global Compact, GENFIT promotes and respects Human Rights (right to education, freedom of expression, a healthy environment, etc.) in their sphere of influence. Respecting Human Rights means being vigilant in identifying potential direct or indirect negative impacts of the organization in order to correct them. Human beings must enjoy their rights without distinction as to race, color, sex, language, religion, political or other convictions, national or social origin, property, birth or any other status.

Beyond simply respecting human rights, we seek to take concrete and voluntary steps to support and promote respect for human rights by making a positive contribution through our core business, our strategic social investments, our corporate sponsorship policy, our partnerships and other collective actions.

Special attention is given to the rights of vulnerable groups, including women, children, people with disabilities, indigenous peoples, migrant workers, the elderly, etc.

GENFIT is careful not to be complicit in human rights abuses. Complicity is being directly or indirectly involved in the violation of human rights by another company, government, individual, group or other. This risk of complicity may be particularly high in areas of weak governance, as well as in regions where human rights abuses are widespread.





Animal protection



The European Directive 2010/63UE has set the framework for the regulation of animal experimentation; it was transposed in France in February 2013.

Since then, the ethical evaluation of projects using live animals for scientific purposes is required, and projects are subject to authorization by the Ministry of Research. Greater transparency of research laboratories towards civil society has thus been promoted, notably at the request of associations dedicated to the protection of animal welfare.

Each animal experimentation establishment has had to establish or create an Ethics Committee competent in animal experimentation, which must be approved by the National Committee for Ethical Reflection in Animal Experimentation (CNREEA).

GENFIT has chosen to set up an internal committee that complies with the recommendations of the CNREEA before the transposition of the Directive was implemented. GENFIT's Animal Experimentation Ethics Committee (CEMEA) has been registered since October 11, 2012 under No. 77 with the National Committee.

Members of the Ethics Committees are committed to promoting the national charter on animal experimentation, and to applying the basic **3Rs rule (french)**:

- **reducing the number** of animals used
- substituting **alternative methods** if available
- and refining procedures to make them **as comfortable as possible** for the animals.

The CEMEA's rules of procedure have been drawn up in order to establish its mode of operation.

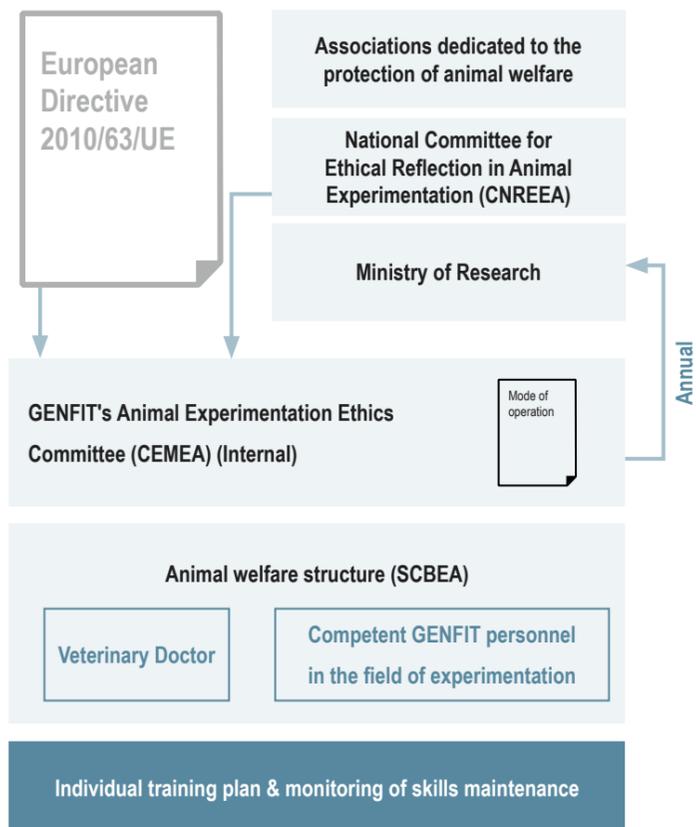
On an annual basis, the Ethics Committees and the heads of experimental establishments report to the Ministry on the number of animals used and the severity of the procedures they have performed. These national data are then published at the European level.

In addition to the ethical evaluation and authorization of projects, which are steps prior to the implementation of experimental procedures, each institution must set up an animal welfare structure in its laboratories (SCBEA).

Composed of competent GENFIT personnel in the field of experimentation and a veterinary doctor, this field structure ensures that experimental procedures are applied as authorized during the ethical review.

Finally, in order to guarantee that the teams dedicated to animal experimentation produce quality work while respecting animal welfare conditions, it is necessary to maintain a level of competence and training for all those involved. It is in this spirit that an individual training plan and the monitoring of skills maintenance are established.

All of these regulatory aspects are subject to regular inspections as part of the maintenance of GENFIT's accreditation as an animal experimentation establishment since 2001.



Management of disputes and litigation

In May 2020, following the Company's announcement of interim results from its Phase 3 RESOLVE-IT clinical trial evaluating elafibranor in NASH, pursuant to which elafibranor did not demonstrate a statistical effect on either the primary or secondary endpoints, a shareholder class action lawsuit was filed in a state court in the Commonwealth of Massachusetts, naming the Company, its Board of Directors and certain members of its executive management as defendants. The action alleges that the Company and the other defendants made misleading statements about the development of elafibranor in connection with the Company's initial public offering in the United States in violation of U.S. federal securities laws.

In October 2020, the plaintiff voluntarily discontinued the action filed in state court in the Commonwealth of Massachusetts. However, in December 2020, the same plaintiff filed a new action in New York state court, alleging claims substantially similar to those in the prior action against the same defendants as in the prior action but also against the banks that accompanied the Company in its U.S. IPO.

In March 2021, the Company and the other defendants filed a motion to dismiss. By decision dated August 10, 2021, the New York State Court granted the Company's motion further ruling that the plaintiff is foreclosed from refileing an identical complaint against the defendants. In September 2021, the plaintiff appealed this decision, and completed his pleadings on March 9, 2022 within the time limit. The Company intends to defend the trial court's decision in the Court of Appeals.



Quality of internal and external procedures

Philippe Motté
Chief Regulatory
and Quality Officer



In 2021, GENFIT continued to improve its quality management system, with a view to controlling the level of risk in its business.

Among the measures taken:

- In January 2021, the appointment of Philippe Motte, Chief Regulatory and Quality Officer, to the Executive Committee ;
- Numerous updates of the Quality Management System, with the contribution of several working groups, resulting in new documented operational procedures, validated and distributed through a dedicated tool guaranteeing a good level of information for each employee regarding the procedures to follow and the best practices to implement in the context of their specific activity;
- Regular presentation of Quality indicators to all members of the Executive Committee, in order to ensure transparent monitoring of the company's progress;
- Each new document that comes into effect is sent to the relevant employees for a thorough reading, followed by a mandatory approval process.

34 reported issues in 2021 whose **75%** processed and closed before the end of the year

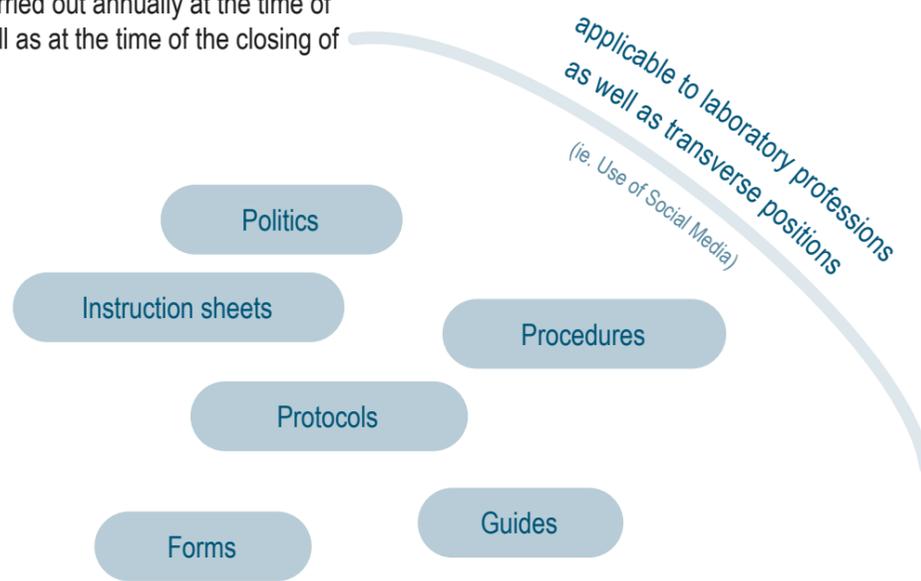
A reporting and alert tool accessible from the intranet is available to employees. It allows them to send a notification to the Quality department when an area for improvement is identified, so that action can be taken: adaptation of a current procedure, proposal for a new procedure, internal or external solution, etc.

In order to ensure the quality of the work provided by the teams and the application of procedures, audits are regularly carried out, led by the Quality department.

At the financial level, at least two large-scale audits are carried out annually at the time of the publication of the annual and half-yearly results, as well as at the time of the closing of the accounts which takes place every quarter.

+ de 500
operative documents

+ de 100
documents created or updated in 2021



Subcontracting and suppliers

GENFIT entrusts a non-negligible part of its activities to subcontractors, particularly in regulated areas such as:

- Execution of clinical studies (activity subject to Good Clinical Practice) ;
- Manufacture of small quantities of the drug candidate (activity subject to Good Manufacturing Practices);
- Pre-clinical activities (activity subject to Good Laboratory Practice).

The qualification and monitoring of our subcontractors are two essential pillars of our operational management, ensuring the quality of our program execution and the regulatory compliance of our activities. GENFIT conducts regular audits of its service providers to ensure rigorous monitoring of all subcontracted activities. In 2021, 12 quality audits were carried out.

With regards to the choice of its suppliers and subcontractors, GENFIT intends to impose a systematic competitive bidding process in order to introduce objective, healthy and effective competition between the various stakeholders likely to collaborate with the company. A procedure that has been available to all employees for several years has been revised in 2021 to include a more detailed comparative decision grid, including various weighted indicators concerning quality, price of services and reputation.

GENFIT is careful to work with suppliers and subcontractors whose practices make them responsible players with regard to independent third-party criteria. For example, GENFIT's 10 main subcontractors have been awarded numerous recognized CSR labels. These are important markers, since they capture GENFIT's impact across the entire scope of its activities.



Information security

As a player in medical innovation, GENFIT is aware of its responsibility in terms of information and data security, whether it be financial data or medical data involving third parties.

In this respect, we carefully monitor the evolution of risks in terms of information systems security. With this in mind, numerous updates have been carried out throughout 2021 in terms of infrastructure, server maintenance, software and antivirus updates.

In 2021, the generalization of teleworking has also been an opportunity to intensify the work of educating and raising awareness among employees in this area. Several targeted campaigns and specific training sessions have been organized to ensure that each employee is not only aware of the existing dangers, but can also put into practice the recommendations drawn up by the Information Systems Department.

Safety audits are regularly carried out, and 8 mandatory training courses were set up several years ago for all employees. Since the beginning of 2022, these 8 training courses have been available online.

The aim is to make them more easily accessible. They are broadcast in the form of short videos that can be replayed for everyone to view at their convenience. To ensure that the risks and behaviors to be adopted are well understood by all, test campaigns are regularly conducted by the Information Systems Department. Users who do not adopt the correct behavior are warned by a message inviting them to new awareness sessions to reinforce their knowledge.

In 2021, as in previous years, each new employee joining GENFIT will have received training in good practices, with the delivery of a specific charter and a triptych containing the essential points of vigilance. This triptych is updated regularly, with a major overhaul at the end of 2021 to take into account the most recent issues, since these are rapidly evolving.



John Brozek
Vice-President Data
& Information Technology



At the beginning of 2022, to confirm the importance given to information and data issues, GENFIT appointed John Brozek, Vice-President Data & Information Technology, to the Executive Committee.

Economic data

In the context of this extra-financial performance report, GENFIT recalls the main economic data presented in its Universal Reference Document:

Revenue and other operating income

Revenue and other operating income for 2021 amounted to €85.6 million compared to €7.8 million for 2020.

Revenue for 2021 amounted to €80.1 million, mainly from the receipt of the €120.0 million upfront payment from Ipsen, out of which €80.0 million is recognized as 2021 revenue, after deduction of €40.0 million deferred revenue, which will gradually be recognized as revenue following the completion of the ELATIVE™ double-blind study. Other revenue recognized in 2021 is related to licensing agreements with Labcorp for the deployment of NIS4® technology in NASH.

Operating expenses and operating result

Operating expenses for 2021 amounted to €53.8 million compared to €90.7 million for 2020.

In 2021, GENFIT generated a consolidated operating result of €31.8 million compared to an operating loss of €82.9 million in 2020.

Financial result

2021 resulted in a financial income of €37.7 million compared to a financial loss of €18.8 million in 2020.

This variation was mainly due to the €35.6 million one-time bonus relating to the partial buyback of the convertible bonds (OCEANE) and to the decrease in expenses related to financial interest from €11.6 million in 2020 to €4.8 million in 2021.

Cash and cash equivalents

As of December 31, 2021, the Company's cash and cash equivalents amounted to €258.8 million compared with €171.0 million as of December 31, 2020.

This is mainly the result of:

- The €120.0 million non-refundable initial payment received from Ipsen pursuant to the license agreement signed in December 2021, further increased by €24.0 million of collected VAT;
- Ipsen's €28.0 million equity investment in GENFIT's share capital received in December 2021;
- The reimbursement in October 2021 of the 2020 CIR for €7.9 million;
- The granting of two State-guaranteed loans and a subsidized loan in June, July and November 2021 for a total amount of €15.2 million;
- €47.5 million (not including transaction expenses) disbursed for the partial buyback of the OCEANE convertible bonds in January 2021; and
- Cash used in operating activities over the period.



GOVERNANCE COMMITMENT - APPENDIX

CONSOLIDATED STATEMENTS OF OPERATIONS (amounts in thousands of euros- except per share data)

As of

	12/31/2021	12/31/2020	12/31/2019
Revenues and other income			
Revenue	30,839	765	80,069
Other income	10,122	6,993	5,51
TOTAL	40,961	7,758	85,579
Operating expenses and other operating income (expenses)			
Research and development expenses	-66,17	-59,097	-35,166
General and administrative expenses	-17,265	-14,27	-16,153
Marketing and market access expenses	-13,708	-11,216	-1,539
Reorganization and restructuring expenses	—	-5,308	-142
Other operating income (expenses)	-1,649	-764	-763
Operating income (loss)	-57,832	-82,897	31,816
Financial income (1)	5,221	6,544	44,78
Financial expenses	-13,11	-25,296	-7,122
Financial profit (loss)	-7,889	-18,752	37,658
Net profit (loss) before tax	-65,721	-101,649	69,474
Income tax benefit (expense)	576	428	-2,215
Net profit (loss)	-65,144	-101,221	67,259
Attributable to owners of the Company	-65,144	-101,221	67,259
Attributable to non-controlling interests	—	—	—
Basic and diluted earnings (loss) per share			
Basic earnings (loss) per share (€/share)	(1.76)	(2.60)	1.51
Diluted earnings (loss) per share (€/share)	(1.76)	(2.60)	1.23
(1): Of which Financial income incurred by renegotiating the convertible bond debt OCEANE	—	—	35,578

2021 Objectives

The principles

A continuous improvement approach

The consequences of human activities on climate change are a global issue that affects human health, our core business. This is one of the reasons why we want to optimize our sustainable development model every time an opportunity arises, whether it is to better manage a certain type of waste, to prevent an environmental risk or to analyze our environmental impact.

We believe that a company's environmental approach can be improved at different levels and in different ways, all converging towards the same objective:

- Either through infrastructure changes, whose impact can bring a significant benefit, at the cost of a considerable investment;
- Or with everyday measures that, if applied by all employees, can have a significant impact;
- Or through initiatives led by players outside the Company: awareness campaigns, contributions to an effort already undertaken by another stakeholder, or recourse to carbon compensation mechanisms.

At GENFIT, in 2021 as in previous years, we have sought to act along these three lines.

While our concern to protect the environment drives us to make reasonable choices whenever possible, we would nevertheless like to remind you that GENFIT laboratories are not concerned by regulations relating to Classified Installations for Environmental Protection.

An activity that consumes few natural resources and raw materials

GENFIT stands out in comparison to many other companies because of its specific business model, which is unique to biotech companies focused exclusively on research and development.

Its main assets are intangible: patents on non-marketed molecules or on algorithms.

GENFIT does not sell or manufacture any products. The company does not use any production chain, either directly or indirectly. Its need for raw materials is therefore extremely low, and its supply chain virtually non-existent.

The company does not manufacture any product and does not provide any services. It also does not use any distribution chain, which greatly limits its use of natural resources since it has no direct or indirect sales outlets and does not mobilize any sales force, either in the field or virtually.

In practice

In 2021, we continued to take actions to reduce our waste and follow responsible waste management methods. These approaches allow us to limit environmental risk through safe technologies and procedures, and strict protocols in the event of an accident or emergency.

We have also continued to raise awareness of environmental issues among all our employees, inviting them to get involved on a daily basis: reduction of paper consumption, use of recycled paper, recycling of office consumables, selective sorting and reduction of household waste. In particular, GENFIT has training procedures that provide a detailed description of chemical and waste management methods. The Quality department is responsible for applying and updating these procedures. All new employees are given a "Health and Safety" triptych during their induction presentation, which lists the main safety and environmental instructions to be followed at GENFIT.

Finally, we have studied the possibility of including new innovative solutions likely to improve the environment, in particular through links with certain local players in green innovation, and have taken action on carbon offsetting.

2021 was therefore a year in which GENFIT continued its ongoing effort to reduce and control its environmental impact.

Means implemented

CARBON EMISSIONS, CLIMATE CHANGE.....P.45

Infrastructure

Mobility

Compensation

RAW MATERIALS AND SUSTAINABLE USE OF RESOURCES.....P.48

Energy

Consumption

WASTE, SORTING AND CIRCULAR ECONOMY.....P.49

Recycling

Reduction

NoPlastic

#ACTION

Contributions to external environmental protection initiatives through carbon offsetting

At the end of 2021, GENFIT decided to participate in the Voluntary CO₂ Offsetting program set up by Air France, through its service provider in charge of organizing its business trips. As a result, from the contract renewal date in April 2022, 100% of the corporate discount will be donated as a voluntary contribution to two Gold Standard certified reforestation projects, one in Panama and the other in Colombia. Gold Standard certification guarantees responsible management of natural resources and a significant improvement in the living conditions of local communities.



Since the beginning of 2022, in order to offset its digital carbon footprint, GENFIT also invites its employees to use the Ecosia search engine as their default navigation system, with a detailed procedure explained on the Company's intranet. Ecosia is a company founded in 2009 with a social purpose. In 2014, it was the first German company to be certified as a B Corp thanks to its social business model. This model works as follows: search-related ads generate revenue for Ecosia, and Ecosia uses this revenue to plant trees. By the beginning of 2022, Ecosia claims to have planted more than 150 million trees in over 9,000 reforestation sites.

**100 %
energy compensation
for reforestation**



Colombia



Panama



Indicators and trends:

Carbon footprint of travel evolution between 2019 & 2021*

Air transport:

- 90%



Rail transport:

- 77%

*Due to the health crisis, we have not included 2020 in this analysis (irrelevance)

Since the beginning of the health crisis linked to the COVID-19 pandemic, the number of trips made in the context of GENFIT missions has dropped considerably, particularly in terms of air travel, with 10 times less impact than before the health crisis. In 2021, the majority of trips made by train were related to employees based at the Paris site who regularly travel to the Loos site.

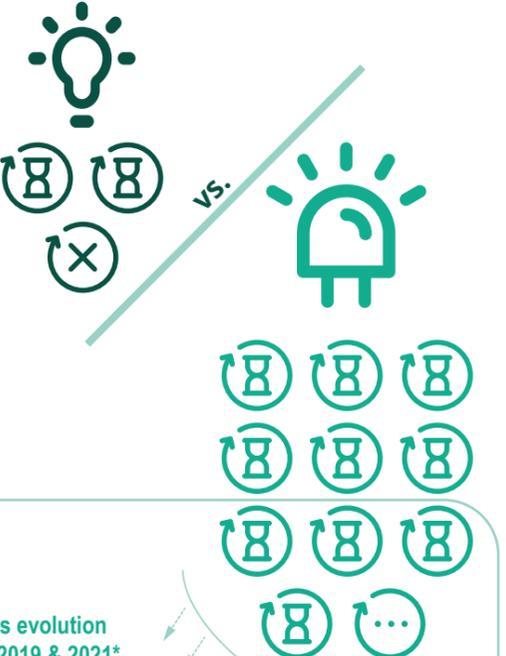
#ACTION

In 2021, as it does every year, GENFIT has continued its policy of gradually replacing all its light bulbs with LED solutions. This choice is justified firstly by a desire to reduce our energy consumption, since LED lighting solutions are low consumption. It is also justified by the sustainable dimension of this technology, since in addition to being low consumption, a LED bulb is characterized by its durability. Indeed, a LED lamp can operate between 30,000 and 50,000 hours, against 2,000 hours for a halogen bulb and 1,000 hours for an incandescent lamp.

This policy of progressive replacement of bulbs is coupled with a policy of systematic replacement of all switches by automatic switches detecting the passages, and turning on the lighting only when necessary. Above all, it will automatically turn off the light if no presence is detected, avoiding unnecessary waste.



Infrastructure modifications



Indicators and trends: GHG emissions

All emissions in the laboratory are captured by specific hoods, which are periodically maintained and controlled. The inspection reports are attached to the safety register. GENFIT regularly ensures, via its service providers, that its cold production facilities (refrigeration unit, air conditioning) are leakproof. Leakage certificates are included in the safety register. In 2021, no refrigerant leaks were recorded.

A number of GENFIT's main suppliers have put in place an action plan to reduce their greenhouse gas emissions

*Due to the health crisis, we have not included 2020 in this analysis (irrelevance)

Emissions evolution between 2019 & 2021*

-3%

indirect emissions (electricity)

+17%

direct emission (natural gas)

Gas consumption increase detailed at page 48.

Soft mobility



GENFIT's fleet policy includes a strong financial incentive to switch to plug-in hybrid or electric vehicles. The budget allocated to employees is significantly higher than that for combustion engine vehicles.

In addition, the use of electric charging stations in the company parking lot is free of charge.



GENFIT has an electric vehicle, with a view to reducing CO₂ emissions, which is used for short trips in the Lille area.



42 employees

benefited from a subsidy

by using public transport to go to work

In 2021

GENFIT employees are encouraged to use public transport through a specific subsidy, characterized by the payment of 50% of the subscription. 42 employees benefited from this subsidy in 2021.



- = all the kilometers of metropolitan France's land borders
- + French overseas departments and territories
- + Adelie Land in Antarctica
- + the Channel Tunnel

by bike and scooter !

6,200km



10 employees

Since October 1, 2017, GENFIT has implemented a participation in the mileage allowance for bicycles and scooters for employees commuting to work by these means of transportation. In 2021, 10 people benefited from this allowance (within the limit of €100 per year, per person).



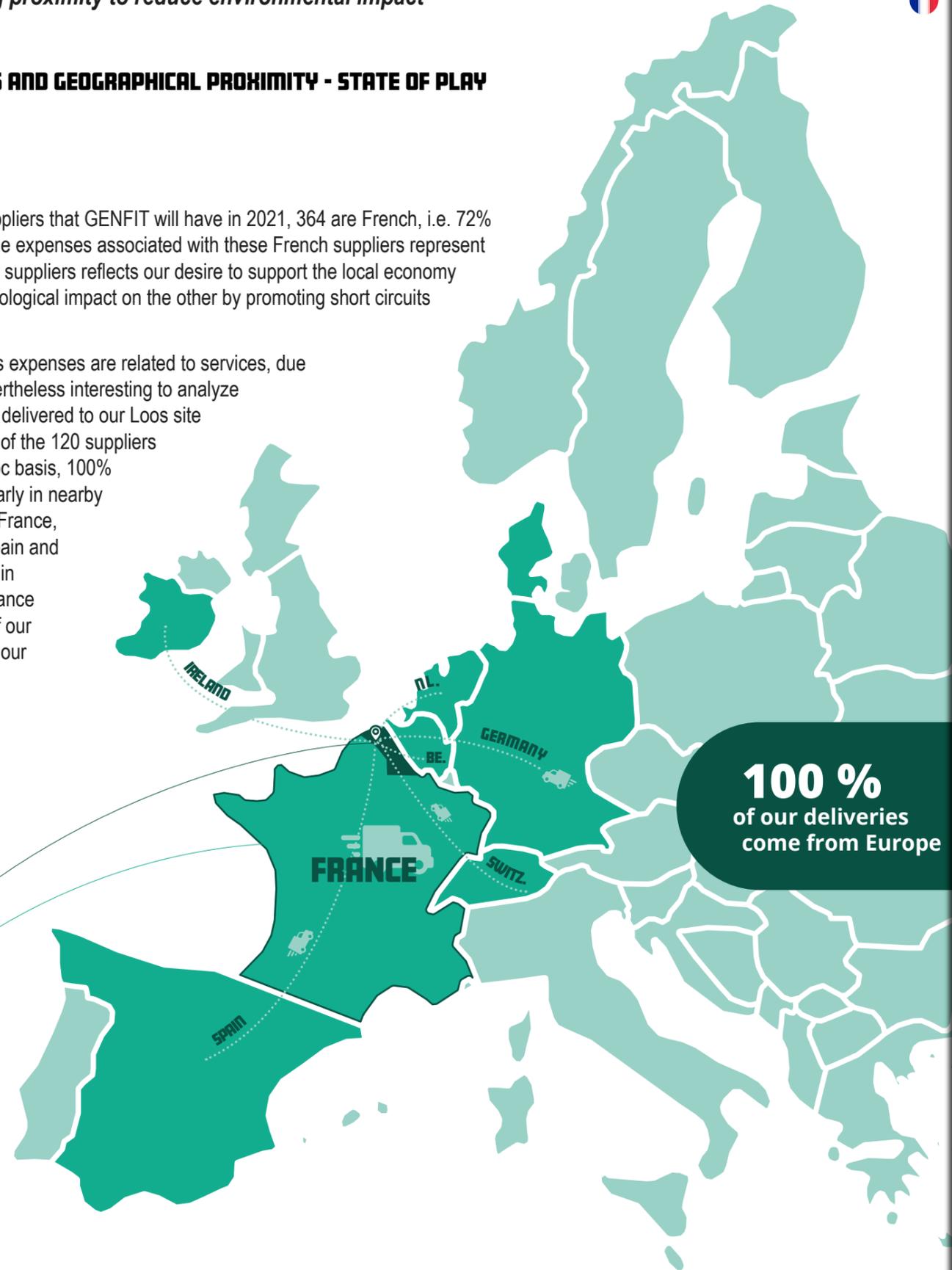
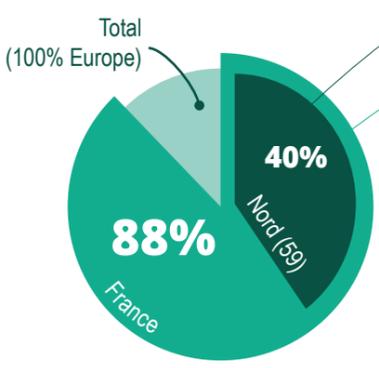
Supply chain and logistics: promoting proximity to reduce environmental impact

SUPPLIERS AND GEOGRAPHICAL PROXIMITY - STATE OF PLAY

As previously indicated, of the 505 suppliers that GENFIT will have in 2021, 364 are French, i.e. 72% of the total number of suppliers, and the expenses associated with these French suppliers represent 42% of our total expenses. Using local suppliers reflects our desire to support the local economy on the one hand, and to reduce our ecological impact on the other by promoting short circuits for material supplies.

Although the vast majority of GENFIT's expenses are related to services, due to the nature of our business, it is nevertheless interesting to analyze the specific flows concerning products delivered to our Loos site (the only site with a delivery platform): of the 120 suppliers who deliver to us on a regular or ad hoc basis, 100% are based in Western Europe, particularly in nearby countries such as Belgium, Denmark, France, Germany, Ireland, the Netherlands, Spain and Switzerland. Of these, 88% are based in France, including 48 in the North of France (GENFIT's headquarters), i.e. >50% of our French suppliers and about 40% of all our suppliers.

Our suppliers (delivery only) by location



ENERGY SUPPLIERS



ILEO

The water is distributed to us by the local supplier ILEO, which ensures its distribution in 62 municipalities of the European metropolis of Lille (from the factory outlet to the tap). Numerous preservation and analysis operations are implemented by ILEO to guarantee the quality of the water, and at each stage of the production and distribution of the water, the European Lille Metropolis ensures its quality in the boreholes, during production, during water treatment and in the distribution circuit.

EDF

As far as electricity is concerned, GENFIT obtains its supplies from the French supplier EDF, whose production is mainly ensured by nuclear power plants, then by fossil energies (coal, gas, fuel oil), and increasingly by renewable energies (solar, wind, bio-energies), which today represent 19% of the sources of the electricity mix.



Eni



Finally, the gas used at GENFIT is produced by Eni, a group of European origin that has been present in France for over 50 years, and whose fundamental and unavoidable values include respect for and protection of the environment. The gas supplied by Eni in France comes mainly from Norwegian fields in the North Sea. Eni has various certifications including ISO 14001 (Environment) and ISO 50001 (Energy management).

- 1 PEOPLE
- 2 COMMUNITY
- 3 ENVIRONMENT AND WELL-BEING
- 4 QUALITY
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 ECONOMIC GROWTH AND EMPLOYMENT
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED EMISSIONS
- 11 SUSTAINABLE CONSUMPTION AND PRODUCTION
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PACES, BIODIVERSITY AND ECOSYSTEMS PROTECTION
- 17 PARTNERSHIPS FOR THE GOALS



Raw materials and sustainable use of resources

#ACTION

In order to limit the impact of energy consumption as much as possible, the heating is managed by set points according to the activity zones and working hours, with an automatic stop programmed when the set points are reached. This control mode aims to control our energy impact.

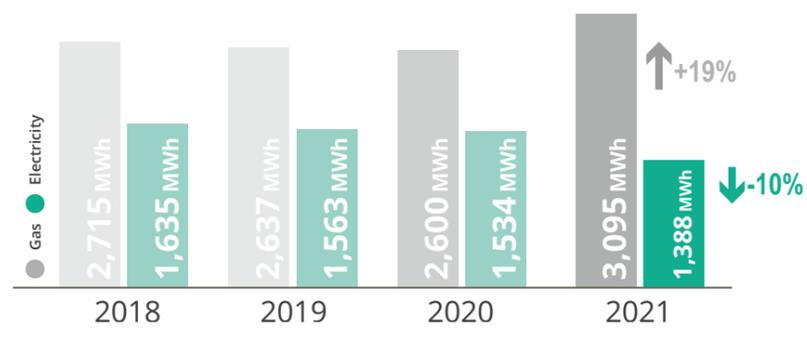
In 2020, GENFIT improved its energy efficiency by installing new chillers and boilers to optimize and better control energy expenses.

Consumption of raw materials

The raw materials used for synthetic chemistry are organic compounds in quantities of no more than 100 g. The quantities ordered are calculated as precisely as possible so that they can be completely transformed during the synthesis process and do not generate waste.

Indicators and trends: Energy consumption 

- The energy consumed on the GENFIT site is exclusively related to the consumption:
- electricity for the lighting and cooling of the premises and for the operation of the laboratory facilities;
 - of gas for space heating.



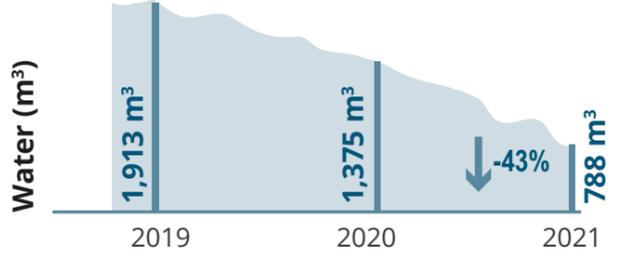
The most plausible explanation for the 19% increase in gas consumption between 2020 and 2021 is the need to drastically increase the number of ventilation cycles in rooms and laboratories. This necessity stems from government measures and recommendations aimed at protecting employees in the context of the health crisis. Compliance with these rules, which led to a significant increase in the number of room heating cycles, mechanically led to an increase in gas consumption. As a reminder, gas at GENFIT is only used for space heating.



In terms of electricity, the decrease in consumption of (10%) can probably be explained by the partial but continuous change of lighting modes, with the gradual switch to LED panels.

Indicators and trends: Water consumption 

Water use is mainly dedicated to sanitary purposes or to the production of ultra-pure water for laboratories.



A significant decrease in our water consumption has been noted for the year 2021 compared to previous years. This resource being used mainly in the sanitary facilities, this evolution is explained by the remote work.

Currently, the company does not use any form of renewable energy to meet its energy needs, but is exploring the possibility of installing photovoltaic panels.



Waste, sorting and circular economy

Recycling

Recyclable waste sorting has been in place since 2018 in the building, in addition to the existing paper/ cardboard sorting. Dedicated and marked containers have been distributed throughout the site and recycling is provided by an external company. The Company also recycles ink cartridges and batteries via an external company.



Indicators and trends:

Laboratory *vivo* waste



In vivo experimental waste is disposed of monthly or upon request.

The change between 2020 and 2021 is due to a greater recovery of activity following the low periods during lockdowns and the nature of the projects underway which may be more oriented towards one (heavier) species rather than another.

+36%

#ACTION

In 2021, as in previous years, GENFIT sorted and collected waste from care activities involving infectious risks (DASRI) separately. The aim of this specific treatment is to eliminate this waste in compliance with current legislation. GENFIT thus ensures that the hazardous waste it produces is always disposed of in a responsible manner.

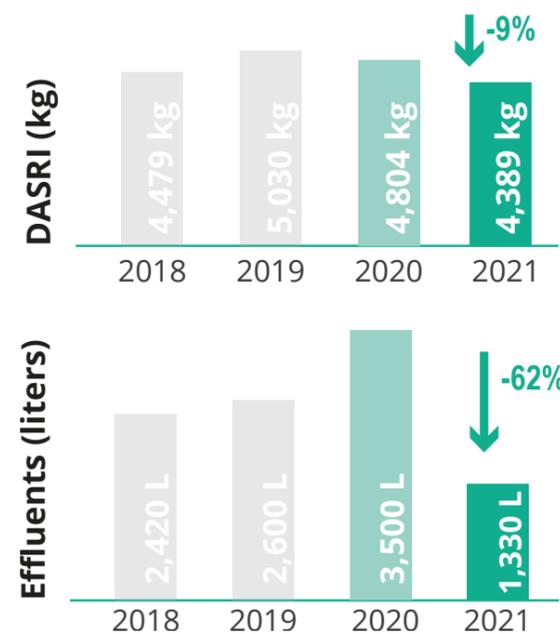
Chemical reduction method



To reduce the use of plastic, GENFIT ensures that each employee receives a "mug" on arrival at the company. The use of single-use disposable cups has thus been banned from the company. Mugs are also made available to external visitors.

Regarding the cleaning products, a large majority of those used by the staff in the company are environment friendly.

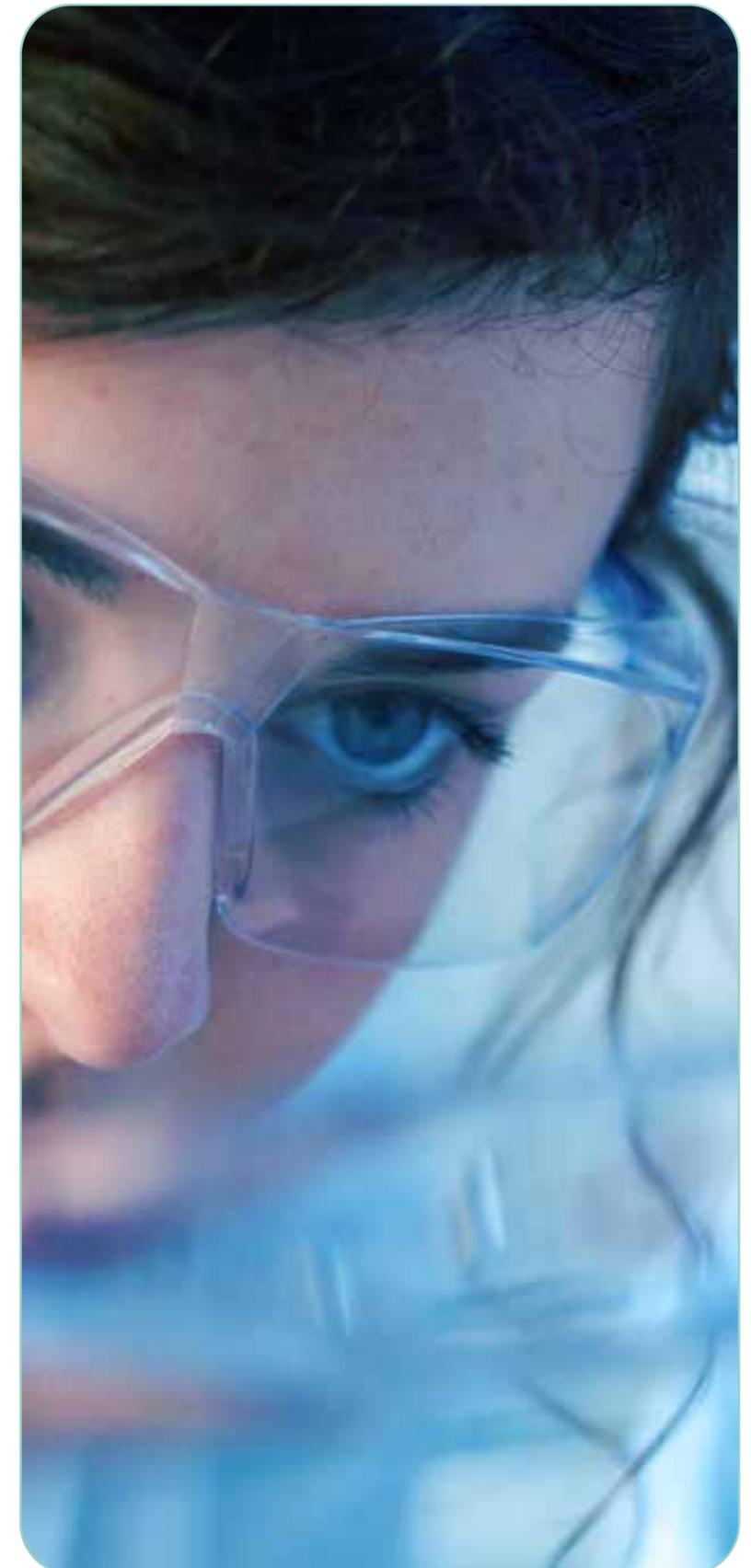
Indicators and trends: Waste from Care Activities with Infectious Risks (DASRI)



Waste removal is carried out every week. The waste tracking slips are classified by type of waste and archived.

GENFIT has replaced CMRs (carcinogenic, mutagenic and toxic to reproduction agents) whenever technically possible in accordance with the recommendations of the French National Research and Safety Institute (INRS).

A database lists the reagents stored on the site and mentions the P & H phases (nature of the risks).



ENVIRONNEMENTAL COMMITMENT - APPENDIX

GHG emissions (in tons)	2021	2020	2019
Direct: mainly from natural gas	746	627	636
Indirect: coming exclusively from electricity	110	110	113
TOTAL	856	737	749

Carbon footprint of travel	2021	2020	2019
Number of kg CO ₂ - air transport	11,757	9,815	118,968
Number of kg CO ₂ - rail transport	302	199	1,295
TOTAL	12,059	10,014	120,263

Source: Travelil and Cap 5 travel agency survey.

Gas Consumption	2021	2020	Evolution 2020 → 2021	2019
Quantity (in MWh)	3,095.00	2,600.00	19%	2,637.00
Cost (in thousands of euros-amount without tax)	107.00	113.00	-	114.00

Electricity Consumption	2021	2020	Evolution 2020 → 2021	2019
Quantity (in MWh)	1,388.00	1,534.00	-10%	1,563.00
Cost (in thousands of euros-amount without tax)	140.00	151.00	-	152.00

Water Consumption	2021	2020	Evolution 2020 → 2021	2019
Quantity (in m3)	788.00	1,375.00	-43%	1,913.00
Cost (in euros - amount without tax)	3,176.60 €	5,271.00 €	-	7,132.00 €

Infectious Medical Waste	2021		2020		2019	
	DASRI	Efluent	DASRI	Efluent	DASRI	Efluent
Quantity of waste collected (DASRI in kg and Efluent in liters)	4,389.00	1,330.00	4,804.00	3,500.00	5,030.00	2,600.00
Processing cost (in euros - amount before tax)	1,856.00 €	3,420.00 €	2,377.00 €	10,006.00 €	2,590.00 €	7,837.00 €

Déchets d'expérimentation <i>in vivo</i>	2021	2020	2019
Quantité (en kg)	422.00	310.00	non communiqué

Sorting recyclable waste	2021	2020	2019
Quantity (in liters)	432,000.00	432,000.00	430,000.00
Treatment cost (in euros)	5,072.00 €	4,655.00 €	4,519.00 €

Including paper / cardboard / plastic with distinction between bottle and cups

METHODOLOGICAL SPECIFICITIES

Waste - DASRI values: actual data from January to October 2021 (estimated data for November and December 2021).

Waste - Effluent values: actual data from January to November 2021 (estimated data for December 2021).

Energy consumption - water, gas and electricity: actual data from January to December 2021.

The following topics are not explained because they are not considered material to GENFIT's business:

- the means devoted to the prevention of environmental risks and pollution;
- taking into account noise pollution and any other form of pollution specific to an activity;
- land use;
- measures taken to preserve or develop biodiversity;
- actions to fight against food waste.

In 2022, GENFIT intends to pursue and intensify its continuous improvement approach to responsibility and sustainable development. Some twenty specific actions have been defined and validated by the ESG Committee in March 2022, responding to environmental, societal, social and governance issues:

IN TERMS OF THE ENVIRONMENT

we will focus on concrete actions such as the evolution of our car fleet policy to further reduce carbon emissions, by imposing plug-in hybrids or electric cars as the only possible options, while at the same time increasing the recharging capacity for these types of vehicles in our headquarters parking lot, thanks to the installation of additional charging stations. We will also carry out a number of targeted environmental activities with and for our employees, with a view to raising awareness and having a real impact. We will also continue to explore innovative solutions that can contribute to environmental protection.

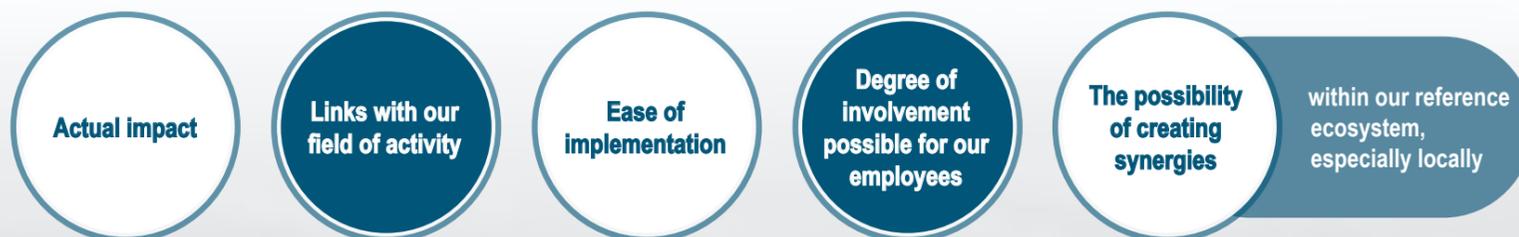
IN TERMS OF SOCIAL AND SOCIETAL ISSUES

we will strengthen our commitment to relevant stakeholders through substantial investments in the local ecosystem, with the main guiding principle being the promotion of innovation in the field of healthcare, in a spirit of stimulating the economic fabric, to encourage the emergence of new solutions developed by young innovative companies in the Hauts de France region. We will also renew a number of civic actions that have proven their worth in 2021, such as the collaboration with the association Atout Face and the prefecture as part of a professional integration project, or the campaign to collect non-perishable food for the Food Bank, or the citizen mobilization against loneliness with the help of the Petits frères des Pauvres. We will also pursue our commitment to diversity, inclusion and assistance to people in situations of weakness, in various forms. Internally, the well-being of our employees and the development of human capital will remain our priorities.

IN TERMS OF GOVERNANCE

we will strengthen CSR evaluation criteria used to select our subcontractors and suppliers, by further formalizing our requirements in this area. We will also seek to consolidate our CSR approach by making greater use of existing tools and methodologies, so that we can adjust our priorities and better measure our impact in the coming years, thereby creating favorable conditions for progress. As our commitment to sustainable development is by nature a long-term one, continuous self-assessment processes to measure the quality of our CSR approach will play an essential role.

These new actions will all be in line with the CSR strategy described above: they will respect the hierarchy defined in terms of priorities and will remain adapted to our means. Priority will be given to those that best meet the criteria that are most important to us, which are as follows:



Finally, in 2022, we will take into consideration the recommendations issued in 2021 by the LEEM in its "Guide for pharmaceutical companies", which presents the commitments of pharmaceutical companies in terms of sustainable development. The interest in building part of our future strategy on this guide lies in the quality and specificity of the work undertaken by LEEM following the PACTE law, inviting companies in the sector to reexamine their role in society (i) on the basis of two essential international standards (ii) in a manner specific to the pharmaceutical sector. The guide presents 6 axes. 16 commitments. 34 objectives and even more specific actions that the sector can take to contribute to the 17 Sustainable Development Goals (SDGs) adopted in September 2015 by the United Nations. Each of the commitments presented is aligned with these SDGs, as well as with the LEEM ISO26000 framework, which is LEEM's version of the ISO26000 standard (the only international standard defining the principles and themes of CSR, and describing how organizations can contribute to sustainable development).

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